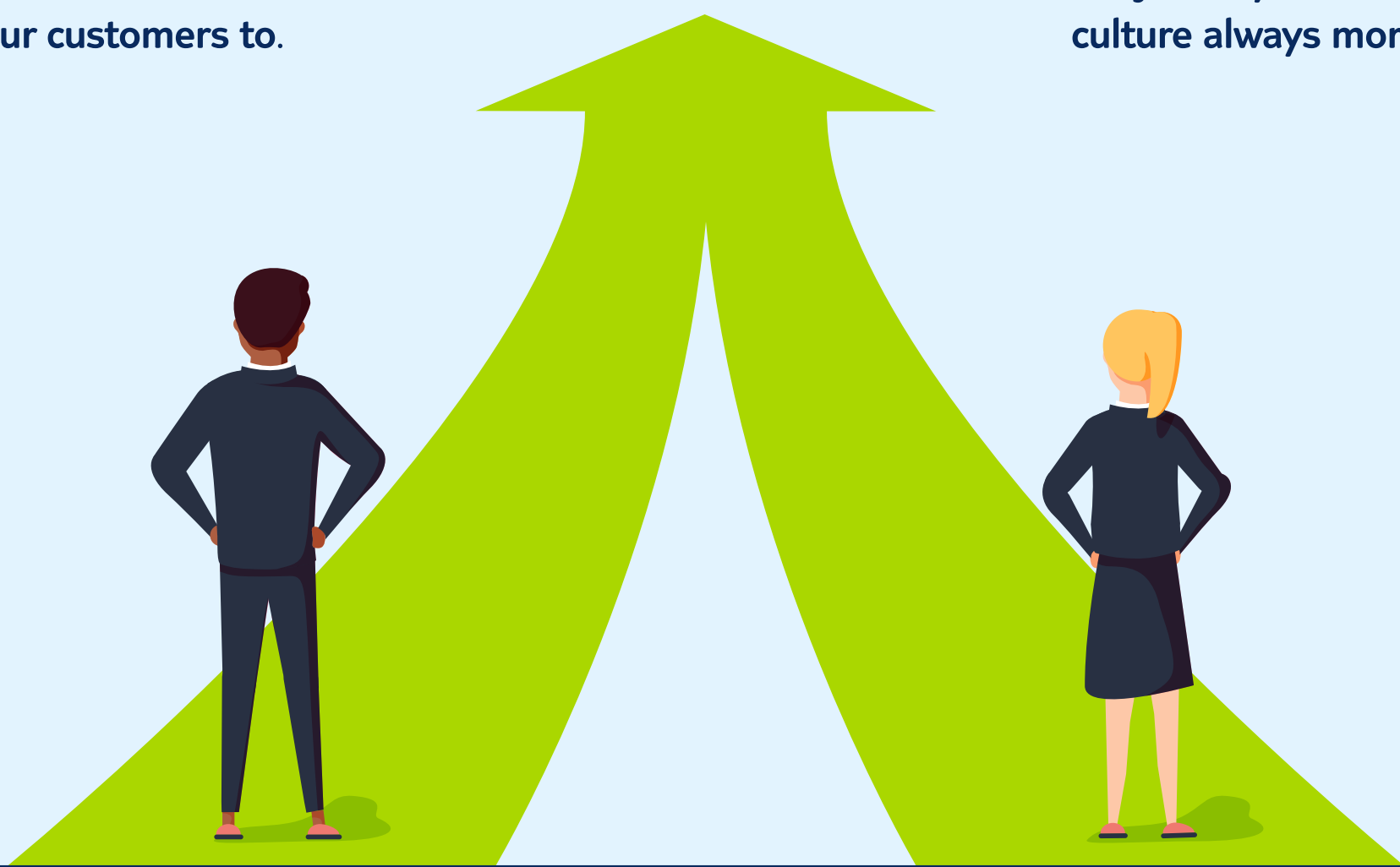


TUI UK & Ireland Gender Pay Gap Report 2019/20



At TUI, we know people are as diverse as the destinations we send our customers to.

Just as travel is about exploration, we're on a journey to make our work culture always more inclusive.



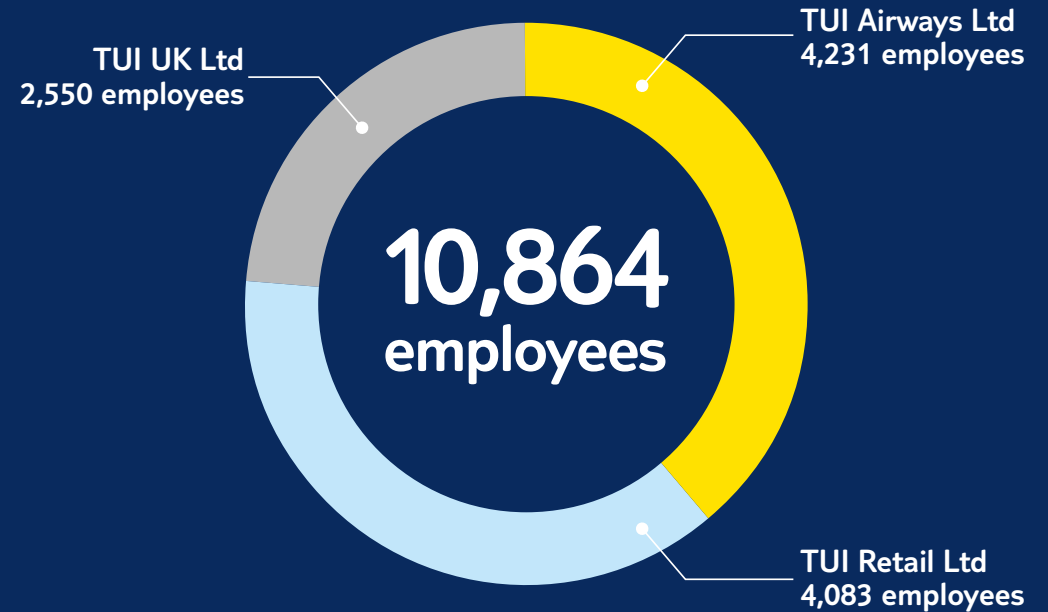
TUI UK & Ireland Gender Pay Gap Report 2019/20



Creating an inclusive culture

Creating an inclusive culture is both challenging and fun – it requires us to step out of our comfort zones, but that's when we grow personally and in our teams. So, when it comes to people, our goal is to be all-inclusive.

We employed 10,864 people within the year up to and including 05 April 2020, across our three main employing entities of TUI UK Ltd, TUI Airways Ltd and TUI Retail Ltd.



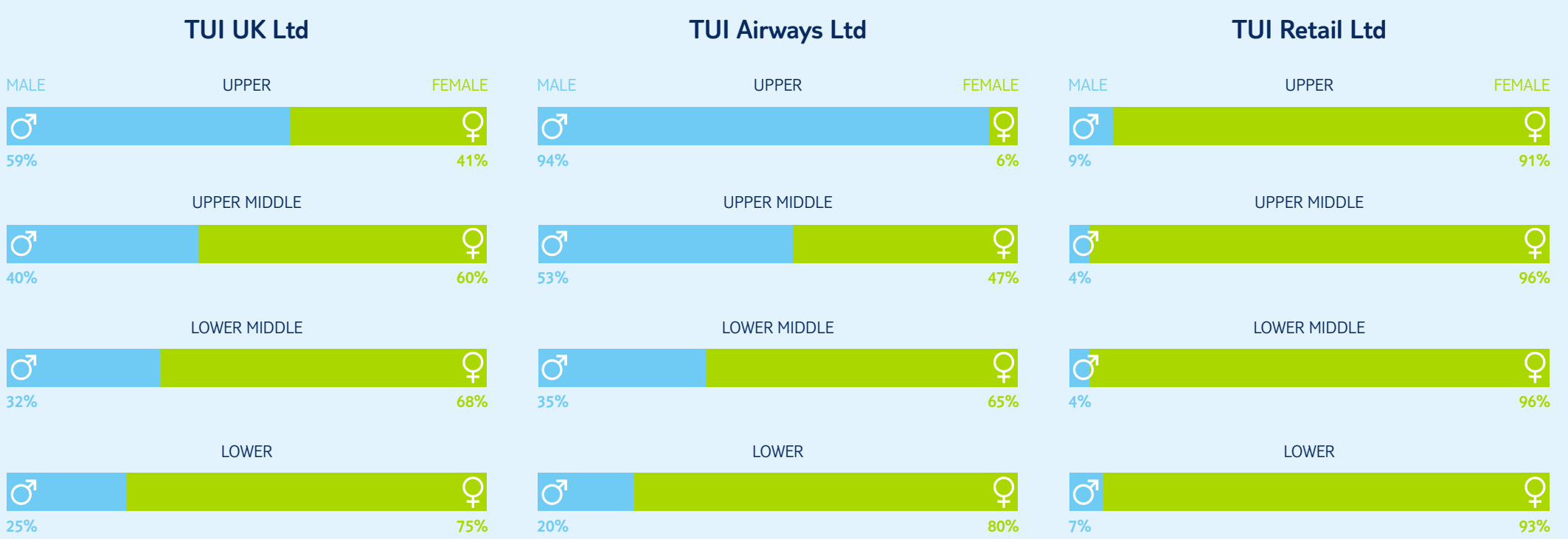
DID YOU KNOW...
That our colleagues in the UK represent 55 different nationalities, and on average have worked for TUI for 10 years

Data effective for the year running up to and including 5 April 2020.

TUI UK & Ireland Gender Pay Gap Report 2019/20



Pay Quartiles

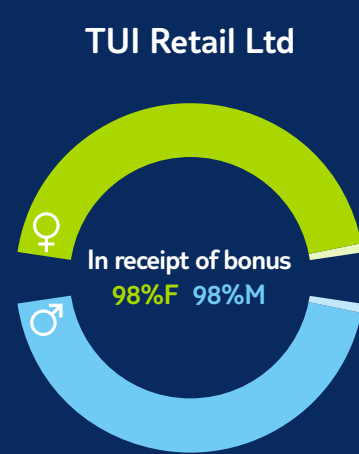
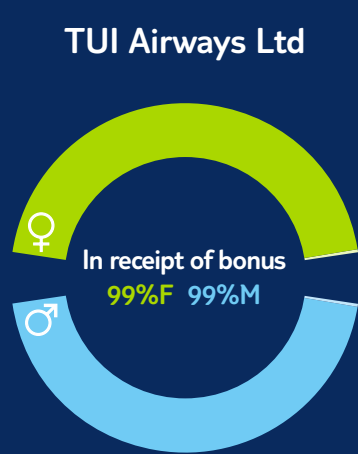
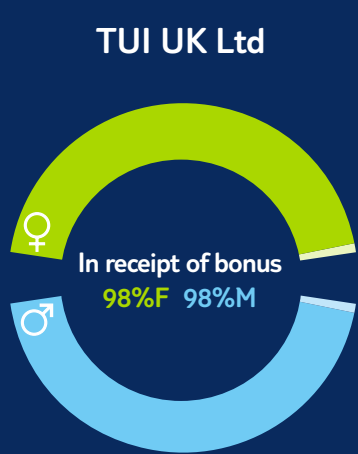


Data effective for the year running up to and including 5 April 2020.

TUI UK & Ireland Gender Pay Gap Report 2019/20



Bonus Metrics



Differences between male and female	MEAN	MEDIAN
Bonus payment structure	0%	0%

Differences between male and female	MEAN	MEDIAN
Bonus payment structure	20% (lower)	44% (lower)

Differences between male and female	MEAN	MEDIAN
Bonus payment structure	13% (lower)	2% (lower)

Data effective for the year running up to and including 5 April 2020.

TUI UK & Ireland Gender Pay Gap Report 2019/20



Payment Metrics

Differences between male and female	MEAN	MEDIAN
Female hourly rate of pay	29% (lower)	31% (lower)

Differences between male and female	MEAN	MEDIAN
Female hourly rate of pay	57% (lower)	52% (lower)

Differences between male and female	MEAN	MEDIAN
Female hourly rate of pay	0%	0%



DID YOU KNOW...
That our salaries for our pilots, cabin crew and engineers are collectively agreed and we operate a transparent pay framework that is applied equally irrespective of gender.



Data effective for the year running up to and including 5 April 2020.