

TUI Group

Supplementary ESG Fact Sheet - 2024

Environment

TUI Group CO_2 Emissions per Scope

Science Based Targets

TUI has joined the Science Based Targets initiative (SBTi), committing to implement emission reductions on the basis of the latest findings in climate science. The SBTi is a global initiative enabling businesses to set ambitious emission reduction targets in line with the Paris Agreement goals to fight the effects of global climate change. Roadmaps for a significant reduction in emissions have been drawn up for each of our three business areas.

- Reduction of CO_2e-Emissions per revenue passenger kilometer from TUI Airline – 24 % by 2030[1]
- Reduction of absolute CO_2e-Emissions from TUI 's cruise business – 27.5 % by 2030[1]
- Reduction of absolute CO_2e-Emissions from TUI Hotels & Resorts (owned) – 46.2 % by 2030[2]

Current updates on sustainability-related activities can be found on our website: https://www.tuigroup.com/en/sustainability.

[1] Base year 2019. Ambition level: well below 2°C. CO2e = CO2 equivalents. In addition to carbon dioxide (CO2), these take into account the other five climate-impacting greenhouse gases according to the Kyoto Protocol: Methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF6). TUI Group's commitments to achieve science-based targets include well-to-wake emissions for our aviation and cruise activities (emissions from aviation and marine fuels, Scope 1 and Scope 3, Category 3). TUI considers flights from all own-fleet flying operations as well as sub-charter operations within the target scope. All vessels from TUI's Mein Schiff, Hapag-Lloyd Cruises and Marella Cruises fall within the cruise target scope.

[2] Base year 2019. Ambition level: 1.5°C. For our hotels, the SBTi commitment includes emissions from all energy sources plus emissions from refrigerant gases (Scope 1 and 2). All owned, managed and leased hotels within the TUI Hotels & Resorts portfolio fall within the target scope.

TOTAL CO_2 BY SCOPE [metric tonnes]	**2024**	**2023**	**2022**	**2021**
Scope 1	5,507,898	5,416,692	5,395,049	1,770,337
Scope 2 (location-based)	581,812	536,495	493,965	322,865
Scope 2 (market-based)	407,369	414,187	451,918	n/a
Scope 3	5,580,901	1,239,493	1,232,804	27,911
Total CO_2 (location-based)	**11,670,611**	**7,192,680**	**7,121,818**	**2,121,114**

**Scope 3 emissions reporting expanded during FY24*

TOTAL CO_2 BY SCOPE 3 CATEGORIES [metric tonnes]	**2024**
Purchased goods and services	3,979,067
Capital goods	79,981
Fuel and energy related	1,215,438
Upstream transportation & distribution	5
Waste generated	91,217
Business travel	77,626
Employee commuting	48,482
Franchises	89,085
Total Scope 3	**5,580,901**

Additional Energy Data by Business Areas and Type

TOTAL ENERGY CONSUMPTION [MWh]	2024	2023	2022	2021
Non-renewable	23,093,576	22,583,707	22,165,040	7,937,645
Renewable	265,726	183,100	166,966	58,772
Total energy	**23,359,302**	**22,766,807**	**22,332,006**	**7,996,417**

ENERGY USAGE BY BUSINESS AREA [MWh]	2024	2023	2022	2021
Airlines	17,596,040	17,202,638	17,655,179	5,371,454
Cruises	3,537,917	3,507,396	2,962,423	1,518,886
Hotels	2,094,632	1,936,035	1,599,057	1,021,997
Major premises/shops	62,476	59,651	60,036	60,766
Ground Transport	68,237	61,087	55,311	23,314
Total energy	**23,359,302**	**22,766,807**	**22,332,006**	**7,996,417**

TUI's Sustainability Agenda

Tourism is one of the world's largest industries and the main force for development and prosperity in many parts of the world. TUI 's ambition is to actively shape a more sustainable future for tourism in all three dimensions of sustainability – social, environmental and economic. We use our scale and influence for the sustainable transformation of the tourism industry. Together with our partners we strive to continue to positively contribute to local communities, reduce our environmental footprint and create experiences that are authentic and sustainable. More information about our sustainability agenda and it's 15 focus areas can be found in our annual report. Current updates on sustainability-related activities can be found on our website.

Additional Waste and Water Data

TOTAL WASTE DISPOSAL [metric tonnes]	**2024**	**2023**	**2022**	**2021**
Recycled / re-used	34,359	31,707	25,335	34,870
Landfilled (total disposed)	92,403	96,258	90,594	55,173

TOTAL WATER CONSUMPTION [mio. m^3]	**2024**	**2023**	**2022**	**2021**
Water withdrawal	45.391	40.199	36.145	23.206
Water discharge	2.681	2.499	1.926	0.988
Total net fresh water consumption	**42.709**	**37.700**	**34.219**	**22.218**

Circularity

One of our core targets in our sustainability agenda is to work towards a circular business model. The concept of a circular economy is about how we generate, use and recycle products and services. The goal is to keep resources and materials in the loop for as long as possible and prevent waste from arising in the first place.

TUI has entered into Circular Economy Commitments focused on changing the way we operate and use re sources. These commitments involve all areas of our business model. TUI cooperates with suppliers in order to capture relevant information about their sustainability performance so as to track and measure progress.

More information about our initiatives in this area are explained in our annual report and on our website.

Additional Biodiversity Information

As part of its commitment to protecting biodiversity, TUI undertook an external analysis of its value chain in partnership with WWF Deutschland. This work focused on identifying key areas of biodiversity impact across all four business divisions. Guided by recognised tools and frameworks, TUI is now developing a tailored strategy and action plan, embedding biodiversity considerations into wider sustainability and risk management processes.

Our Approach

- **Public Biodiversity Risk Assessment:** Conducted external analysis of TUI's value chain with WWF Deutschland
- **Location-Specific Approach:** Assessed destinations based on relevance, urgency, and potential for positive impact
- **Use of Recognised Methodologies:** Applied the SBTN Materiality Screening Tool to map and screen activities
- **Dependency Risks Considered:** Analysis examined where TUI has direct influence and relies on ecosystem health
- **Impact Risks Assessed:** Activities were categorised by pressure type to identify where TUI's operations exert biodiversity pressure
- **Integrated into Company Risk Thinking:** Strategy development is shaping cross-divisional action plans and guided by the Nature Positive hierarchy
- **Framework Alignment:** Biodiversity goals are aligned with the EU Taxonomy, cruise-sector guidance, and DJSI expectations

Social

FOCUS ON WHAT REALLY MATTERS

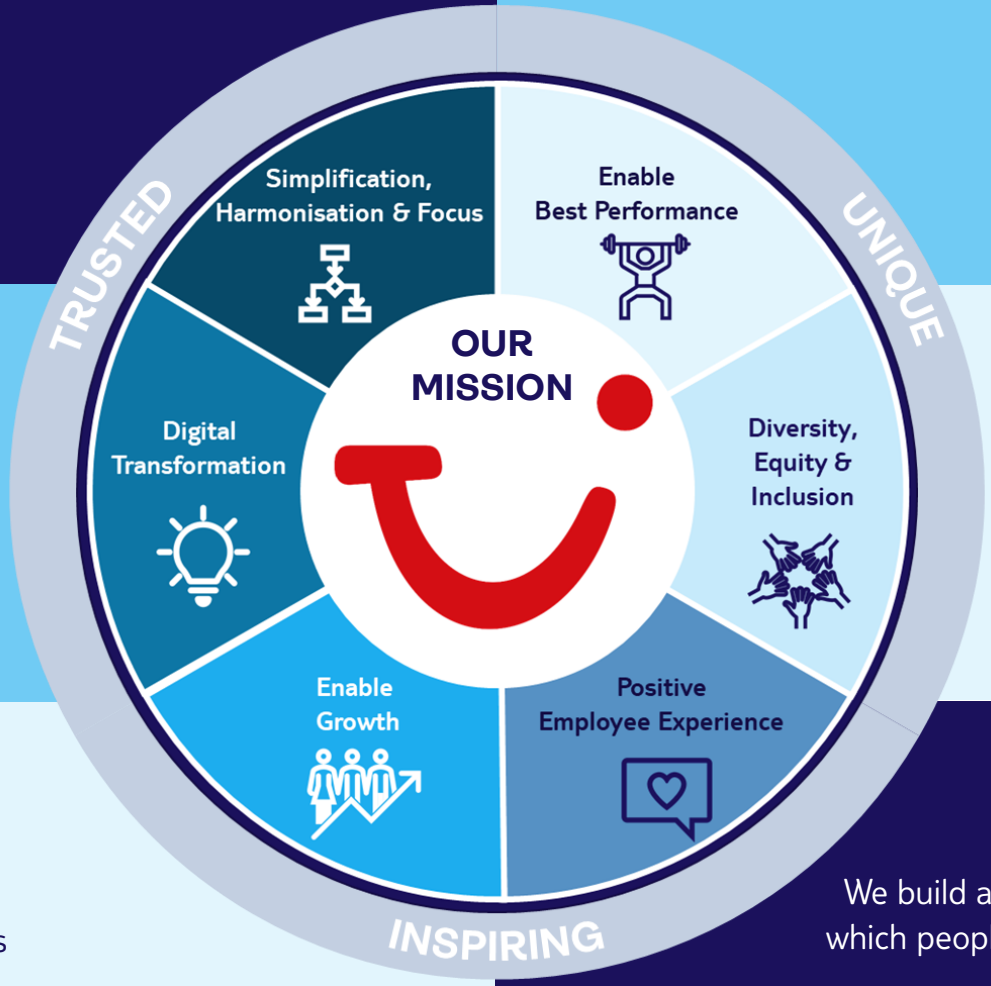
We concentrate on a simple global design and just personalize, where it adds value

SUCCEED AS A TEAM

We support strong leaders and create an environment, where employees be able to give their best and shine as part of a team

BE DATA CENTRIC

We work with high-quality data and concentrate on simple designs, which can be digitised intelligently and quickly



COME AS YOU ARE

We want to be "all inclusive" – concerning our employees and working culture. We support well-being and resilient

BE BOLD, BE CONFIDENT, STAY HUMBLE

We make courageous decisions, drive innovations and promote our employees to expand our business

LIVE THE TUI SPIRIT

We build a physical, cultural and technological environment, in which people enjoy working together, feeling connected and be proud to be part of TUI

Our Diversity, Equity and Inclusion (DEI) ambitions

Diversity and Inclusion makes us stronger and opens a world full of possibilities, helping us to deliver excellence in leisure experiences for everyone, everywhere.

People & Culture



Internal Benchmark

We will have established our **internal benchmark** for diversity by December 2024

100% Inclusion Training

100% of our employees will have access to **inclusion training** by 2025.

85% Internal DE&I Survey

TUI is recognised as an **inclusive employer**, achieving a score of 85%+ on an internal DE&I survey by 2030.

Inclusive Leadership



Internal Benchmark

We will have established our **internal benchmark** for diversity of our **leadership teams** by Dec 2024.

35% Women in Leadership

There will be a total of **35% women in leadership** positions by 2026.

Equal Pay

There will be 100% transparency on **equal pay** by 2026.

Community



+5 DE&I Partnerships

We gain **5+** new accreditations for **DE&I partnerships** by 2026.

Diversity Index

We aim to be recognised as an organisation with a high ranking in a **Diversity Index** by 2030.



People Insights for FY24*

- **Colleagues of over 120 nationalities** work in TUI Group
- Our Colleagues have been **working** for an **average of 11 years** with TUI
- **20% of the members in our Executive Board** and **45%** of the members in our **Supervisory Board at TUI AG are women**
- **The Proportion of women in managerial positions at the TUI Group is 32.4%**
- **1,652 employees used TUI Workwide** and worked on an average of 6 days from another country
- **Our TUI Engagement Index is 80,** scoring highest in area of authenticity (**"I feel comfortable being myself at work"**)

*financial year 2024, reporting date: 30.09.2024
**internal publication date: October 2024

Supply Chain Management

Human rights and environmental risk assessment 2024

Annual risk analyses are carried out to identify **human rights and environmental risks** in **own business area** and along the **supply chain.**
Scope: Consolidated group companies and direct suppliers

Figures 2024:

- **Own business area**: **No consolidated group company** classified as **high-risk**
- **Supply chain:** Over **31,100 direct suppliers**, of which **6% are considered high-risk**

Details results supply chain:

Prioritized risks:

- Slavery and forced labour
- Disregard of freedom of association
- Unequal treatment in employment
- Forced eviction
- Abuse of power by security forces

High-risk industries supply chain:

- Accommodation
- Tour operators & travel agencies
- Air transport
- Food & beverage service activities

Risk regions supply chain:

- Southeast Asia & Indian Ocean
- Middle East & Mediterranean
- Latin America & Caribbean





Further ESG Information

In addition to the KPIs stated in this supplementary fact sheet more information on data and initiatives is provided in the TUI Group Annual Report 2024 including the Non-financial Declaration.

An introduction to the Sustainability Agenda, it's 15 Focus Areas and current new developments is given on our website.

In case of questions please send an email to sustainability@tui.com.
Thank you.