

Circular Economy Commitments of TUI Group

Purpose

In order to demonstrate industry leadership and to secure that TUIs business model is fit for the future, the transformation to a more circular company is a key focus of TUI's Sustainability Strategy.

This document lists related essential requirements, fields of action and change. Upholding these will enable TUI to transform and positively contribute to a Circular Economy and by that to the society.

TUI will

1. **work intensively to make its business activities more circular** by setting up and adjusting processes ensuring that products, components, materials or resources are directly or indirectly recycled and remain in a circular economy. For this, the respective current legal requirements of states and regions where TUI operates will be taken into consideration as well as international standards ensuring environmentally friendly and socially fair production and procurement.
2. **continue and intensify its relations with suppliers** to have all relevant information about their sustainability performance and offer of more sustainable and circular products and materials containing also recycled material available.
3. **continue to segregate its waste** and - where possible - put it into recycling loops. This means that recyclable products and materials are to be fed into an appropriate recycling concept (e.g. take-back systems, preparation of products or materials, donations). This includes ICT¹, textiles, furniture, building materials, vehicles or individual parts and components of these products.
4. **continue to work on saving resources** and acting resource efficiently in its business and beyond. TUI will also consider avoiding packaging material and using more environmentally friendly packaging solutions.
5. **promote the reduction and elimination of unnecessary single-use plastic** items in its operations and substitute single-use plastic items where possible with more sustainable or reusable alternatives. TUI will collaborate with its major suppliers to find solutions that facilitate the move towards a Circular Economy approach for plastics.
6. **promote and extend the use of renewable energy** in its business activities. In addition to the direct generation of energy from renewable sources (e.g. solar, biogas, wind, geothermal), this also includes the purchase of electricity and energy from third parties being produced from renewable energy.
7. **continue existing measures and implement new ones to save water** - especially in water-scarce areas - in its operations and facilities. This includes using plants and equipment to treat and reuse wastewater where possible.
8. **source food from the immediate surroundings** to strengthen the local economy, conserve resources and reduce unnecessary transport. This also includes paying more attention to seasonal products when buying food. If this cannot be taken into account for certain foods, TUI will increasingly purchase foods whose cultivation and production have taken into account environmental and social aspects being externally verified (e.g. through certifications).
9. **seek to reduce food waste in its operations**. This includes avoiding and reducing food waste in the purchase, preparation, presentation and consumption of food and meals. Organic waste that cannot be avoided will be recycled biologically (e.g. through composting) as far as possible.
10. **implement a system to measure circularity** and to derive further measures from it. TUI will publicly report on the results and performance.

Scope of Application and Responsibilities

These commitments to all companies and businesses directly or indirectly under the operational or economic control of TUI. The implementation of measures to meet the requirements for an increase in circularity across TUI Group is the responsibility of the respective business unit or functions.

¹ Information and Communications Technologies, e.g. mobile phones, laptops, PCs