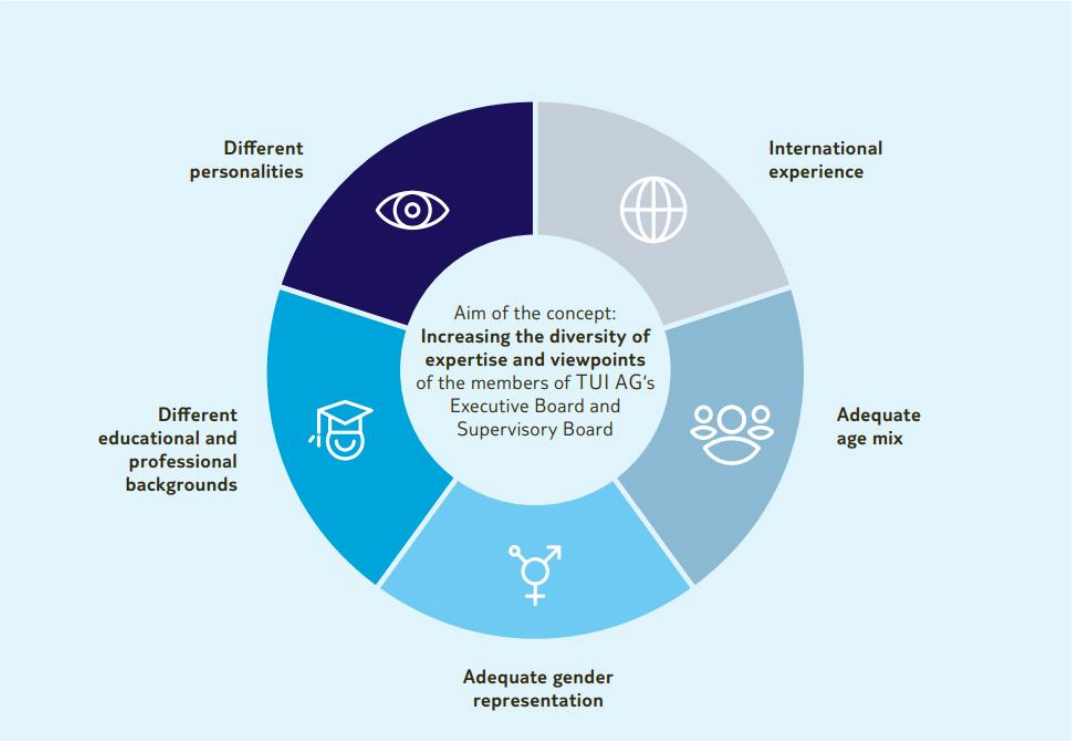
Diversity concept for the Executive Board and the Supervisory Board



Diversity concept for the Executive Board

The diversity concept of TUI AG's Executive Board aims to ensure that the composition of the Executive Board is as diverse as possible in order to contribute to sustainable corporate development. Diversity on the Executive Board ensures that different perspectives are included in decision-making processes and that innovativeness is strengthened. Diversity includes aspects such as the appropriate representation of genders and a sufficient age mix as well as different, complementary educational and professional backgrounds and experience in an international environment.

When selecting members of the Executive Board, the Supervisory Board considers the following aspects in particular:

- Personality, leadership skills and integrity of the Executive Board member
- The members of the Executive Board should have extensive management experience, preferably gained abroad.
- The Executive Board as a whole should have extensive expertise and long-standing experience in the tourism sector.
- The Executive Board as a whole should have long-standing experience in the areas of strategy, innovation, IT and digitalisation, sustainability, sales, finance, risk management and human resources.
- With regard to gender, the Executive Board is composed of at least in accordance with the legal requirements.
- There should be a sufficient age mix among the members of the Executive Board. The age limit for members of the Executive Board as a rule coincides with the standard retirement age under the statutory pension insurance scheme.

Diversity concept for the Supervisory Board

The diversity concept of TUI AG's Supervisory Board aims to promote a diverse and balanced composition of the Supervisory Board. Diversity contributes to a comprehensive understanding of the company's business matters and thus supports the effective monitoring of management. In addition to aspects such as appropriate representation of genders or a sufficient age mix, diversity also includes different, complementary educational and professional backgrounds as well as experience in an international environment. In its competence profile, the Supervisory Board has defined objectives for its composition that are aimed at diversity. These include, for example, internationality and industry expertise, which entail different educational and professional backgrounds. The application of the German Employee Codetermination Act also makes a significant contribution to the diversity of educational and professional backgrounds on the Supervisory Board. With regard to gender, the Supervisory Board is composed of at least in accordance with the legal requirements. As a rule, Supervisory Board members should not be older than 68 years when elected to the Supervisory Board. The Supervisory Board thereby aims to achieve a broad age structure within the board as a whole.