



Coral Sea Water World 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.



Society

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



Governance

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

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

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.

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.



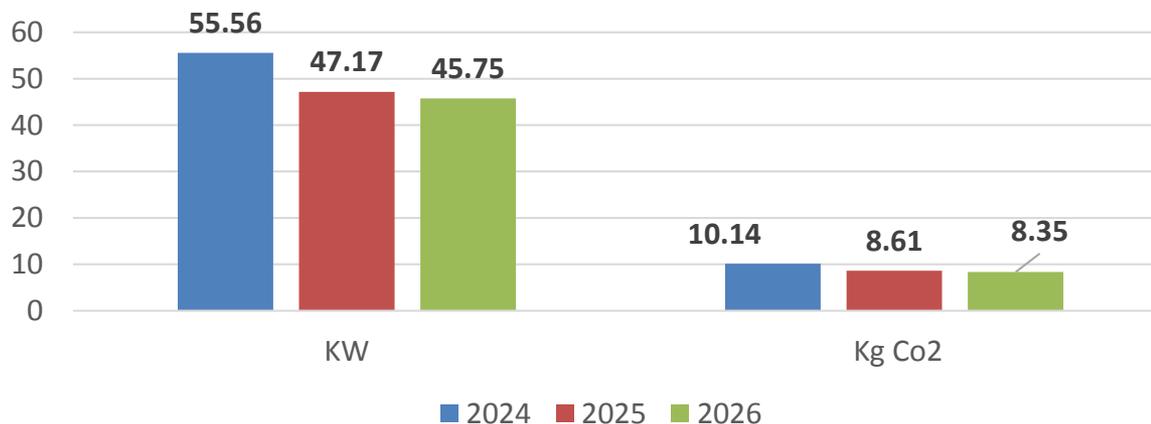
Environmental Impact

- **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 3% comparing with 2025 to be **45.75** KWH per guest per night and CO2 to be **8.35** -KG per guest per night.

Total Electricity Consumption PPPD



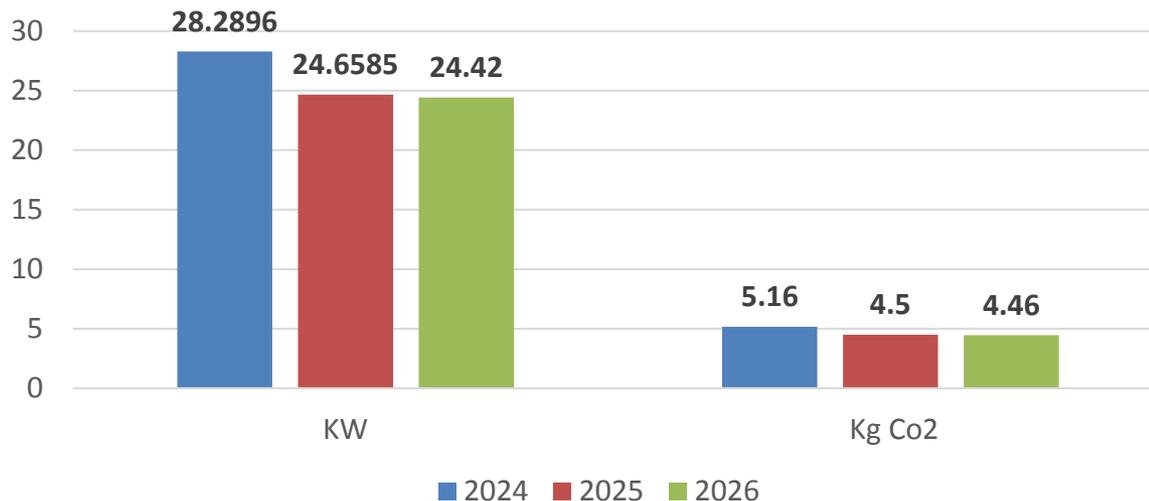
Environmental Impact

- **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 **24.42** KWH per guest per night and CO2 to be **4.46** KG per guest per night. / only emergency generators using fuel but all boilers working by natural gas

Total Fuel Consumption PPPD



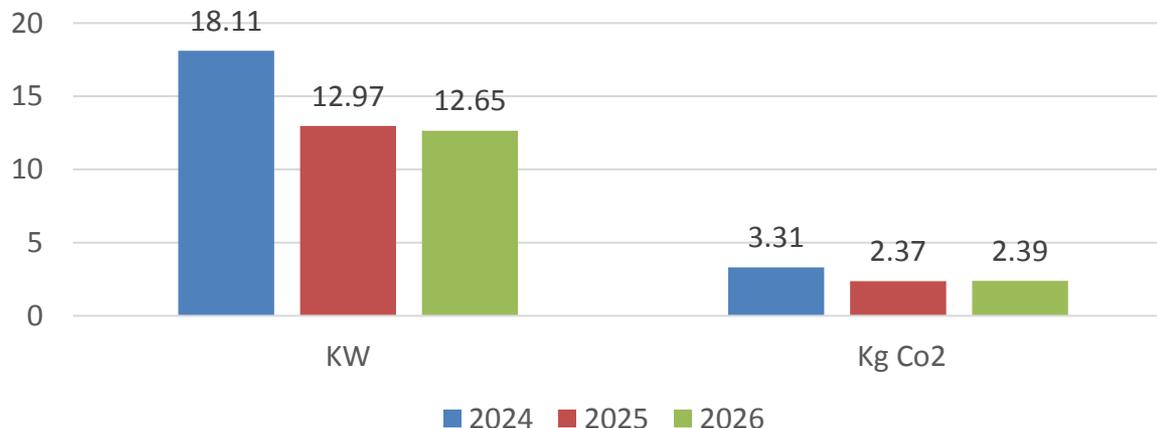
Environmental Impact

- **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 2.5% to be **-12.65-KWH** per room per night and CO2 to be **2.39 KG** per room per night

Total Water Consumption PPPD

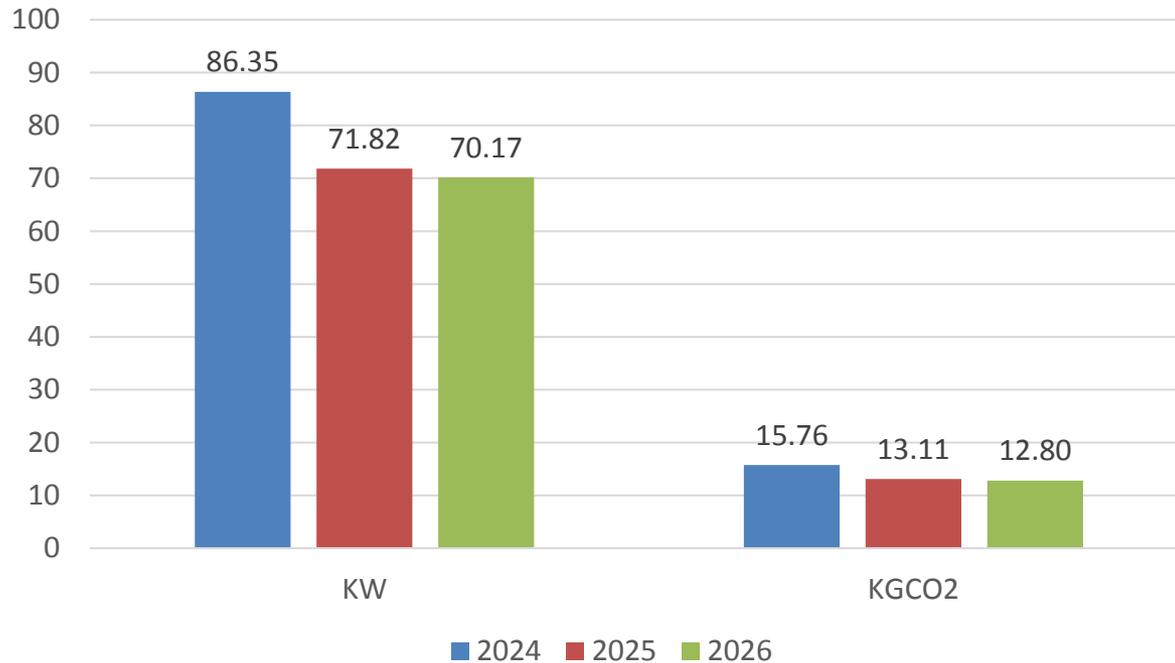


Environmental Impact

- **TOTAL Energy/ Emissions Management**

To reduce total energy consumption in 2026 by 2% to be 70.17 KW compared to 71.82 KW in 2025 and reduce the green house gas emission by 2% to be 12.80 compared to 13.11 KG Co2 in 2025

Total Energy Consumption Per Occupied Room

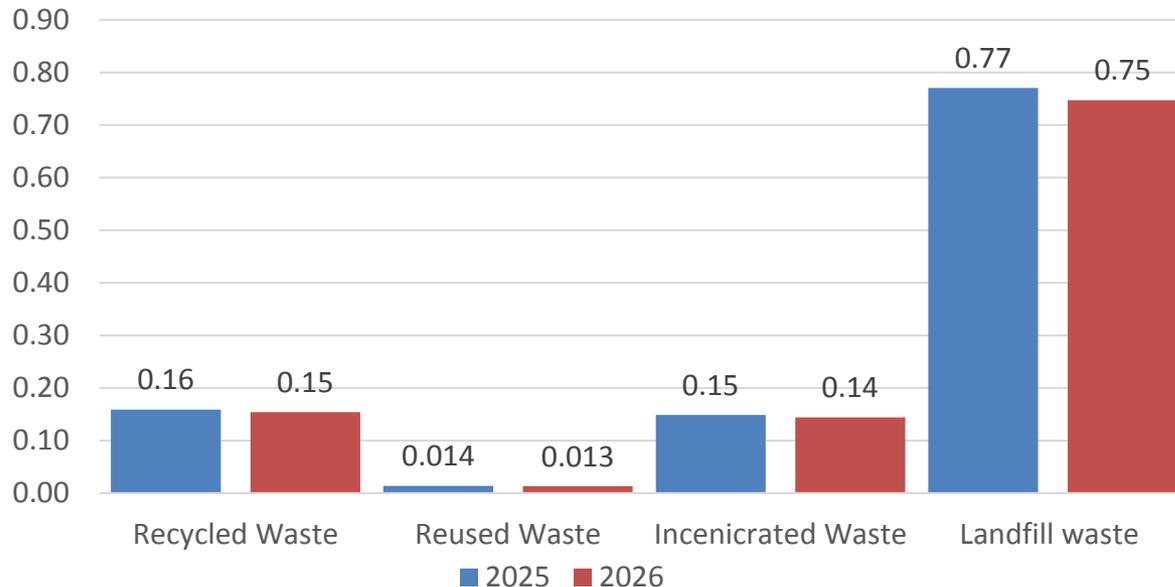


Environmental Impact

- **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

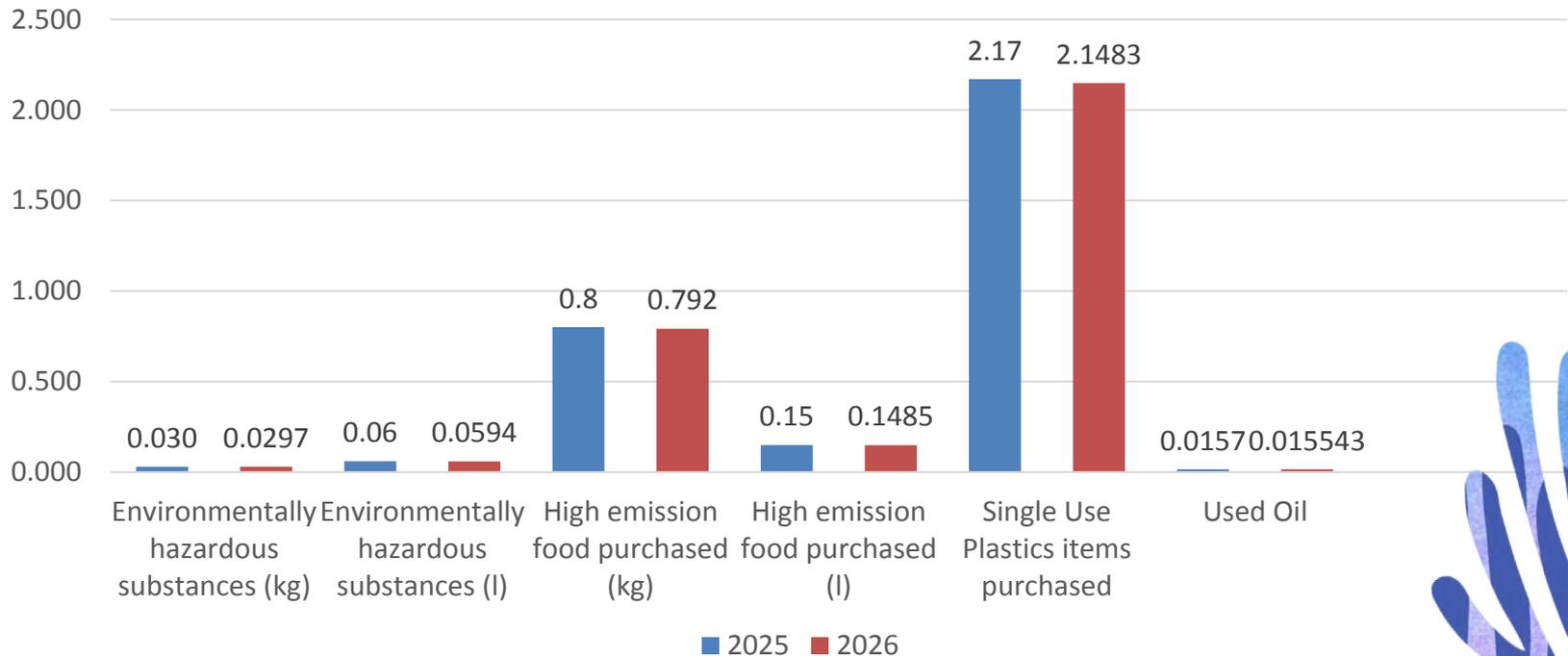


Environmental Impact

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 Kirosez Cinema, Kanabish Beach, Ramadan Activities and Champion of the month in addition to a special foam party celebrating achieving TUI's Quality Award 2025

Champion of the month & Ambassadors Meeting – January 2025



TUI's Quality Award - 2025 celebration



Employee Motivation and Engagement

Employees Activities - Kiroseiz Cinema 2025



Ramadan Activity 2025



“Ramadan Activities” 2025

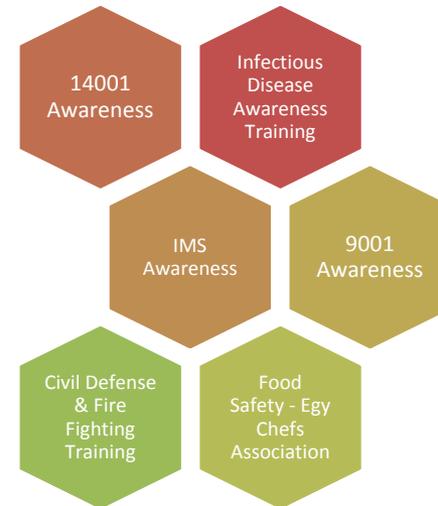


احتفالات الموظفين (المولد النبوي الشريف ٢٠٢٥ - كورال سي ووتر ورلد).



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.



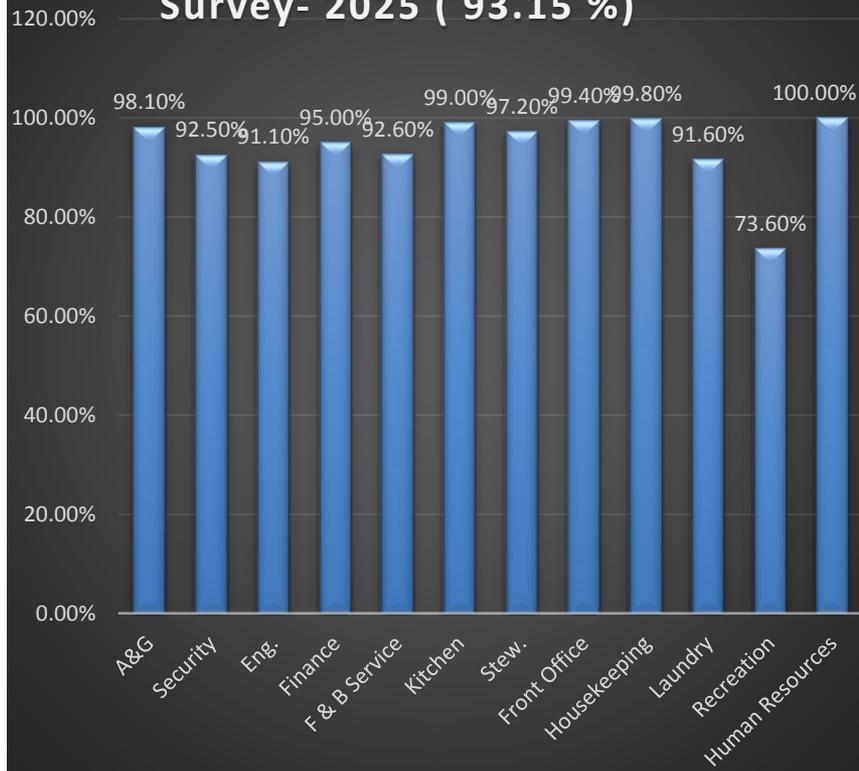
Employee Motivation and Engagement

Employee Satisfaction survey is 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 in Dec 2025

CWW Team Member Calculation 2025 - Count (93.15%)

Dep.	%
A&G	98.10%
Security	92.50%
Eng.	91.10%
Finance	95.00%
F & B Service	92.60%
Kitchen	99.00%
Stew.	97.20%
Front Office	99.40%
Housekeeping	99.80%
Laundry	91.60%
Recreation	73.60%
Human Resources	100.00%
Total	93.15%

CWW Employees Comments
Survey- 2025 (93.15 %)



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 85% promoting fair trade and ethical practices.



مديرية الشؤون الإجتماعي
 جمعية شباب سيناء
 الشارح ١٥٠ لسنة ٢٠١١

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جمعية شباب سيناء
 مشهورة برقم ١٢٥ لسنة ٢٠١١
 رقم التسجيل ١٢٠٢١٠٢ بتاريخ ٢٠٢١/٧/١٢

اذن تبرع عيني أو نقدي

يتاريخ ٢٠٢٢/٧/١٢

وارد من السيد **آكوال سي وشر ولد**

السمو		البيان	الكمية	
جنيه	قرش		المحدد	الوزن بالكيلو
		تصدق تلاتة الاف جنيه كورال		
		لرغ من فود كورال		
		سرو وشر ولد		
		تصدق		

المستلم


مديرية الشؤون الإجتماعي
 جمعية شباب سيناء
 الشارح ١٥٠ لسنة ٢٠١١

أمين المخزن




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>Sunscreen</p> <p>Apply sunscreen at least 30 minutes before entering the water, do not use toxic sunscreens</p> <p>Applicare la protezione solare almeno 30 minuti prima di entrare in acqua, non utilizzare creme solari tossiche</p> <p>Нанесите солнцезащитный крем за 30 минут до того, как вы войдете в воду, не используйте токсичные солнцезащитные средства</p> <p>طبق كريم الشمس قبل - 30 دقيقة من الدخول الى المياه، ولا تستخدم كريمات الشمس السامة</p>	 <p>Do not feed, or chase marine animals such as turtles, maintain a safe distance from coral reefs</p> <p>Non dare da mangiare o inseguire animali marini come le tartarughe, mantenere una distanza di sicurezza dalle barriere coralline</p> <p>Не кормите и не преследуйте морские животные, в том числе черепахи, держитесь на безопасном расстоянии от коралловых рифов</p> <p>لا تقم بإطارة الحيوانات البحرية مثل السلاحف، وحافظ على مسافة آمنة من الشعب المرجالية</p>	 <p>Never remove shells, coral, or marine plants or souvenirs</p> <p>Non portare mai via conchiglie, coralli o piante marine come souvenir</p> <p>Никогда не выхватывайте раковины, кораллы или морские растения в качестве сувениров</p> <p>لا تقم بإزالة الأصداف أو المرجان أو النباتات البحرية التي تستخدمها أحيانًا كالتذكير</p>															
 <p>Fishing or anchor are strictly forbidden</p> <p>È severamente vietato pescare o ancorare</p> <p>Рыбная ловля и якорный стоянка строго запрещены</p> <p>يمنع صيد الأسماك أو ترويض على الشعب</p>	 <p>Do not stand on or touch corals while swimming or snorkeling</p> <p>Non toccare o calcare i coralli mentre si nuota o si fa snorkeling</p> <p>Не стойте на кораллах и не прикасайтесь к ним во время плавания или подводного погружения</p> <p>لا تقف على الشعب المرجالية أو تلمسها أثناء السباحة أو الغطس</p>	 <p>Use designated smoking and diving areas to prevent reef damage</p> <p>Per prevenire danni alla Barriera corallina, utilizzare le aree designate per lo snorkeling e il nuoto</p> <p>Чтобы не повредить риф, используйте специально отведенные места для snorkeling и дайвинга</p> <p>استخدم مناطق الغطس والسباحة المخصصة لتجنب إتلاف الشعب المرجالية</p>															
 <p>Do not throw rubbish into the sea.</p> <p>Non gettare rifiuti in mare.</p> <p>Не бросайте мусор в море.</p> <p>لا ترمي القماما في البحر</p>	 <p>Assist single-use plastics such as straws, bottles, and bags to reduce ocean pollution.</p> <p>Per ridurre l'inquinamento degli oceani, evita la plastica monouso, come bottiglie e borse</p> <p>Избегайте одноразовых пластиковых изделий, таких как соломинки, бутылки и пакеты, чтобы уменьшить загрязнение океана</p> <p>تجنب استخدام المواد البلاستيكية ذات الاستخدام الواحد مثل العصيات والبلاستيك والحقائب التي تلوث المحيطات</p>	<p>Dispose of waste properly - Smaltisci correttamente i rifiuti</p> <p>Утилизируйте отходы правильно - Smaltisci correttamente i rifiuti</p> <table border="1"> <tr> <td></td> <td>Glass</td> <td>كؤوس</td> </tr> <tr> <td></td> <td>Paper</td> <td>ورق</td> </tr> <tr> <td></td> <td>Plastic</td> <td>بلاستيك</td> </tr> <tr> <td></td> <td>Litter</td> <td>قمامة</td> </tr> <tr> <td></td> <td>Bottle</td> <td>زجاجات</td> </tr> </table>		Glass	كؤوس		Paper	ورق		Plastic	بلاستيك		Litter	قمامة		Bottle	زجاجات
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Biodiversity and Conservation

Wildlife Protection & Ethical Interaction

The property does not promote or support activities involving captive wildlife or harmful interactions with animals. Guests are encouraged to observe wildlife responsibly.

Awareness & Training

Employees receive periodic awareness training on biodiversity protection, marine conservation, and environmental responsibility and communicated to our guests through info channel.

Monitoring & Continuous Improvement

Biodiversity-related actions are reviewed regularly as part of our sustainability audits, and improvements are implemented based on identified risks and opportunities.



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 16%.

- In 2026 we set a target to reduce greenhouse emission of total energy consumption (Electricity, Fuel and water) by 2%.
- We set target to reduce the carbon emission of food consumption (beef) by 1%.
- Reducing the hazard chemical consumption using by Stewarding of Suma force by 1% .
- Reducing single use plastic of white garbage bags by 1%.
- Reducing the pesticide using by HK of super raid by 1%.
- Reduce the hazardous purchase substances, single use plastic, used oil and high emission food purchasing by 1%.
- Reduce total waste by 1% compared to 2025in (Kg / PPPD)
- 25% of water taps will be sensor based.
- 80% of Public lights will be photo cells.



➤ **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.

- To increase the local community support through sharing in donating initiatives for red crescent, orphans ..etc through TUI Team or placing a donation box at reception desk.
- Our staff will be participating in a community clean-up day at the beach in May and Sep 2026.
- We encourage our guests and staff in participating in the environmental events such as Earth Day, World Environment Day, World Cleanup Day, and World Food 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 Water World 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 : Khaled Elabbasy

Report Date: 18/2/2026