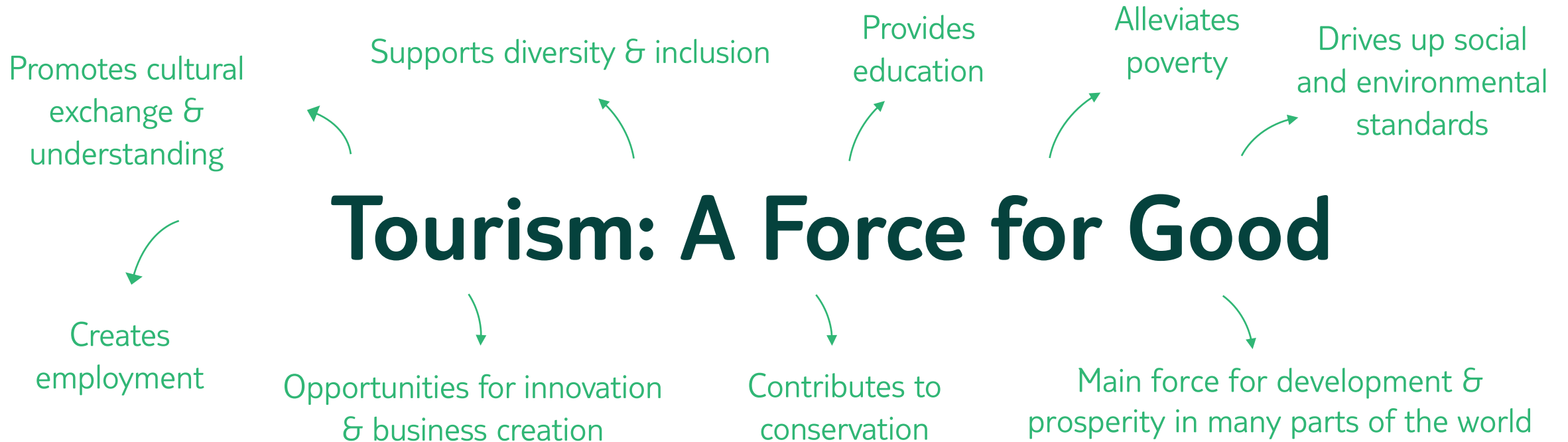


A man and a woman are riding bicycles through a dense grove of palm trees. The woman is on the left, wearing a yellow tank top and a white cap, riding a blue bicycle. The man is on the right, wearing a white shirt and sunglasses, riding an orange bicycle. The scene is bright and sunny, with shadows cast on the sandy ground. A large, semi-transparent teal graphic element is overlaid on the image, partially obscuring the couple.

TUI Sustainability Agenda

Tourism: A Force for Good

Our goal: Strengthening positive impact *and* reducing environmental footprint of tourism



“



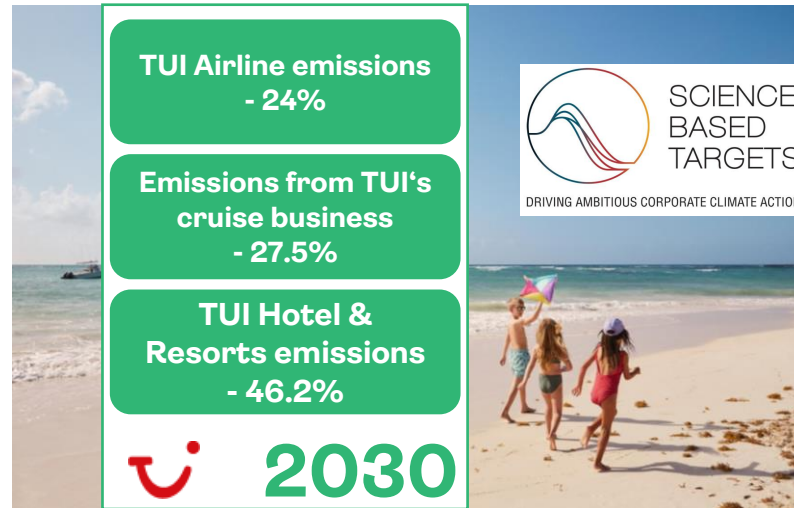
Sebastian Ebel
CEO TUI Group

TUI is to become the climate pioneer in our industry. The next milestone is 2030. Our emission reduction roadmaps reflect the state of knowledge and technology today. However new tech solutions for climate protection are being developed every day. We won't wait for them, but we will use them to accelerate our progress. Net-zero as quickly as possible is our most important goal in terms of sustainability. We will also communicate this to suppliers and partners. Anyone who works with TUI must be prepared to pursue ambitious goals and walk the path with us.

”



TUI Sustainability Agenda: Reduce our environmental footprint significantly, maximise the socio-economic impact of tourism.



People



Planet



Progress

Milestone 2030 with firm commitments and roadmaps for emission reductions.

On our way to net-zero emissions and a circular business by 2050 the latest.

Transparency and commitment: TUI's emission reduction targets for 2030 reviewed and approved by independent Science Based Targets initiative



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

 Comprehensive
reduction
targets by 2030
for TUI's airlines,
cruise business
and hotels

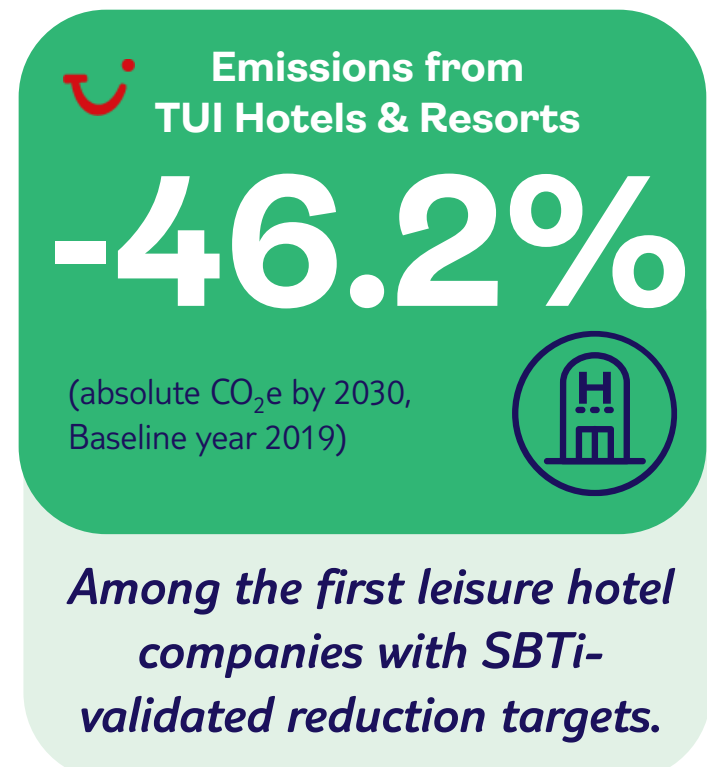
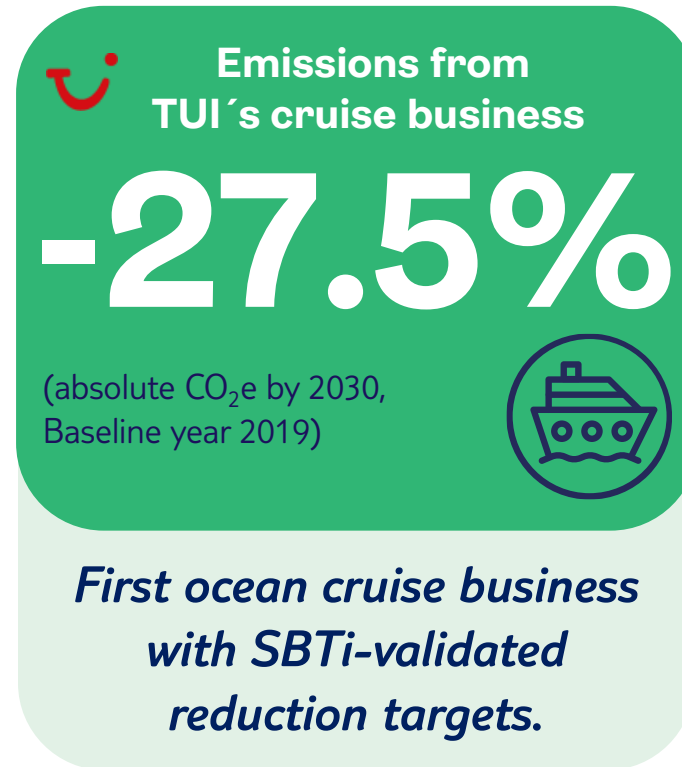
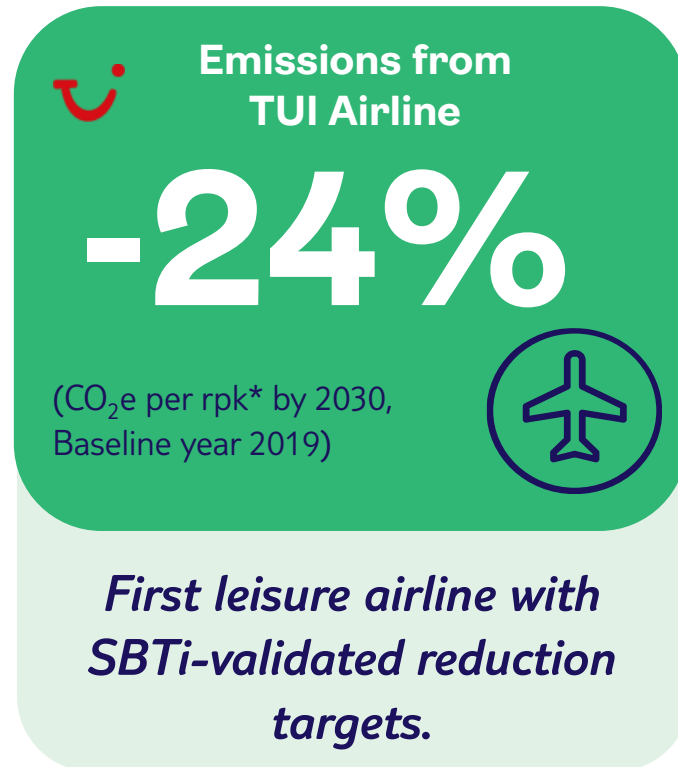


The Science Based Target initiative is an independent non-governmental organization that supports the development of climate targets that are consistent with the outcomes of the Paris Climate Agreement.

Partnership between CDP, Global Compact of the United Nations, World Resources Institute (WRI) and World Wide Fund for Nature (WWF).

Development of SBTi targets with internal and external experts since 2020.

Science Based Targets initiative has confirmed that TUI's emission reduction targets are in line with the latest climate science



How we will achieve our 2030 reduction milestone



Emissions from
TUI Airline

-24%

(CO₂e per rpk* by 2030,
Baseline year 2019)



- Fleet renewal
- Improving operational efficiencies, e.g. optimised flight routes
- Use of sustainable aviation fuels (SAF)



Emissions from TUI's
cruise business

-27.5%

(absolute CO₂e by 2030,
Baseline year 2019)



- Energy efficiency in ship operations
- Fuel-saving route optimization
- Shore power in ports
- Use of alternative fuels



Emissions from
TUI Hotels & Resorts

-46.2%

(absolute CO₂e by 2030,
Baseline year 2019)



- Renewable energy
- Resource-saving operational practices

Our goal: Reduce emissions from our own hotels to zero by 2030!





Sebastian Ebel
CEO TUI Group

”

Sustainability is a top priority for me personally and for TUI. We have proven in the past that we have the expertise and the right approach to make tourism more sustainable. That's why we don't see sustainability as a threat - for us, it's an opportunity. We wanted to be led by the latest climate science, which is why we are working with the Science Based Targets initiative.

“



TUI Sustainability Agenda



People

We will ensure that local people and communities benefit from tourism and the local supply chain.

We will empower a generation of changemakers by helping them acquire the new skills and knowledge they need to transform the tourism industry.



Planet

We will achieve net-zero emissions across our operations and supply chain by 2050 at the latest.

To protect our planet we will change the way we use resources, and become a circular business.

Emissions from
TUI Airline
- 24%

Emissions from TUI's
Cruise Business
- 27.5%

Emissions from TUI
Hotels & Resorts
- 46.2%

 **2030**



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



Progress

Together with our partners we will co-create the next generation sustainable business model for the tourism industry.

We will enable our customers to make sustainable holiday choices at every stage of the customer journey.





People

Empower to drive development

Our contribution to the UN Sustainable Development Goals (SDGs)

4

QUALITY EDUCATION



5

GENDER EQUALITY



8

DECENT WORK AND ECONOMIC GROWTH



10

REDUCED INEQUALITIES



Buy local first



Develop an ambitious local sourcing strategy that strengthens links with local suppliers and creates new income opportunities for the local community.

Community for changemakers



Build an online community for TUI partners to inspire and engage them in driving the sustainable transformation of the tourism industry.

Socially fair



Foster inclusive growth by protecting human rights across our global supply chain and building the best place to work for all our colleagues, with a committed focus on equity, diversity and inclusion.

Upskilling



Help to fill the sustainability skills gap in the tourism industry with the TUI Sustainability Academy – a digital learning platform for all.

Support TUI Care Foundation



Deliver greater benefits to destinations by raising funds to help TUI Care Foundation drive positive social and environmental impact in tourism communities.





Planet

Reduce our footprint:

From investments in most modern aircraft to ambitious energy savings in all areas

Our contribution to the UN Sustainable Development Goals (SDGs)



Emission reduction roadmaps

Deliver science-based targets and implement emission reduction roadmaps for our airline, cruise and hotel operations that are in line with the Paris Agreement goals.

Green & clean energy sources

Partner with others to scale up the production of more sustainable fuels and develop new propulsion technologies. Run our hotels on renewable energy and create low emissions transport options in destinations.

Circular business

Shift to a circular business model through the redesign of products, services and processes, with an initial focus on food waste and plastic.

Water management

Reduce freshwater usage in our own operations and engage in water stewardship actions across our value chain that address water scarcity and improve water-use efficiency.

Biodiversity

Adopt a nature positive approach to halt and reverse biodiversity loss, helping protect and restore nature in tourism destinations. Protect the welfare of animals involved in our supply chain.





Progress

Accelerating the transformation

Our contribution to the UN Sustainable Development Goals (SDGs)



Destination Co-Lab



Work in partnership to transform Rhodes into a leading example of sustainable tourism for the future, developing solutions which other destinations can then use as a blueprint.

Empowering consumers



Enable consumers to make more sustainable holiday choices at every stage of their customer journey through better content, signposting and experiences.

Driving certification



Work with certification bodies to drive up social and environmental standards, and implement industry-leading standards for our own hotel new-builds and refurbishments.

Green tech & data-driven



Lower the environmental impact of our IT platforms, utilize data to improve decision making and transparency, and use technology to support the transformation.

Net-zero travel accelerator



Provide funding and expertise to help companies at the forefront of climate innovation and technology find new solutions to reduce emissions within the travel and tourism sector.



Destination Co-Lab Rhodes

Develop Rhodes into a beacon for sustainable tourism, creating blueprints for other destinations. Joint project of TUI Group, Government of the South Aegean, the Greek Government and TUI Care Foundation.



THE RHODES CO-LAB
SUSTAINABLE DESTINATION
SOUTH AEGEAN REGION & TUI GROUP

2022

Start of the project, intensive dialogue process with local stakeholders

27

Individual projects with a large number of concrete measures were identified and adopted

Action areas

include reducing plastic and food waste, roadmaps to make the island carbon-neutral, and upskilling tourism industry workers



Headline commitments for more sustainable tourism



People

Deliver

25,000

learning hours to colleagues annually on sustainability by 2025

Raise

€10 Million

per year for the TUI Care Foundation by 2024



Planet

For 99%

of our own emissions, we have developed 2030 science-based targets for our airline, cruise and hotel operations, which have been approved by the Science Based Targets initiative

By 2025

Eliminate unnecessary plastic packaging and items

- 25%

By 2030, reduce food waste from our own airlines, hotels and cruise operations



Progress

Until 2027

operate Destination Co-Lab Rhodes

Enable

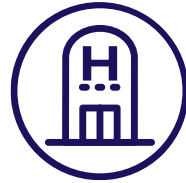
20m customers

a year to make sustainable holiday choices by 2030



Sustainability Agenda builds on the progress we have made

Hotels & Resorts



- 54m holidays delivered to hotels independently certified as sustainable (2015 - 2022)
- Quarter of TUI Hotels generate green power on-site from solar and this will increase

TUI Airline



- TUI operates some of the most carbon-efficient aircraft
- Between 2008 - 2022, TUI Airline CO₂ efficiency improved by 18%



- By 2019, TUI had already removed more than 257 million single-use plastic items from its hotels, cruise ships, airlines and offices

- Between 2015 - 2019, CO₂ efficiency of the cruise business improved by 14%
- The three newbuilds that will be added to the fleet by 2026 will not use heavy fuel oil

TUI's Cruise Business



- 6 million TUI Collection experiences delivered between 2015 - 2022, with sustainability at their heart (includes today a donation to the TUI Care Foundation with every booking)

TUI Musement – tours and activities

- TUI is the first company in the industry to apply global sustainability standards to its experiences portfolio



TUI Sustainability Agenda

Tourism: A Force for Good

