

Sybille Reiß to become TUI Group's new Chief Human Resources Officer and Labour Director

- **Change in the Executive Board as of 1 July 2021**
- **Extensive international experience in HR management and as member of Management Board of TUI Deutschland, with TUI since 2003**
- **Dr Elke Eller announced in December 2020 that she would not be renewing her contract**

Hanover, 11 May 2021. The Supervisory Board of TUI AG today decided to appoint Sybille Reiß (45) to the Executive Board as TUI's new Chief Human Resources Officer and Labour Director with effect from 1 July 2021. As part of the Human Resources function, she will also take over responsibility for Security, Health and Safety from Dr Elke Eller, who had established this department. Elke Eller had announced in December 2020 that she would not renew her Executive Board contract which was scheduled to expire in autumn 2021.

Sybille Reiß has worked very closely with Elke Eller in the past and has helped to shape all strategic HR programmes and set the course. Thus, the transition at the top of the department is well prepared. Sybille has been with TUI since 2003 in various HR functions, both in Germany and internationally. Since 2016, she has been Labour Director and member of the Management Board of TUI Deutschland GmbH as well as HR Director for the Central Region, which, in addition to the German operating company, also includes the subsidiaries in Austria, Poland and Switzerland as well as the airline TUI fly. In 2019, in addition to this role, she took on international responsibility for HR in the Group's Markets and Airlines segment. In this function, she has driven the transformation forward in close coordination with the employee representatives in the Group. In the past year, during the pandemic, the focus was particularly on bringing teams together more closely across national borders and Group segments. Sybille Reiß was born in Rinteln/Weser, Germany, in 1976 and graduated in social sciences and business administration from the University of Hanover.

Dr Dieter Zetsche, Chairman of the Supervisory Board of the TUI Group: "We are delighted to have Sybille Reiß as our Human Resources Director from our own ranks.

Ms Reiß has known the Group for many years and has played a decisive role in shaping TUI's HR management, both operationally and strategically, during this time. In recent years she has proven that she can actively shape change - in the interests of the employees and the company. I wish Ms Reiß every success in her new role. Since 2015, Dr Eller has decisively advanced the HR department, particularly in the areas of digitalisation and mobile working. Today, the TUI team is more international, mobile, flexible and digital than ever before. On behalf of the entire Supervisory Board, I would like to thank Dr Eller very much for her contribution to TUI's development. We wish her all the best for the future and for her personal plans."

Fritz Joussem, CEO of TUI Group: "The pandemic has massively accelerated the transformation of the entire tourism industry and also of TUI. TUI is in the best starting position to continue to be the leading company in the sector after Corona. We are already significantly more agile, efficient and digital than before the pandemic - we are continuing on this course. With Sybille Reiß, we have a new HR Director who knows the Group's HR work very well and can lead us into this new era. I look forward to working even more closely with her in the Executive Board and in the Group Executive Committee in the future. I would like to thank Elke Eller for the very good cooperation over the last few years and am pleased that she will continue to be at our side until summer. She has successfully developed what is now an international and modern HR function for the Group following the acquisition of TUI Travel and the integration of the various companies and business areas."

About TUI Group

TUI Group is the world's leading tourism group and operates worldwide. The Group is headquartered in Germany. TUI's share is listed on the FTSE 250, the benchmark index of the London Stock Exchange, and on the Regulated Unofficial Market in Germany. The TUI Group offers integrated services from a single source for its 28 million customers, 21 million of them in the European national companies. The entire tourism value chain is covered under one roof. This includes over 400 hotels and resorts with premium brands such as RIU, TUI Blue and Robinson and 15 cruise ships, from the MS Europa and the MS Europa 2 in the luxury class and expedition ships to the Mein Schiff fleet of TUI Cruises and cruise ships at Marella Cruises in Great Britain. The Group also includes leading tour operator brands and online marketing platforms across Europe, five airlines with more than 100 modern medium and long-haul aircraft and over 1,000 travel agencies. In addition to expanding its core business with hotels, cruises via 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 digital company.

Global responsibility for sustainable economic, ecological and social action is at the core of our corporate culture. The TUI Care Foundation, initiated by TUI, focuses on the positive effects of tourism, on education and training and on

strengthening environmental and social standards with projects in 25 countries. It thus supports holiday destinations in their development. The globally active TUI Care Foundation initiates projects that create new opportunities for the next generation.

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