

# Executive Board

**Sebastian Ebel**  
*Chief Executive Officer*



\*1963, German

Sebastian Ebel has been CEO of the TUI Group since 1 October 2022. Prior to that, he had been Chief Financial Officer of the Group since 2021. As a member of the Executive Board from 2014 to 2020, Sebastian Ebel was responsible for the growth areas Destination Experiences, Hotels & Resorts and Cruises, including the companies Robinson, TUI Magic Life and TUI Musement as well as TUI shareholdings such as RIU, Atlantica Hotels, TUI Cruises and Hapag-Lloyd Cruises. In addition, from 2015 to 2017 he was Chairman of the Executive Board of TUI Deutschland, which includes the tour operators in Germany, Austria, Switzerland and Poland.

Prior to the merger of TUI AG and the former TUI Travel PLC in December 2014, Sebastian Ebel was responsible for operations on the TUI Management Board, most recently as Chief Operating Officer. In this role, he played a key role in shaping the merger with TUI Travel. Following the successful merger, he also served as Chief Human Resources Officer and Labor Director of the new tourism group and was responsible for the post-merger and integration programs.

In February 2013, Sebastian Ebel had returned to TUI, where he had previously served as Divisional Board Member (1998-2003) and Group Board Member (2001-2006). He started his career in the tourism industry as a board member of the former subsidiary Hapag-Lloyd Touristik, which at that time was a business segment of the former Preussag Group.

Between 2008 and 2013, Sebastian Ebel worked outside TUI in other industries, including as Chief Financial Officer and later Chief Operating Officer at the A.T.U. Group, then as Managing Director at Vodafone Germany, the largest company in the Vodafone Group.

He studied business administration at the Technical University of Braunschweig and at the Philipps University of Marburg. After graduating with a degree in business administration, he completed the management trainee program at Salzgitter AG at the beginning of his professional career.

Sebastian Ebel is married and the father of five children. He is involved in sports, especially soccer, and is a member of the synod of the Evangelical Lutheran Church in Braunschweig.

**Initial Appointment:** December 2014

**Appointment until:** September 2025

## Membership in Supervisory Boards according to German law

- BRW Beteiligungs AG (Deputy Chairman) (not publicly listed)
- EVES Information Technology AG (Chairman) (not publicly listed)
- Compass GmbH (not publicly listed)

## Membership in comparable Boards of domestic and foreign companies

- Midnight Canada Inc. (not publicly listed)
- RIUSA II S.A. (Chairman) (not publicly listed)

# Executive Board

## Membership in other supervisory bodies

- TUI Cruises GmbH (not publicly listed)