



Declaration of Compliance pursuant to § 161 of the German Stock Corporation Act (AktG)

'In accordance with section 161 of the German Stock Corporation Act, the Executive Board and Supervisory Board hereby declare:

Since the last annual declaration of compliance was submitted in December 2020, Mr Joussem's mandate as Chairman of the Supervisory Board of Sixt SE has expired with effect from 16 June 2021. The deviation from recommendation C.5 declared until then therefore no longer applies as of this date. In addition, the Annual General Meeting of TUI AG on 25 March 2021 passed a resolution on the approval of the remuneration system for the Executive Board in accordance with section 120a (1) sentence 1 of the German Stock Corporation Act. As a result, the deviation from recommendations G.1 and G.2 declared until then as a precautionary measure has also become invalid.

With the aforementioned respective completion dates, the recommendations of the German Corporate Governance Code in its applicable version have been and will be observed with the exception of the following recommendations:

Recommendations for determining the total amount of variable remuneration components (Section G.I.3.)

In the framework of the stabilisation measures agreed with the Economic Stabilisation Fund, restrictions were agreed for TUI AG regarding the remuneration of Executive Board members. These restrictions lead to the situation that the members of the Executive Board will not be granted and thus will not be constituted variable or comparable remuneration during the stabilisation measures. In this respect, Recommendations G.6 (Share of variable remuneration resulting from long-term and short-term targets), G.7 (Determination of performance criteria for all variable remuneration components), G.9 sentence 1 (Determination of the amount of variable remuneration to be granted) and G.11 sentence 1 (Consideration of extraordinary developments for variable remuneration) are void and as a precautionary measure, a deviation from these recommendations is declared.'

Hanover, September 2021
Executive Board and Supervisory Board

(The German version of this declaration is legally binding. The Company cannot be held responsible for any misunderstandings or misinterpretation arising from this translation.)