

**Strengthening synergies between TUI's assets and markets –
New Executive Board structure opens up further growth
opportunities and cost advantages**

- Strong proprietary TUI assets and global market access: TUI is capitalising on the opportunities offered by its unique integrated structure to grow faster and more profitably
- Responsibility for the operational business of the Markets + Airline and Holiday Experiences segments will in future be consolidated at Executive Board level in the new role of Chief Operating Officer
- Marco Ciomperlik will take on the new role of Chief Operating Officer and, as a member of the Executive Board, will bear overall responsibility for tour operators, the airline, Group-owned hotels and activities
- Group strategy, the cruise joint venture and hotel joint ventures will be the direct responsibility of CEO Sebastian Ebel
- David Schelp, CEO of Markets + Airline, and Peter Krueger, CEO of Holiday Experiences, are leaving the Group on 30 April 2026

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Hannover, 26 March 2026. TUI is implementing the next stage of its Group transformation. At its meeting today, the TUI Supervisory Board approved a new composition of the Executive Board to take effect on 1 May. Unlike any other company, TUI is active as a developer, investor and operator across all segments of the tourism industry – from hotels, cruises and activities at destinations through to the tour operator business and TUI Airline. This unique integration of the business will also be reflected in the composition of the Group Executive Board going forward. The new structure will leverage synergies between the business areas even more consistently and enable an even greater focus on the Group's own differentiated products. The Group's leading position in hotels, cruises, experiences and activities at destinations, as well as in travel distribution and the holiday flight business, is thus set to be further expanded – in a cost-optimised manner based on global platforms. Furthermore, this will enable the opportunities offered by artificial intelligence to be exploited even more effectively.

Marco Ciomperlik, who has been with the Group since 2016 and has previously served as Chief Transformation Officer and CEO of the airline as a member of the Group Executive Committee, will become a member of the Executive Board

and Chief Operating Officer (COO) of TUI. The newly created role brings together the entire operational business of the tour operators and markets, the airline, the Group's own hotels with strong brands such as TUI Blue, Robinson and TUI Magic Life, as well as the Activities and Experiences division.

In his previous role, Marco Ciomperlik had already steered the transformation of the tour operators and markets and reorganised the Group's airline business. The TUI tour operators, which previously operated largely on a regional basis, have been transformed into a strong, globally positioned marketplace with an international management team. Marco Ciomperlik brings extensive strategic, operational and commercial experience to the role and is familiar with the tourism sector, including tour operator and airline businesses, and the challenges involved, having held various management positions.

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TUI's successful joint ventures in the hotel and cruise sectors, as well as the Group Strategy division, will in future report directly to CEO Sebastian Ebel. The Mergers & Acquisitions division, including the TUI Hotel Fund, will move under the remit of Chief Financial Officer Mathias Kiep.

Within Marco Ciomperlik's area of responsibility on the Executive Board, Mircea Tudose will take on responsibility for TUI's regions as a new member of the Group Executive Committee. He has been with TUI since 2013 and most recently led and very successfully expanded the rapidly growing Expansion Businesses division as Managing Director. This includes the growth markets in Poland, the Czech Republic and Romania. Prior to this, he was responsible for Group Strategy, amongst other areas.

Dr Dieter Zetsche, Chairman of the Supervisory Board of TUI Group: "TUI is embarking on the next stage of its development. The fact that this important step can be taken now is thanks to the successful development of recent years and, in particular, the successful work of David Schelp and Peter Krueger. They have worked tirelessly to further develop the operational business areas in recent years. On behalf of the entire Supervisory Board, I would like to thank them for their tremendous commitment and excellent cooperation, and wish them all the best for the future. I am delighted that, in Marco Ciomperlik, we are appointing a new member of the Executive Board from within the ranks of TUI management who brings extensive operational experience to the role. With Sybille Reiß, Chief People Officer; Mathias Kiep, Chief Financial Officer; the

future Chief Operating Officer Marco Ciomperlik; and the members of the Group Executive Committee, the Group management team led by CEO Sebastian Ebel is ideally positioned to steer TUI towards new successes.”

Sebastian Ebel, Chairman of the Executive Board of TUI Group: “We have successfully completed the first stage of our transformation. We have delivered consistently profitable growth since the end of the COVID-19 pandemic. Now we are moving on to the next stage. Vertical integration is TUI’s recipe for success. That is why we are integrating our business areas even more closely. In future, our entire operational business across all segments will be managed by a single Executive Board member. The setup is optimal – we have strong products, TUI-exclusive brands and are leaders in our markets. I am delighted that Marco Ciomperlik can build on this in his new role, drawing on his extensive operational experience. The goal is clear: TUI stands for innovation, quality, reliability – and for profitable growth. Here, we want to and will continue to set new standards. I am very grateful to David Schelp and Peter Krueger for their highly successful and personally trusting collaboration. David Schelp has successfully consolidated TUI’s markets and created a global tourism marketplace that forms the platform for our future growth. Peter Krueger has successfully driven the highly profitable expansion of our differentiated products and, in particular, accelerated our global hotel growth, thereby strengthening the Group’s position, especially in Asia. In doing so, both have laid the foundations for us to now take the next step in our transformation. I am delighted that both will remain closely connected to the TUI family, even as they take on new roles outside the Group.”

David Schelp, CEO Markets + Airline, and Peter Krueger, CEO Holiday Experiences and Chief Strategy Officer, will leave TUI on 30 April. In view of the transformation measures they have successfully implemented and the rapidly advancing restructuring of the Group, they are stepping down from their Executive Board roles some months ahead of the scheduled end of their appointments. Both look back on a very successful time at TUI and are supporting the next stage of the restructuring. David Schelp will return to entrepreneurial activities. He had suspended his operational role at Turbopass, of which he is a co-owner, to take on his role on the TUI Executive Board. Peter Krueger has expanded TUI’s hotel and cruise business extremely successfully and significantly strengthened the brand’s presence.

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About TUI Group

The TUI Group is a leading global tourism group. The group is headquartered in Germany. TUI shares are listed on the MDAX index of the Frankfurt Stock Exchange and on the regulated market of the Lower Saxony Stock Exchange in Hanover. The TUI Group offers its more than 34.7 million customers integrated services from a single source and covers the entire tourism value chain under one roof. The Group owns more than 460 hotels and resorts with premium brands such as RIU, TUI Blue, and Robinson, as well as 18 cruise ships, ranging from the luxury class MS Europa and MS Europa 2 and the HANSEATIC class expedition ships to the Mein Schiff fleet of TUI Cruises and cruise ships at Marella Cruises in the UK. The group also includes leading European tour operator brands and online marketing platforms, for example for hotel-only or flight-only offers, five airlines with 125 modern medium- and long-haul aircraft, and around 1,200 travel agencies. In addition to expanding its core business with hotels and cruises through successful joint ventures and activities in holiday destinations, TUI is increasingly focusing on the expansion of digital platforms. The group is transforming itself into a global tourism platform company.

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Global responsibility for sustainable economic, environmental, and social action is at the heart of our corporate culture. The TUI Care Foundation, initiated by TUI, focuses on the positive effects of tourism, education and training, and the strengthening of environmental and social standards with projects in 30 countries. In this way, it supports the development of holiday destinations. The globally active TUI Care Foundation initiates projects that create new opportunities for the next generation.

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