



# Coral Sea Holiday Resort & Aqua Park

## Sustainability Annual Progress Report 2025



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## Sustainability Strategy

Our Sustainability Strategy is the foundation of our long-term vision and mission. It sets clear goals for both the near and distant future, helping us navigate risks and unlock new opportunities that strengthen our competitive edge and contribute meaningfully to global sustainability efforts.

We've designed our strategy to be:

**Fixable & forward-thinking**, allowing us to respond effectively to changing circumstances.

**Centered on stakeholder needs**, ensuring their voices shape our path forward.

**Built on our core values**, reinforcing our commitment to sustainable growth.

### Core Focus Areas :-

- Environmental Responsibility
- Social Impact
- Strong Governance
- Measuring Success

**Our KPI's and Action Plans allow us to monitor progress, drive improvement, and stay aligned with our goals. A solid governance framework supports these efforts, ensuring that sustainability remains a top priority at every level of the company.**



# Sustainability Commitment



## Environment

We aim for industry-leading environmental practices through cutting-edge energy efficiency, innovative waste reduction, and sustainable resource management.

### Implementation of Environmental Policies

Our ambition is to rigorously apply sustainability policies and adopt circular economy strategies to reduce waste and enhance resource efficiency.

### Energy Management

We are committed to leading in climate action by actively managing our energy use and reducing emissions, with the goal of achieving significant carbon reductions across all operations.

### Water Management

We are dedicated to sustainable water management through innovative practices that reduce usage and protect local sources.

### Waste Management

Our goal is to minimize waste by optimizing recycling processes and resource use and minimizing single-use plastics throughout our hotels



## Society

We focus on elevating employee well-being, supporting communities,, while also addressing labor practices, diversity, and health and safety.

### Labor Practices / Employee Motivation and Engagement

We foster a motivated and engaged workforce by cultivating a supportive work environment that encourages innovation, collaboration, and a sense of purpose.

### Diversity / Equal Opportunities

We are dedicated to building a diverse and inclusive workforce, where equal opportunities and equitable remuneration are core principles.

### Health and Safety / Food Safety

The health and safety of our guests and employees are paramount. We strictly adhere to food safety standards and implement best practices across all operations.

### Employee Training

We support continuous learning and professional development by providing comprehensive training programs that empower our employees to grow and thrive.

### Community Impact

Through responsible tourism initiatives and active community engagement, we aim to make a meaningful and lasting positive impact on the communities we serve.



## Governance

Our governance aim is to uphold integrity while focusing on customer satisfaction and managing risk.

### Customer Satisfaction / Service Quality

We are committed to consistently exceeding customer expectations through exceptional service quality and an unwavering focus on customer satisfaction.

### Managing Risk

We maintain strong governance and risk management frameworks, upholding a zero-tolerance policy towards corruption and unethical conduct.



## Environmental Impact

Our commitment to energy efficiency is evidenced by our implementation of an Energy Management System as part of our environmental management systems. Additionally, energy aspects and impacts are managed through our ISO 14001 environmental management systems and Travelife certifications. These frameworks ensure comprehensive energy management aligned with international standards.



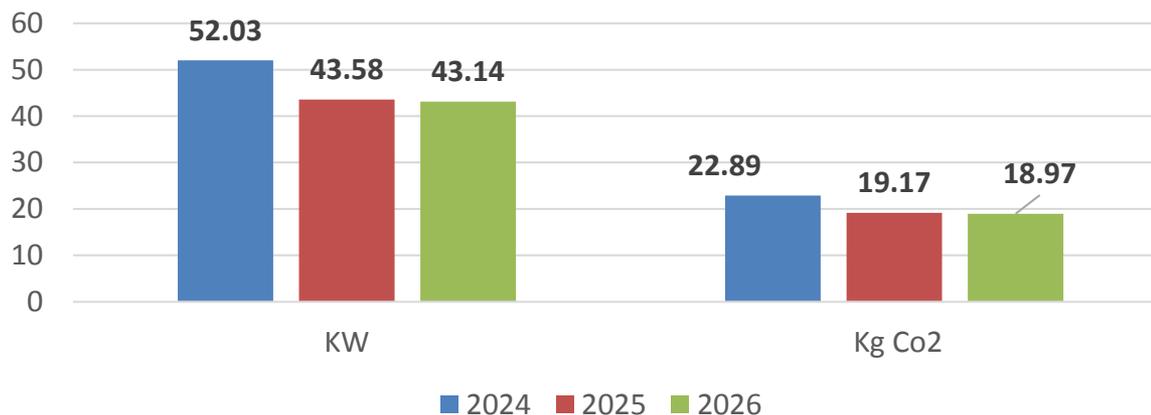
## Environmental Impact

- **Energy/ Emissions Management**

### 1. Electricity

According to our saving programs such as installing photocells, timers are activated for all pools filtration pumps in addition to activating on/off schedule conducted based on many factors of operation and existing of meters. Thus, our target for 2026 is to reduce the Electricity consumption by 1% comparing with 2025 to be **43.14** KWH per guest per day and CO2 to be **18.97** KG per guest per day.

Total Electricity Consumption PPPD



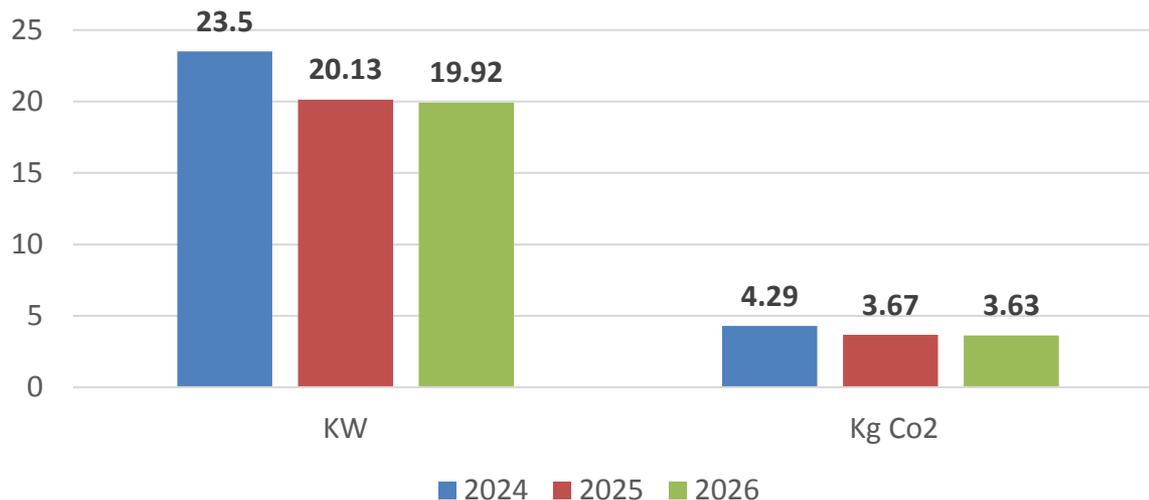
## Environmental Impact

- **Energy/ Emissions Management**

### 2. Fuel / Natural gas

We are dedicated to reducing our fuel consumption and minimizing our carbon footprint through proactive fuel conservation initiatives. By optimizing our operations and adopting energy-efficient technologies, we aim to achieve sustainable reductions in fuel use while enhancing overall efficiency. Thus, our target for 2026 is to reduce the Fuel /Gas consumption by 1% to be **19.92** KWH per guest per day and CO2 to be **3.63** KG per guest per day. / only emergency generators using fuel but all boilers working by natural gas

Total Fuel Consumption PPPD



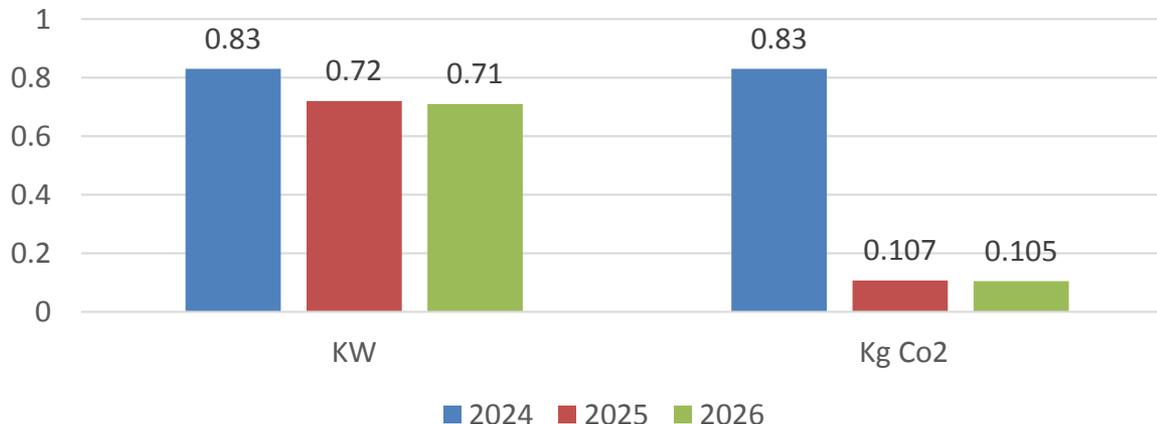
## Environmental Impact

- **Energy/ Emissions Management**

### 3. Water

Water scarcity is a global challenge that demands immediate attention, and Coral Sea resorts acknowledges its role in water conservation. Efficient water management not only preserves vital natural resources but also contributes to cost reduction and enhances guest satisfaction. However, inadequate water management can lead to increased operational costs, environmental degradation and potential strain on local water sources.. Thus, our target for 2026 is to **reduce** the Water consumption by 2 % to be **0.71** KWH per person per day and CO2 to be **0.105** KG per person per day

Total Water Consumption PPPD

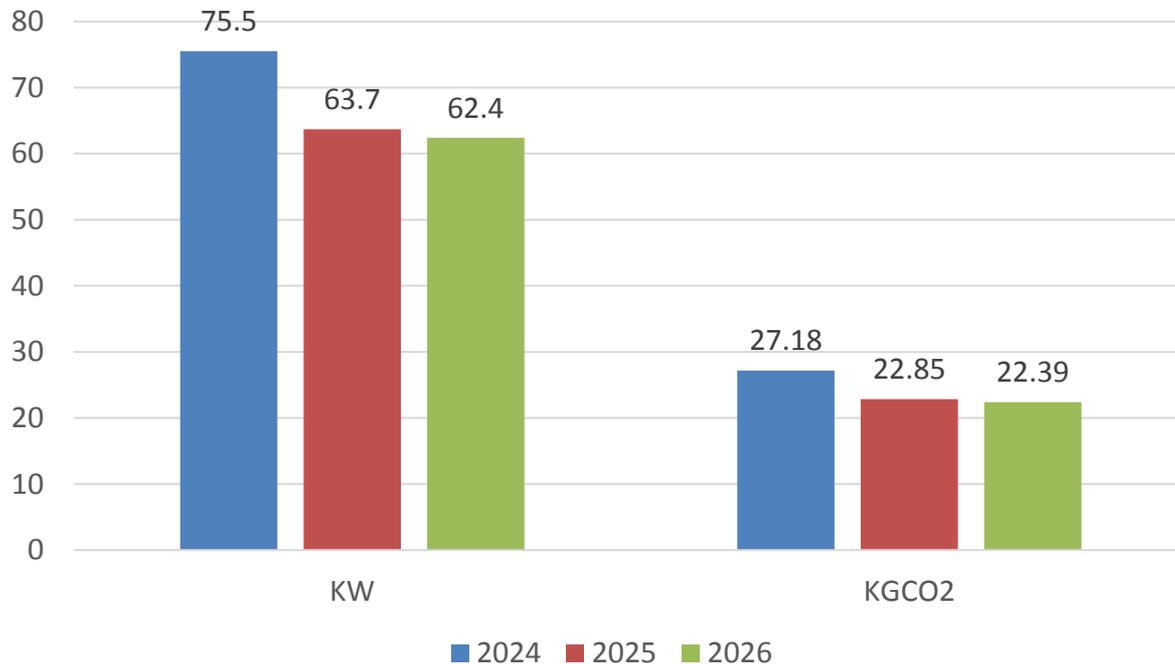


## Environmental Impact

- TOTAL Energy/ Emissions Management**

To reduce total energy consumption in 2026 by 2% to be 62.4 KW compared to 63.7 KW in 2025 and reduce the green house gas emission by 2% to be 22.39 compared to 22.85 KG Co2 in 2025.

### Total Energy Consumption Per Occupied Room

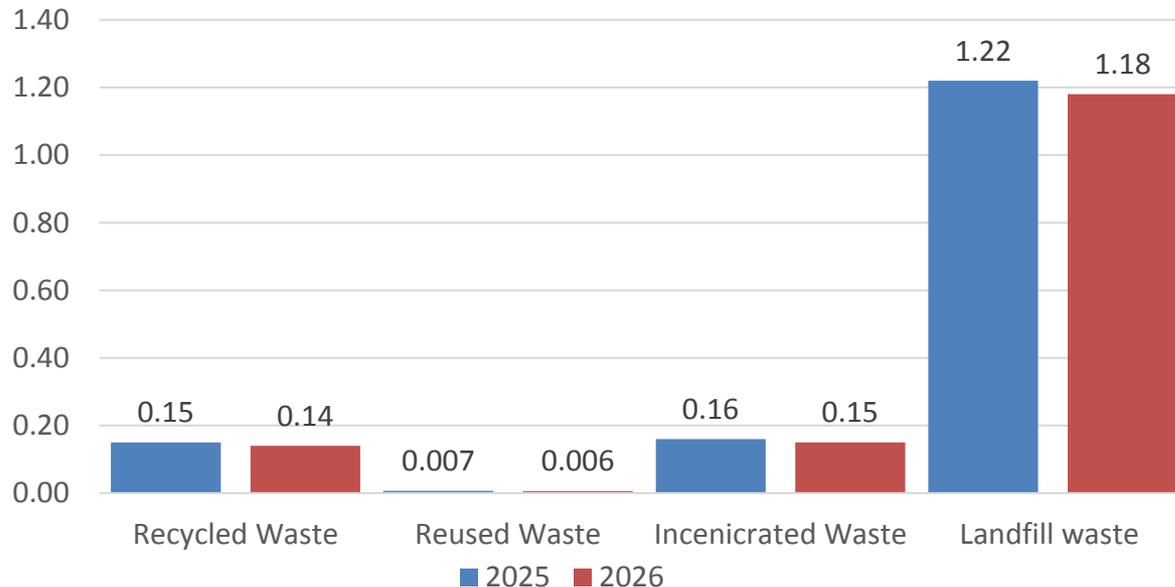


## Environmental Impact

- **Waste Management**

We are deeply committed to responsible waste management practices that minimize our environmental impact and promote sustainability. By reducing, reusing and recycling waste, we aim to lead the hospitality industry in waste reduction efforts. Our goal is to create a more sustainable and efficient hotel operation, contributing to a cleaner, healthier environment for both our guests and the communities we serve. Our goal in 2026 to reduce different waste types by 3% compared to 2025.

### Waste Reduction

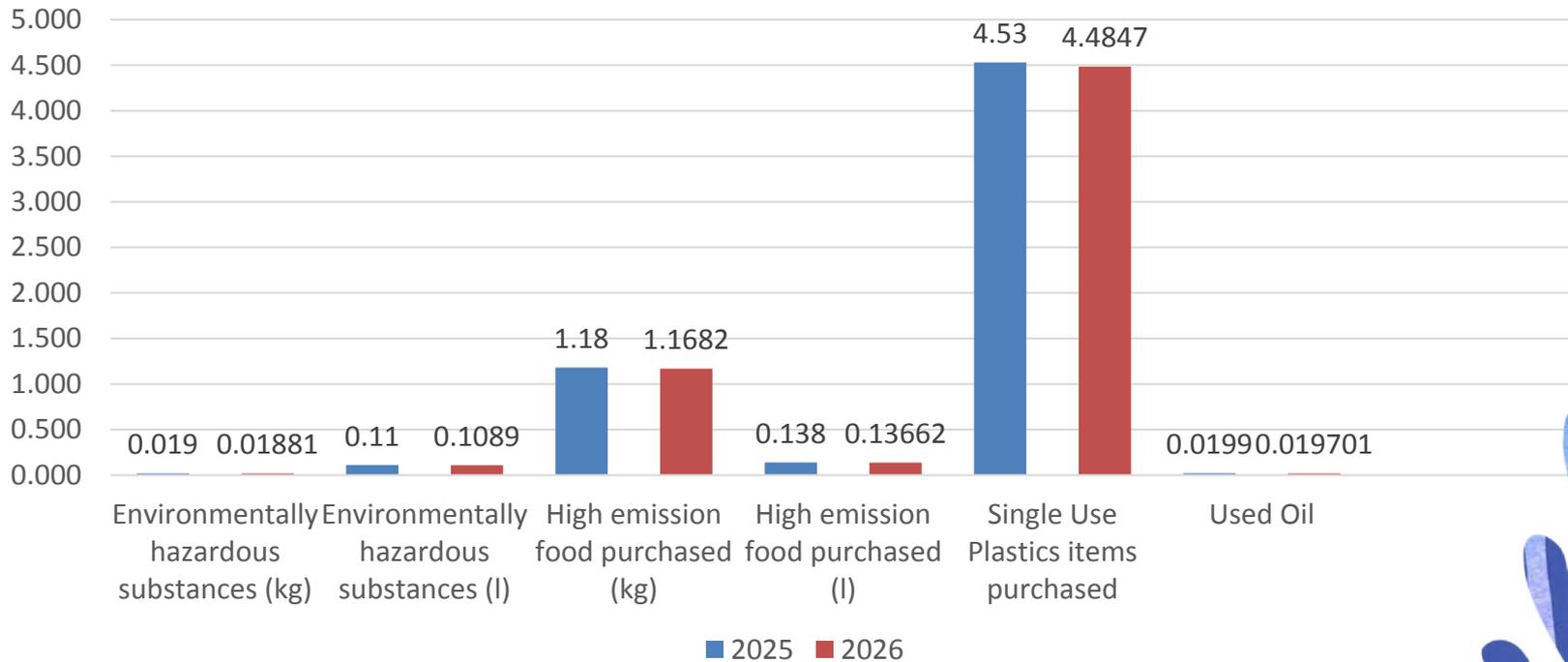


# Environmental Impact

## SUSTAINABLE PROCUREMENT

We are deeply committed to responsible sustainable procurement practices that minimize our environmental impact and promote sustainability.. Our goal is to create a more sustainable and efficient hotel operation, contributing to a cleaner, healthier environment for both our guests and the communities we serve. Our is to decrease the purchasing of single use plastic ,high emission food and hazard substances by 1% comparing with last year.

Sustainable Procurement per guest night



# Social and Economic Impact

## Engaging our Stakeholders

### Our commitment to stakeholder engagement

Our commitment to stakeholder engagement is firm and informed by the coral sea standards. This approach allows us to understand and address the concerns, needs, and expectations of our diverse stakeholder groups, including clients, employees, media, public sector entities, strategic partners, and retail sector associations.

This ensures that stakeholder perspectives are continually considered and prioritized in our sustainability initiatives.

Our stakeholder engagement strategy encompasses a variety of methods, such as focus groups, workshops, meetings, conferences, committee sessions, and structured questionnaires and surveys. Each interaction deepens our understanding and enables us to align our sustainability efforts with stakeholder priorities, consistent with stakeholder engagement standards.

**We firmly believe that our sustainability journey is enriched by ongoing, meaningful dialogue with our stakeholders. This dialogue is not merely a periodic exercise but a continuous, embedded process that informs our business strategies and decision-making.**

### Internal

we engage with employees through regular workshops to identify and priorities our most material sustainability aspects

### External

Externally, we encourage our guests , suppliers and tour operators to feed us back via email address and questionnaire.



## Employee Motivation and Engagement

**Employee Activities** play a crucial role in fostering a positive work environment and enhancing staff engagement. These activities provide employees with the opportunity to step outside the regular office routine, engage in team-building activities, and experience new environments, during 2025 we have offered them



## Employee Motivation and Engagement

**Employee Development Programs** is a key component in building a motivated and productive workforce. It involves providing employees with the tools, resources, and opportunities they need to grow both professionally and personally. Development programs, such as training, workshops, and career advancement opportunities, help employees enhance their skills, gain new knowledge, and achieve their career goals. Investing in employee development not only increases individual performance but also benefits the company by improving overall productivity, innovation, and employee retention.



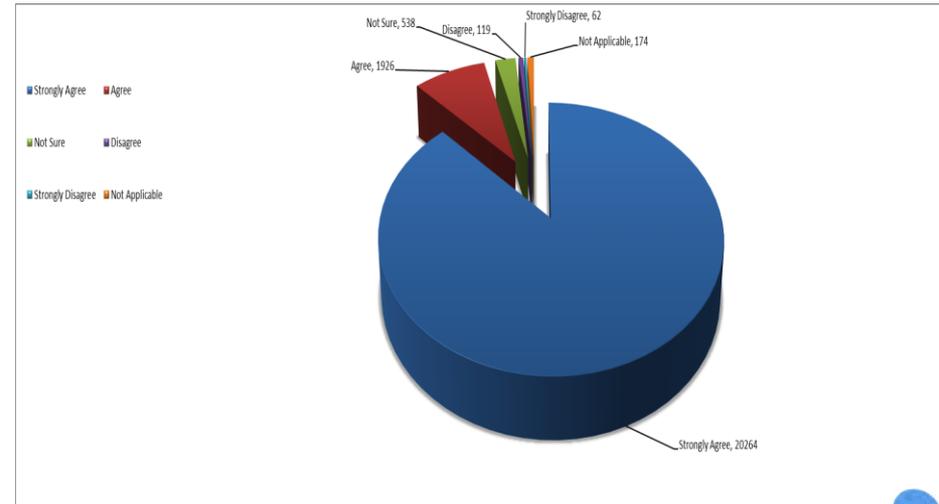
# Employee Motivation and Engagement

**Employee Satisfaction survey** are a vital tool for understanding the needs, concerns, and motivations of staff members. These surveys provide valuable insights into the overall work environment, helping companies gauge how employees feel about various aspects of their job , at Coral Sea it has been done annually during the month of January 2026 as 94.69%

## Staff Trip to Kanabesh Beach 11/09/2025



## Staff Trip To Cinema July 2025



## Customer Engagement

We support and enhance environmental agenda by organizing environmental events to enhance the awareness of residents and staff



## Local Communities

We are committed for strengthened partnerships with local communities by increasing collaboration with small businesses and artisans.

Increased procurement from local suppliers by 70% promoting fair trade and ethical practices.

El Mostafa Charity donation on April 2025

El Nas Hospital on Quarter basis donations.

Initiative for saving life on July 2025



فعاليات حضور مبادرة « إنقاذ حياة »



# Biodiversity and Conservation

## Protection of Marine and Terrestrial Biodiversity

We follow strict guidelines to prevent damage to coral reefs, marine life, and surrounding natural habitats. Guests and staff are informed about responsible behavior in natural environments.

## Underwater & Coastal Clean-Up Activities

Regular underwater and beach clean-up initiatives are organized in cooperation with staff, local diving centers, NGOs, and community partners to reduce marine pollution and protect ecosystems.

## Sustainable Landscaping Practices

Native and drought-resistant plant species are prioritized to reduce water consumption and support local biodiversity. The use of chemical pesticides is minimized.



**Be Sustainable - Sii sostenibile - Будьте устойчивы - كن مستدامًا**

 <p><b>Apply sunscreen at least 30 minutes before entering the water, do not use toxic sunscreens.</b>          Applicare la protezione solare almeno 30 minuti prima di entrare in acqua, non utilizzare creme solari tossiche.          Нанесите солнцезащитный крем не менее чем за 30 минут до входа в воду, не используйте токсичные солнцезащитные кремы.          شمس على الشمس قبل 30 دقيقة على الأقل من دخول الماء، ولا تستخدم كريمات الشمس السامة.</p>	 <p><b>Do not feed, or chase marine animals such as turtles, maintain a safe distance from coral reefs.</b>          Non dare da mangiare o inseguire animali marini come le tartarughe, mantenere una distanza di sicurezza dalle barriere coralline.          Не кормите и не преследуйте морских животных, также как черепахи, держитесь на безопасном расстоянии от коралловых рифов.          لا تطعم أو تطرد الحيوانات البحرية مثل السلاحف، وابتعد على مسافة آمنة من الشعب المرجالية.</p>	 <p><b>Never remove shells, coral, or marine plants as souvenirs.</b>          Non portare mai via conchiglie, coralli o piante marine come souvenir.          Никогда не вывозите ракушки, кораллы или морские растения в качестве сувениров.          لا تخذ لها بقايا أو أصناف أو المرجان أو النباتات البحرية التي تستخدمها كهدايا تذكارية.</p>																																							
 <p><b>Fishing or anchor are strictly forbidden.</b>          È severamente vietato pescare o ancorare.          Рыбная ловля и якорный стоянка строго запрещены.          يمنع صقاً بالصيد أو الرسو على الشعب.</p>	 <p><b>Do not stand on or touch corals while swimming or snorkeling.</b>          Non toccare o calcare le coralli mentre si nuota o si fa snorkeling.          Не стойте на кораллах и не прикасайтесь к ним во время плавания или подводного плавания.          لا تلمس على الشعب المرجالية أو تتسبب أثناء السباحة أو الغطس.</p>	 <p><b>Use designated snorkeling and diving areas to prevent reef damage.</b>          Per prevenire danni alla barriera corallina, utilizzare le aree designate per lo snorkeling e le immersioni.          Чтобы не повредить риф, используйте специально отведенные места для snorkелинга и дайвинга.          استخدم مناطق الغوص والغطس المخصصة لتجنب تلف الشعب المرجالية.</p>																																							
 <p><b>Do not throw rubbish into the sea.</b>          Non gettare rifiuti in mare.          Не бросайте мусор в море.          لا ترمى القمامة في البحر.</p>	 <p><b>Avoid single-use plastic such as straws, bottles, and bags to reduce ocean pollution.</b>          Per ridurre l'inquinamento degli oceani, evita la plastica monouso come cannucce, bottiglie e borse.          Избегайте использования одноразовых пластиковых изделий, таких как соломинки, бутылки и пакеты, чтобы уменьшить загрязнение океана.          تجنب استخدام البعقير والبالستيك ذات الاستخدام الواحد مثل العصيات والبلاستيك القابل للتفكيك، لتقليل التلوث.</p>	<p><b>Dispose of waste properly - Imbattere correttamente i rifiuti</b>          Utilizzare correttamente i rifiuti          التخلص من القمامة بالطريقة الصحيحة</p> <table border="1"> <tr> <td></td> <td>Food</td> <td>غذاء</td> </tr> <tr> <td></td> <td>Cibo</td> <td>طعام</td> </tr> <tr> <td></td> <td>Eda</td> <td>أكل</td> </tr> <tr> <td></td> <td>Paper</td> <td>ورق</td> </tr> <tr> <td></td> <td>Carta</td> <td>بумаغ</td> </tr> <tr> <td></td> <td>Bimera</td> <td>مخلفات بلاستيكية</td> </tr> <tr> <td></td> <td>Plastic</td> <td>بلاستيك</td> </tr> <tr> <td></td> <td>Cans</td> <td>علب</td> </tr> <tr> <td></td> <td>Latrine</td> <td>مخلفات</td> </tr> <tr> <td></td> <td>Barren</td> <td>مخلفات</td> </tr> <tr> <td></td> <td>Glass</td> <td>زجاج</td> </tr> <tr> <td></td> <td>Bicchieri</td> <td>عصيات</td> </tr> <tr> <td></td> <td>Cestino</td> <td>سلة</td> </tr> </table>		Food	غذاء		Cibo	طعام		Eda	أكل		Paper	ورق		Carta	بумаغ		Bimera	مخلفات بلاستيكية		Plastic	بلاستيك		Cans	علب		Latrine	مخلفات		Barren	مخلفات		Glass	زجاج		Bicchieri	عصيات		Cestino	سلة
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## Biodiversity and Conservation

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Regular underwater and beach clean-up initiatives are organized in cooperation with staff, local diving centers, NGOs, and community partners to reduce marine pollution and protect ecosystems.

### Sustainable Landscaping Practices

Native and drought-resistant plant species are prioritized to reduce water consumption and support local biodiversity. The use of chemical pesticides is minimized.



## Future Goals and Improvements - Stockholders engagement

**In line with our commitment to continuous improvement, we actively engage our stakeholders to support and achieve the following sustainability goals:**

### **Goals and improvements :**

- In 2024 we set ourselves a target of reducing our greenhouse gas emissions from energy, water by 25% before the end of 2030. We are pleased to report that as of 31st December 2025, we have achieved a reduction of 18%.
- In 2026 we set a target to reduce greenhouse emission of total energy consumption (Electricity, Fuel and water) by 2% comparing with 2025.
- Reducing Electricity Consumption in KW and carbon emission PPPD by 1%.
- Reducing Water Consumption M<sup>3</sup> and carbon emission PPPD by 1%.
- Reducing Gas Consumption KW and carbon emission PPPD by 1%.
- Reducing the carbon emission from Beef consumption (measured in KG PPPD) by 1%.
- Reducing carbon emission from large black garbage plastic bags Consumption(measured in KG PPPD) by 1%.
- Raise the proportion of biodegradable chemicals from 22% to 27%.
- Decrease the consumption of Taski R2 (measured in liters PPPD) By 1%.
- Decrease the consumption of Taski R3 (measured in liters PPPD) By 1%.
- Decrease the consumption of Glass One Way With Cover (measured in KG PPPD) by 1%.
- Decrease of steward Suma Special Nova (measured in liters PPPD) By 1%.
- Decrease of Liquid soap (measured in liters PPPD) By 1%.



**Goals and improvements :**

- Decrease the consumption of Clax Sonril Ultra (measured in liters PPPD) By 1%.
- Increase the percentage of biodegradable single-use plastic items from 10% to 13%.
- Decrease the consumption of Shower Cap (measured in KG PPPD) by 1%.
- Decrease the consumption of Shower Gel 30 MI (measured in KG PPPD) by 1%.
- Decrease the consumption of Plate Foam (measured in KG PPPD) by 1%.
- Reducing the green plastic garbage bags (measured in KG PPPD) by 1%.
- Decrease the consumption of glass one way (measured in KG PPPD) by 1%.
- Maintain 100% biodegradability for juice packets.
- Reduce using of pesticide Raid (measured in liters PPPD) By 1%.
- Reduce total waste by 1% compared to 2025 in (Kg/PPPD).



### **Improvements:**

- In 2026 we are implementing a number of new initiatives throughout our operation to help us achieve our 2030 goal. We encourage our valued guests, staff and visitors to support us by following the reminders we have provided throughout the hotel about saving water and energy, as well as minimizing waste.
- In 2026 we set a target to change all A/C units for building no.12 using Freon R410 instead of R22.
- To increase the local community support through sharing in donating initiatives for red crescent and If you would like to contribute, please contact the TUI Representative, who will coordinate with the Sunshine Project in Luxor.
- Our staff will be participating in a community clean-up day at the beach in September 2026.
- We encourage our guests and staff in participating in the environmental events such as clean up day , environmental day.
- We encourage our guests, staff and visitors to report their own concerns about child exploitation and abuse to National Council for Childhood and Motherhood (NCCM), the official child safeguarding authority in Egypt ☎ 0225240266.
- Hotel is committed to respecting and protecting human rights. We believe that everyone should be treated fairly and with respect. As part of this commitment, we regularly train our staff about preventing discrimination.





# Our Sustainability Journey

At Coral Sea Holiday and Aqua Club we are committed to sustainable tourism and protecting the unique environment of Sharm El Sheikh. Over the past year, we have made strong progress in reducing our environmental impact, supporting local communities, and promoting biodiversity.

Through better energy and water management, eco-friendly guest experiences, and conservation partnerships, we continue to align with Travelife's sustainability goals. We are especially proud of our efforts in marine and desert biodiversity protection.

Looking ahead, we aim to build on these achievements with new targets and stronger community engagement. Sustainability remains at the heart of everything we do.

We thank our guests, staff, and partners for supporting our journey and look forward to making an even greater impact in the year ahead.

GM Approval : Ahmed Elsayed

Report Date: 18/2/2026

