



Sustainability Report 2022

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WYBCKE MEIER
Chief Executive Officer
Chairwoman of the Board of Management

FOREWORD

DEAR LADIES AND GENTLEMEN,

A year ago, I wrote to you here about how we were using the time of the pandemic to further develop our holistic sustainability strategy for the company and its two fleets. Our goal is clearly defined: We want to offer the first climate-neutral cruises by 2030. Together with TUI Group, we submitted our climate protection targets for CO₂ reduction to the global Science Based Target initiative (SBTi) for independent validation in July, 2022 – the first cruise line ever to do so. A more sustainable cruise with even lower emissions can be achieved with very concrete technological and operational measures. The energy efficiency of our modern fleets already gives us the opportunity to keep emissions at a low level. On these pages, we want to tell you about what we did in 2022, as the ceremonial steel cutting for *Mein Schiff 7* in June 2022 was more than just the symbolic start of production. This new build will be the first TUI Cruises ship to be prepared for methanol propulsion. However, that's not all: Just one week later, a cutting torch passed through the first steel plate for *Mein Schiff Relax* as part of a second ceremony. This will

“We want to offer the first climate-neutral cruises by 2030.”

be the first ship in a completely new class at TUI Cruises to run on liquefied natural gas (LNG) and therefore also synthetic LNG. The transformation to increasingly use low-emission fuels is a core element of our strategy, and the two new builds are putting this strategy into practice with various technical approaches. Our comprehensive approach combines all dimensions of sustainability as we experience them in the daily operation of the fleets. For example, when it comes to protecting natural resources, we produce almost all our fresh water ourselves using our own on board osmosis systems, managing to keep our water consumption well below that of many land-based hotels. Other examples of our approach include when we live up to our social responsibility with training initiatives on board or the commitment of our business partners to sustainable standards and practices.

Wishing you a stimulating read

GRI 102
 GRI 102-14
 GRI 102-15



LUCIENNE DAMM
Head of Sustainability

“We are optimistic about this new era of sustainable corporate reporting.”

PREFACE

DEAR LADIES AND GENTLEMEN,

As a company we see it as our responsibility not only to manage the company sustainably, but also to make these efforts transparent and forward-looking, and to communicate them. With the imminent implementation of the EU Corporate Sustainability Reporting Directive (CSRD), we are taking our sustainability reporting to a new level. TUI Cruises itself will report in accordance with the new European sustainability reporting standards from the 2025 reporting year, but will already implement a strong formalization of our reporting with this report (for the 2022 reporting year) and the following ones. The CSRD will create a uniform and comprehensive framework for the disclosure of non-financial information, enabling better comparability and transparency. However, the specific indicator sets have not yet been finally confirmed, so we at TUI Cruises have decided to use the latest sustainability reporting standards of the Global Reporting Initiative (GRI) as a model. For the 2022

reporting year, we have set ourselves the goal of partial compliance with the GRI requirements, so you will notice in this report that we have a GRI reference in many places as a link to the underlying GRI overview with the required sustainability data.

Even though the requirements will become more formalized, we want to continue to offer you an informative, entertaining and authentic insight into our sustainability activities. We are optimistic about this new era of sustainable corporate reporting and are ready to take on the challenges that lie ahead. We invite you to join us on this journey.

GRI 102

GRI 102-19

GRI 102-45

THE CURRENT STANDARD

THE GLOBAL REPORTING INITIATIVE (GRI)

Since 2017, large capital market-oriented companies have been required to issue a non-financial statement (NFS). The relevance of sustainability reporting will continue to increase in the future. All companies that are subject to the European Union's Non-Financial Reporting Directive (NFRD) and, from 2023, the revised NFRD, the CSRD (Corporate Sustainability Reporting Directive), are obliged to disclose the proportion of their business activities that are considered sustainable in the NFS.

GRI – THE GOLD STANDARD

In order to comply with EU regulations, TUI Cruises is reporting for the first time in this Sustainability Report 2022 in accordance with the GRI guidelines. In this way, the future EU standards according to CSRD can already be partially applied at a high level – before TUI Cruises also becomes formally obliged to report. GRI indicators that are relevant for TUI Cruises are linked on many pages in this report – you are welcome to try them out.

WHY GRI?

Since 1997, the GRI has offered companies and organizations the opportunity to support and develop their sustainability activities in a structured form, in accordance with the GRI recommendations and standards.

GRI focuses strongly on sustainability implementation activities in social, ecological and economic dimensions, as well as in the governance of the members necessary for implementation. This is also part of the global competition that TUI Cruises faces. Sustainability, responsible supply chains etc. are no longer a specialist topic but are specifically called for by employees and suppliers.



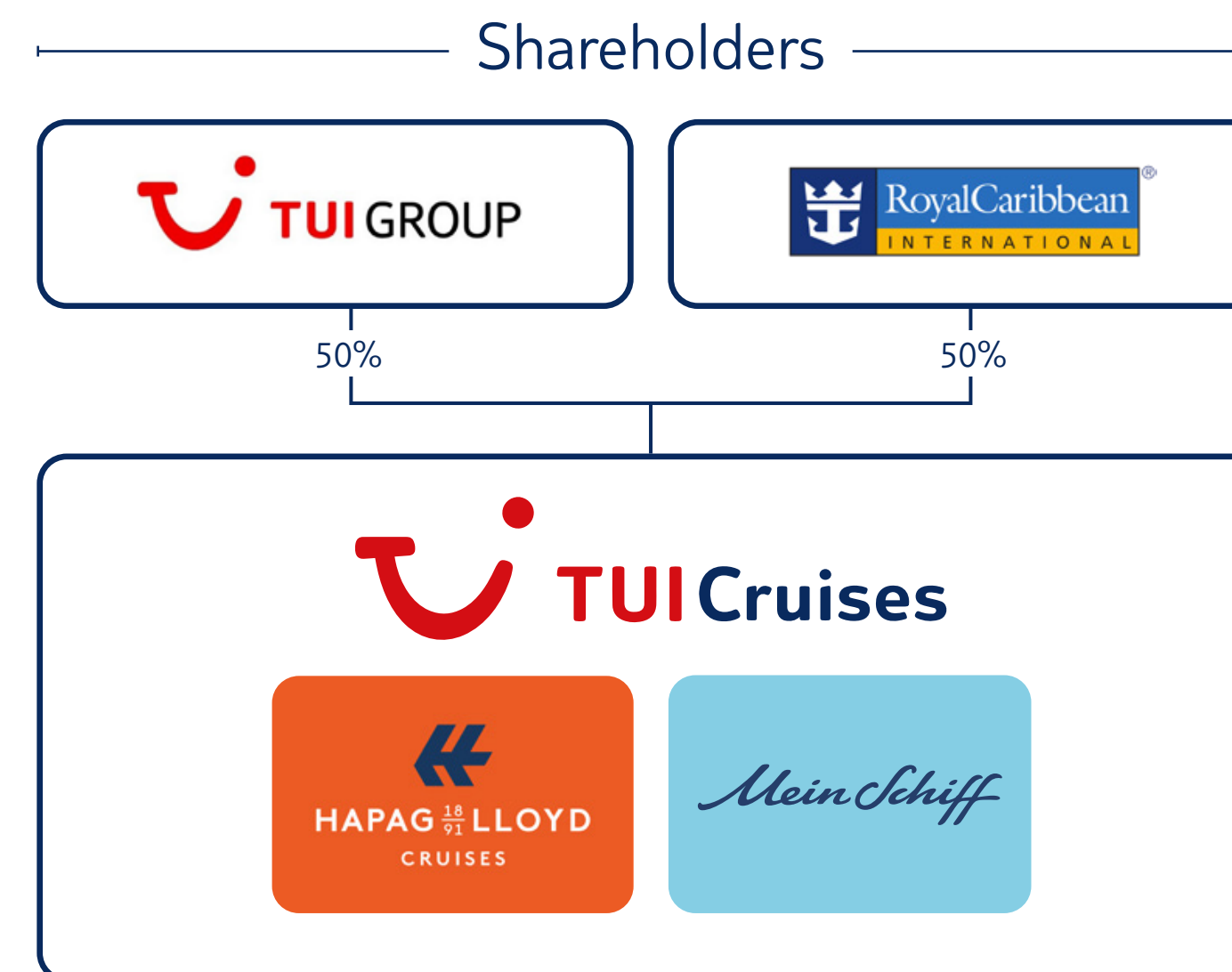
NOTES ON THE 2022 SUSTAINABILITY INDICATORS AND DATA

The Sustainability Report 2022 covers the same reporting year and introduces new sustainability indicators and environmental data based on the GRI guidelines (valid version of 2022). Therefore, no comparisons are made with the previous year; these will be made in the Sustainability Report 2023. The environmental data in the report and in the GRI overview aggregate the figures for both fleets and will be reported together for TUI Cruises in future.

THE COMPANY

TRAVELING TOGETHER

The cruise company TUI Cruises GmbH was founded in 2008 and is based in Hamburg. It is a joint venture between TUI AG, based in Hanover, and Royal Caribbean Ltd., based in Miami. Royal Caribbean Ltd. is the second largest cruise company in the world. TUI Cruises owns the cruise brands *Mein Schiff*® and Hapag-Lloyd Cruises.



TUI Cruises is the owner of the cruise brands Hapag-Lloyd Cruises und *Mein Schiff*®

GRI 102

GRI 102-1 to 102-13

GRI 102-16 to 102-23

GRI 102-40 to 102-41

***Mein Schiff*®**

The first ship in the fleet was the MS Galaxy, acquired in May 2009, which was converted into *Mein Schiff* (later *Mein Schiff 1*). *Mein Schiff 2* started sailing in May 2011. The former *Mein Schiff 1* has since left the fleet and been replaced by a new build. The former *Mein Schiff 2* sailed for TUI Cruises as *Mein Schiff Herz* until spring 2023 and thereafter handed over to Marella Cruises.

Six new builds have been constructed for the *Mein Schiff*® fleet at the ship-building company STX Finland and its successor Meyer Turku Oy since 2014. The current fleet consists of seven ships – *Mein Schiff 1* to *Mein Schiff 6* and *Mein Schiff Herz*. Three more new builds are due to enter service by 2026. The *Mein Schiff*® fleet is designed to make guests feel at home – in every respect and in every dimension. Everything is done to achieve this goal.

HAPAG-LLOYD CRUISES

Hapag-Lloyd Cruises is the leading cruise brand in the luxury and expedition sector in German-speaking countries. The fleet comprised five ships in 2022. Together, the two best luxury ships in the world, MS EUROPA and MS EUROPA 2, form the EUROPA class. It represents a travel experience of the highest standard with an outstanding service culture, diverse cuisine and exceptional routing around the world. In the expedition segment, Hapag-Lloyd Cruises is on course for growth with three modern ships: the HANSEATIC nature and HANSEATIC inspiration, the first two of the new expedition class (consisting of three ships) entered service in 2019. In 2021, the HANSEATIC spirit completed the fleet. The vessels have been awarded five stars as the best expedition fleet in the world. The highest ice class rating and a small draft enable routes to the polar regions of the Arctic and Antarctic as well as to destinations such as the Amazon.

THE OWNERS

TUI AG and Royal Caribbean Ltd. each hold 50% of the shares in TUI Cruises. The two companies complement each other, not only because of their histories but also because of their respective tourism and technical expertise. With *Mein Schiff*® and Hapag-Lloyd Cruises, two brands with very different histories have come together under the umbrella of TUI Cruises. Hapag-Lloyd Cruises has existed for over 130 years and is considered the inventor of the cruise. Since 2020, Hapag-Lloyd Cruises has been a brand of TUI Cruises GmbH.

DIFFERENT TRADITIONS – A COMMON GOAL

Protecting the natural foundations of life is a central goal of TUI Cruises and its brands. As a provider of tourism services in particular, TUI Cruises treats natural resources with care and equips its ships with the latest technology.

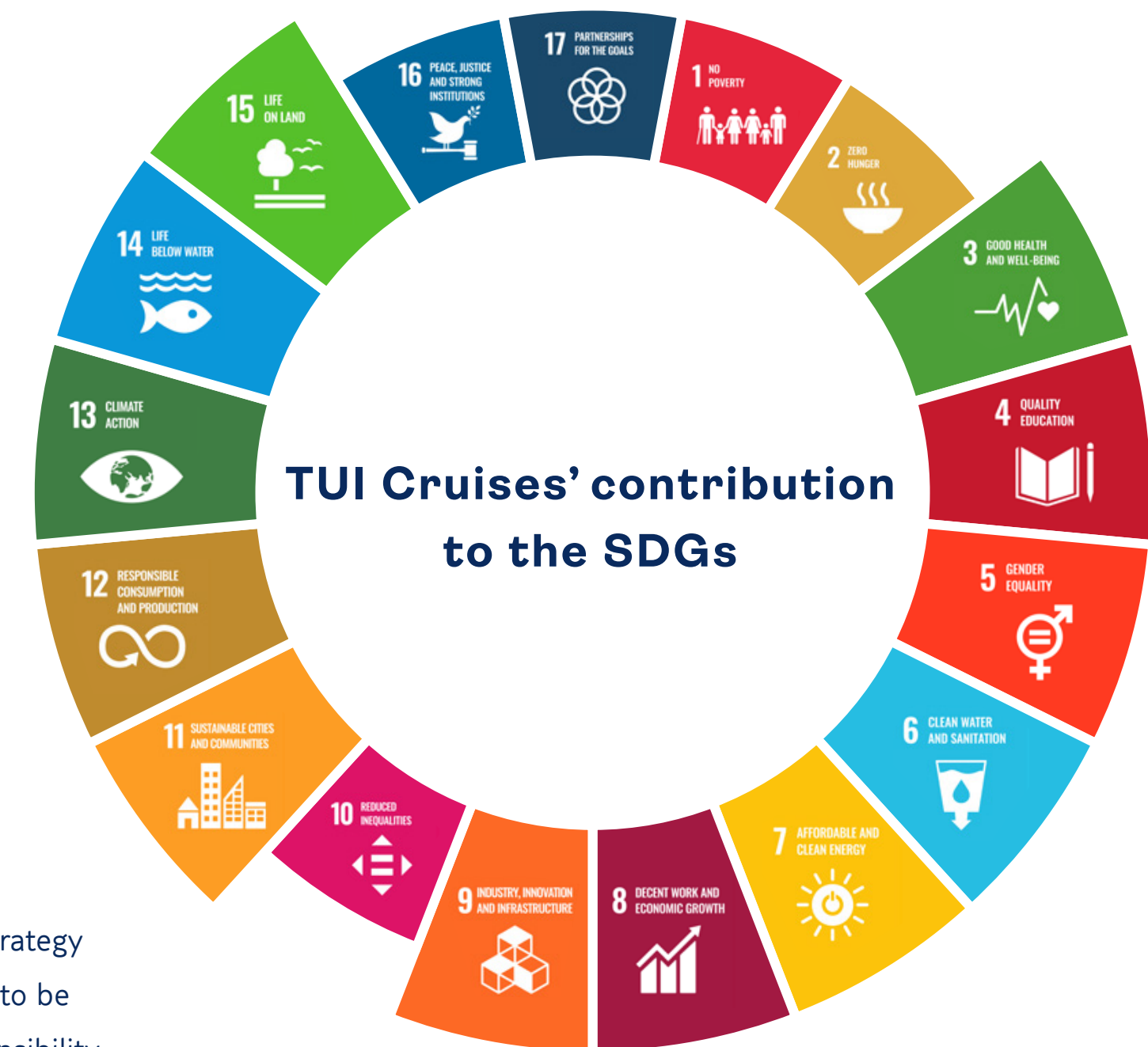
THE GOALS OF THE UNITED NATIONS

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

GLOBAL SUSTAINABILITY GOALS OF THE UNITED NATIONS

In 2015, the United Nations (UN) adopted the Agenda 2030 which includes 17 global sustainability goals. The Sustainable Development Goals (SDGs) for a socially, economically, and ecologically sustainable development of the world are to be implemented by 2030. 2022 was the halfway point – and unfortunately the goals set have only been implemented to a very limited extent. TUI Cruises' corporate philosophy demands that we lead the way – and that the company endeavors to be a pioneer in those areas where this is possible. TUI Cruises has all goals in mind and particularly focuses on the goals – health and wellbeing (3), quality education (4), gender equality (5), clean water (6), affordable and clean energy (7), decent work (8), innovation (9), sustainable cities and communities (11), sustainable consumption and production (12), measures for climate protection (13), life below water (14), life on land (15) and partnerships (17) – where the company can best take

concrete action. To this end, there is a clear plan and a scheduled strategy for the means and measures with which the sustainability goals are to be achieved, which is how TUI Cruises understands its corporate responsibility and its corporate mission.



“We are aware that we at TUI Cruises cannot change the world single-handedly, so it is all the more important for us to align and adapt our sustainability activities to these 17 international sustainability goals. In this way, we can show transparently and concretely how we are facing up to our global responsibility.”

Lucienne Damm, Head of Sustainability

THE SUSTAINABILITY STRATEGY

FUTURE-ORIENTED ENVIRONMENTAL AND SOCIAL RESPONSIBILITY

GRI 305 to 305-1

GRI 306 to 306-1

GRI 401

GRI 401-2

GRI 403-6

GRI 404 to 404-3

GRI 405 to 405-2

GRI 406 to 406-1

GRI 408-1

GRI 409 to 409-1

SUSTAINABILITY AT TUI CRUISES: PART OF THE CORPORATE DNA

For TUI Cruises, sustainable corporate success means assuming environmental, social, and economic responsibility along the entire value chain. In addition, sustainability, along with appreciation and trust, is one of the three corporate values which were developed and defined with the support of TUI Cruises employees in 2022. TUI Cruises is thus creating a strong basis for successful sustainability management that sets the course with and for the company. The Sustainability Department is responsible for the long-term and systematic management of all sustainability issues across the entire company with its two brands *Mein Schiff*® and Hapag-Lloyd Cruises, and reports directly to the CEO of TUI Cruises and the CEO of Hapag-Lloyd Cruises. It coordinates closely with both parent companies.

THE SUSTAINABILITY STRATEGY 2030 AS A COMPASS

TUI Cruises wants to continue to play a pioneering role in environmental protection and sustainability in the future. In order to live up to this ambition, the Sustainability Strategy was developed in the 2022 reporting year against the backdrop of a holistic approach – along the dimensions of Planet (environment), People (social) and Progress (progress/corporate governance) – with 15 fields of action. It thus takes up the ESG criteria (environmental/ social/governance) and incorporates them directly into the Sustainability Strategy 2030. The newly developed climate protection strategy of TUI Cruises is a central element of the future strategic sustainability framework.

[Non-financial Statement of the TUI Group](#)

[Seustainability Report of Royal Caribbean Ltd](#)



THREE PILLARS: PLANET, PEOPLE AND PROGRESS

The sustainability activities have been assigned to the three pillars, Planet, People, and Progress, which also define the new structure of the Sustainability Report 2022. The respective chapters provide a concrete and clear explanation of what was specifically worked on and implemented in the reporting year. The focus here is on the entire company with its two fleets.

THE FOLLOWING MILESTONES OF THE SUSTAIN- ABILITY STRATEGY WERE SUCCESSFULLY IMPLEMENTED IN THE REPORTING YEAR 2022:

- Definition of science-based targets (SBTs)
- Development of the emissions roadmap to achieve the SBTs
- Setting targets and creating a roadmap to increase sustainable shore excursions



PLANET



MINIMIZING OUR ECOLOGICAL FOOTPRINT

Decarbonization of cruise operations by 2050 as a long-term goal and circular economy as a guiding principle for our product development

FOCUS AREAS:

- CARBON REDUCTION AND CLIMATE PROTECTION ROADMAP
- FUEL TRANSFORMATION AND ENERGY EFFICIENCY
- CIRCULAR ECONOMY AND WASTE REDUCTION
- PROTECTION OF MARINE ECOSYSTEMS



PEOPLE



PROMOTION OF OUR SOCIAL RESPONSIBILITY

Strengthening destination responsibility through sustainable shore excursions and reshaping the supply chain in a sustainable way

FOCUS AREAS:

- SUSTAINABLE SHORE EXCURSIONS
- RESPONSIBLE PURCHASING AND PROCUREMENT
- EDUCATING CUSTOMERS AND EMPOWERING EMPLOYEES
- INCLUSION AND DIVERSITY



PROGRESS



SHAPING A SUSTAINABLE TRANSFORMATION

Driving sustainable transformation processes through innovation and securing partnerships for a more sustainable cruise industry

FOCUS AREAS:

- REDESIGN OF PRODUCTS AND SERVICES
- PIONEERING INNOVATION IN NEW BUILD PROJECTS
- DIGITALIZATION AS A KEY TO SUCCESS
- INTEGRATION OF SUSTAINABILITY INTO CORE PROCESSES



PLANET

OUR GOALS:

Business activities inevitably leave an ecological footprint. Our responsibility is not just to keep it as small as possible – it must be constantly reduced. We want to achieve climate-friendly cruises by using low-emission fuels, maximizing energy efficiency and using green shore power. The circular economy is a guiding principle to deal with resources sustainably. And finally, the technical equipment and careful operation of our ships should preserve the marine ecosystems so that many generations after us can experience their beauty.

OUR ACHIEVEMENTS FOR 2022:

- Development of a detailed climate protection roadmap
- Submission of our absolute CO₂ reduction targets for independent validation by SBTi
- Reduction of emissions through the use of shore power and biofuels
- Continuation of the WASTELESS program to reduce plastic and single-use items
- Use of sustainable materials in public areas on board



THE ROADMAP FOR DECARBONIZATION

SETTING COURSE WITH CLEAR CLIMATE TARGETS

GRI 305

GRI 305-1 to 305-2

AMBITIOUS GOALS FOR CONSISTENT IMPLEMENTATION

TUI Cruises is convinced that setting ambitious goals is a key lever for success: Resources are planned and deployed consistently and in a targeted manner and cooperation between all stakeholders is promoted in order to achieve the common goals. TUI Cruises has therefore committed itself to two important mid-term goals: By 2030 at the latest, TUI Cruises will operate the first climate-neutral cruise; by 2030 TUI Group's cruise lines aim to reduce their absolute CO₂-emissions by more than a quarter (27.5%) compared to 2019. This makes them the first in the cruise industry to have their climate targets reviewed and validated by the Science Based Targets initiative (SBTi).

ROADMAP TO CLIMATE-NEUTRAL CRUISING*

CLIMATE TARGETS

2025

-40% carbon emissions compared to 2015

2030

First climate-neutral voyages

2050

Decarbonized cruise operations (net-zero)****



PLANET

PEOPLE | PROGRESS

MEASURES TO ACHIEVE TARGETS **

SHORT-TERM

- Climate protection roadmap with concrete carbon reduction targets for 2030 in accordance with the Paris Agreement
- Definition of science-based targets in accordance with SBTi***
- Expansion of shore power usage
- Blending of 2nd generation sustainable biofuels
- Establishment of partnerships for the procurement of sustainable fuels (e.g. green methanol)
- New builds powered exclusively by marine gasoil (MGO) or liquefied gas fuels (dual-fuel engines)
- Voluntary CO₂ compensation

MEDIUM-TERM

- Carbon reduction in line with the SBTs
- Pilot for climate-neutral cruises
- Transfer of zero-emission technology to existing fleet
- Continuous increase in the blending of sustainable biofuels (focus on existing fleet)
- Expansion of the procurement of alternative fuels (e.g. green methanol and e-LNG or bio-LNG)
- Retrofitting/conversion of existing ships for the use of e-fuels
- Use of green shore power
- Reduction of CO₂ compensation

LONG-TERM

- Use of e-LNG or bio-LNG for dual-fuel vessels
- Procurement and use of green methanol and other e-fuels
- Exclusive design and construction of net-zero new build vessels
- Start phasing out fossil fuels
- Use of green shore power

*| **** Climate neutrality is a term used to describe an activity/process/product that produces no greenhouse gases or only as much greenhouse gases as are a) removed from the atmosphere or b) compensated for. This approach is also referred to as "net-zero".

** The measures are not to be assigned exactly to the climate targets in terms of time, but rather as an overlapping sequence of different measures, which TUI Cruises has divided into a short-term, medium-term and long-term time perspective for better orientation. The list of measures is not exhaustive and is continuously revised and updated. The long-term measures are aimed at achieving the 2050 climate targets.

*** SBTi – The Science Based Targets initiative



FOCUS ON CLIMATE PROTECTION

PROTECTING AND PRESERVING THE CLIMATE

GRI 305
GRI 305-1

ROADMAP FOR DECARBONIZATION

In the reporting year, TUI Cruises focused fully on implementing its climate protection targets. In addition to the overarching climate protection roadmap, a concrete work plan (carbon roadmap) was developed, which sets out various measures and investments for the coming years on a timeline and models the associated carbon savings.

IMPORTANT LEVERS

Numerous measures have already been evaluated and are being implemented. Three central levers for carbon reduction have been identified, to which different measures can be assigned:

- Operational and technical measures in the existing fleet to reduce fuel consumption while increasing energy efficiency. Examples include route optimization and timetable adjustments, measures to reduce drag in the water (e.g. new silicone coatings and regular cleaning of the hull).

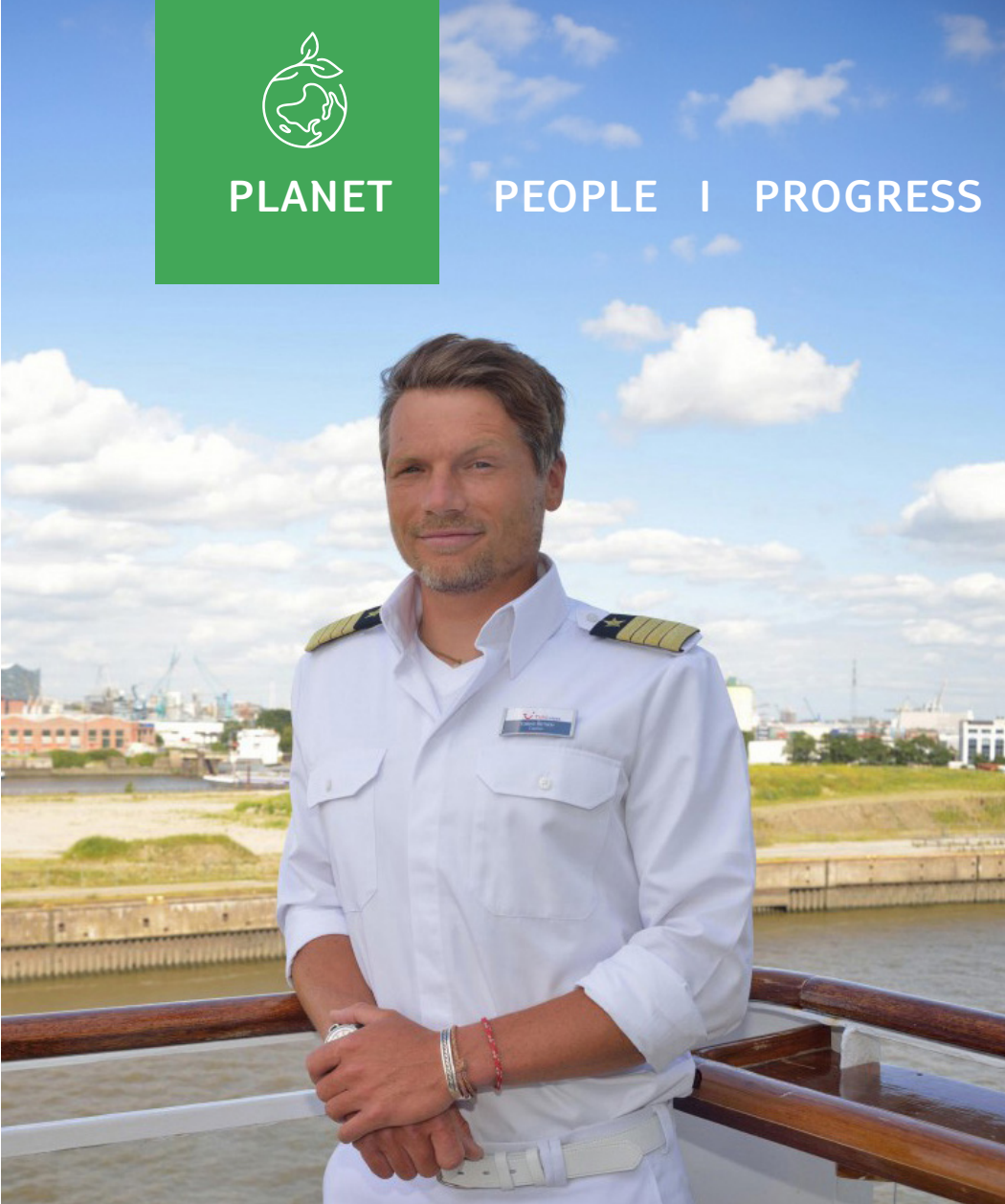


Premiere: In October 2022, the HANSEATIC inspiration successfully tested sustainable biofuel for the first time on one of its voyages

- Replacement of existing technical components with more energy-efficient variants, e.g. in cooling technology and propellers.
- Use of low-emission and climate-friendly shore power in ports wherever possible.
- Use of lower-emission fuels, e.g. now already marine gasoil (MGO – marine diesel), second-generation biofuels (i.e. made from waste and cooking and frying fats) and, in the medium term, alternative synthetic fuels such as green methanol.

Greenhouse gas emissions (CO ₂ e) in t (Scope 1)	2022
Total TTW*	583,137.48
Total WTW**	715,715.80

* TTW (tank-to-wake) : This approach only takes into account the greenhouse gas emissions generated when a fuel is used on board a ship (also known as downstream emissions).
** WTW (well-to-wake) : This approach follows the methodology of life cycle analysis and takes into account the fuel's greenhouse gas emissions that arise from its production, transportation and use on board a ship.



TOBIAS PIETSCH

Captain, *Mein Schiff*®

As the Captain, I am responsible for ensuring that everything runs smoothly on board and that our guests feel comfortable and enjoy their stay. My crew and I give our all. I experience the effects of climate change every day. That's why it's so important to me that we protect and preserve our natural resources. We do everything we can for this – every day.

USE OF SHORE POWER

GREEN ELECTRICITY AT THE QUAYSIDE

Shore power is an effective lever for reducing air emissions. Therefore, expanding the shore-side electricity capability of the fleet is a core element of TUI Cruises' climate protection roadmap. In 2022, the company has once again made significant progress in this area

GRI 305

GRI 305-1

Cruise ships are in port around 40% of their operating time. If a cruise ship is connected to the local power grid via a shore power connection during its stay, the engines can mostly rest during this time and emissions are drastically reduced. In order to make an active contribution to health and climate protection, TUI Cruises will of course equip all future new builds with shore power connections. The ships already in service will gradually be retrofitted. Many of them already had the technical requirements when they were built; now the final work is being carried out during routine shipyard visits. The aim is to have a fully onshore-capable fleet by 2030. After *Mein Schiff 4* was equipped and MS EUROPA 2 was finally equipped and certified in 2020, *Mein Schiff 6* received its final equipment in 2022. Both *Mein Schiff*® new builds, whose construction started in 2022, are designed with shore power connections from the outset.



TUI Cruises takes care to ensure that ports with shore power are being included into the itinerary planning. However, only around ten shore power facilities were in operation in 2022, mainly in Northern Europe. The European Union (EU) has decided that shore power for cruise ships should be available in more or less all main EU ports by 2030. TUI Cruises specifically supports shore power projects with expertise, technical specifications, deployment forecasts and letters of intent to give ports planning security. For TUI Cruises, however, an important prerequisite for the purchase of shore power is that it is generated in a climate-friendly way. This is the only way we can ensure that the emissions reduced on board are not shifted elsewhere and thus make a truly positive contribution to environmental and climate protection.

An entirely shore power-capable fleet by 2030 is part of the sustainability strategy. The outfitting of the ships is progressing successfully:

SHORE POWER-READY FLEET

HANSEATIC nature and HANSEATIC inspiration



2019

MS EUROPA 2

2020

Mein Schiff 4

2020

HANSEATIC spirit

2021

Mein Schiff 6

2022

Mein Schiff 1 and Mein Schiff 5

2023

Mein Schiff 2

2024

Mein Schiff 3

2025

2030

RESPONSIBLE USE OF WATER

PROTECTING THE OCEANS AND DESTINATIONS

GRI 306

GRI 306-1

GRI 306-5

For many years, TUI Cruises’ environmental activities have also focused on the careful use of water in all its forms. The company feels a responsibility to promote the careful use of seawater and fresh water through targeted measures. From black and grey water to food waste liquids, all waste water is treated using state-of-the-art water treatment technologies that go far beyond the legal requirements. In addition, numerous measures have been implemented to save (fresh) water.

PRESERVING LOCAL ECOSYSTEMS

During their shipyard stays in the reporting year, *Mein Schiff 3* and *Mein Schiff 6* were each equipped with a new type of ultrasonic antifouling technology on their seawater cooling systems. This makes them the first cruise ships to be equipped with this innovative and environmentally-friendly technology. It uses ultrasonic waves to prevent the formation of biofilms, keeping the surfaces free of marine growth and biological deposits. This is crucial for the protection of native species in order to prevent the introduction of invasive organisms

into foreign ecosystems. While copper and aluminum anodes in the sea chests previously prevented fouling, the new technology is not only environmentally friendly but also offers time and cost savings, as all cleaning and maintenance work is eliminated.

FRESH WATER? PRODUCED DIRECTLY ONBOARD

The ships in both fleets now produce the majority of their freshwater requirements on board themselves, using their own seawater treatment systems which significantly reduces the need for freshwater to be bunkered from shore-side. This is particularly important in vulnerable regions with water shortages. Thanks to a variety of water-saving measures, freshwater consumption is even lower in some cases when compared to land-based hotels.

Water in m ³	2022
Total water consumption	1,663,318.00
Total production of fresh water on board	1,508,069.60



The *Mein Schiff 3* in the Hamburg shipyard

REDUCE, REUSE, RECYCLE

LESS WASTE AND MORE REPURPOSING



10 million straws strung together roughly correspond to the distance from
BREMERHAVEN – REYKJAVÍK:
2,918 KM



Waste in m³	2022
Total waste	54,593.47

FURNITURE DONATIONS FOR A GOOD CAUSE

During the reporting year, large quantities of furniture and requisites were donated to charitable organizations during ongoing operations and in the shipyards. One example is the donation by *Mein Schiff 6* in Brest of around 90 m³ of furniture, including sun loungers, chairs, armchairs and tables, to the "Emmaüs" organization. This is an international movement founded in France in 1949 with the aim of combating homelessness and poverty. The furniture was then given to social institutions such as soup kitchens and emergency shelters in the region, while some of the furniture was refurbished in integration projects where possible and offered for sale again. The Damen Shipyards in Brest made a donation of this kind for the first time and would like to encourage other shipping companies to also donate furniture in the future instead of disposing of it. In Kiel, further chairs and tables were given to the social department store ECHT.GUT. During the dry docks of the *Mein Schiff 3*, EUROPA and EUROPA 2 at Blohm & Voss in Hamburg, a total of around 200 m³ of furniture (chairs, armchairs, tables, lamps, etc.) was donated to the Hamburg association DER HAFEN HILFT! e. V. (The harbour helps).



Furniture donated by *Mein Schiff 3* to the Hamburg association DER HAFEN HILFT! e. V.



The reusable ice cream cups and straws on the *Mein Schiff*® fleet

- GRI 306
- GRI 306-2
- GRI 306-4

REUSABLE INSTEAD OF DISPOSABLE

TUI Cruises has implemented numerous measures to consistently reduce waste. The plastic reduction program WASTELESS was continued in 2022. A very impressive example of the program's success: The *Mein Schiff*® fleet alone saves around 10 million plastic straws every year – they were replaced with straws made of glass, which are cleaned and reused.

New ice cream cups have been issued in all ice cream bars on board the *Mein Schiff*® fleet, replacing disposable cups. They are reusable and BPA-free. TUI Cruises has dispensed another disposable item on board the *Mein Schiff*® fleet: The wooden chopsticks have been replaced by stainless steel chopsticks. The changeover took place in various outlets of the fleet. Numerous measures to reduce plastic have already been implemented on the Hapag-Lloyd Cruises fleet as well: Plastic drinking straws are no longer used, biodegradable coffee capsules have been introduced in the suites and the use of disposable tableware is avoided on shore excursions such as beach BBQs.

THE CIRCULAR ECONOMY

REUSING RESOURCES

A central component of TUI Cruises' Sustainability Strategy 2030 is the circular economy. Here, the focus is on sustainable product design to reduce waste, the promotion of sustainable consumption structures and the preservation and reuse of products and materials in use. TUI Cruises is committed to these goals by implementing processes in accordance with circularity and product recycling processes as well as using products made from recycled or bio-based materials.

GRI 306

GRI 306-1

GRI 306-5

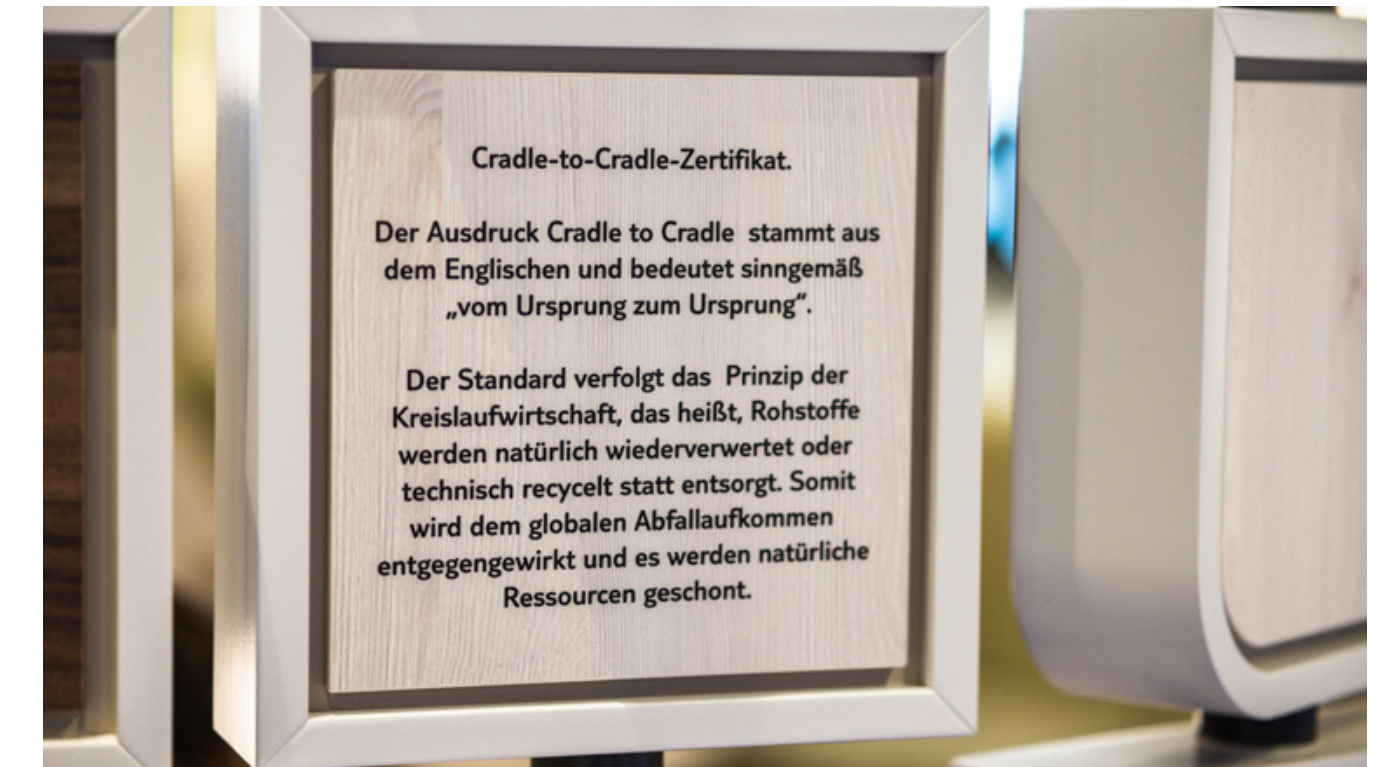
SUSTAINABLE MATERIALS YOU CAN TOUCH

The Café Bar on the *Mein Schiff 6* has a clear focus on sustainability by offering a selection of organically produced coffees and teas and displaying thermal cups and environmentally friendly packaging for sale. As part of the dry dock in the reporting year, the Café Bar was also remodeled with sustainable principles in mind. For example, the chairs have been made of biodegradable and compostable plastic with natural origins. The lounge chairs have been fitted with covers made from recycled polyester and the side tables are either made from natural cork or 100% recycled plastic. The carpet in the bar is Cradle-to-Cradle certified, which means that the used raw materials and products can be fully reused to reduce waste and conserve natural resources.



In the Grööne Bar on *Mein Schiff 3* there is an innovative display stand for the signature cocktail Grööndevious

TUI Cruises also attaches great importance to sustainability in the Grööne Bar on board the *Mein Schiff 3* and has created a place during the dry docking that is not only sustainable, but also provides information about the environmental initiatives of the *Mein Schiff*® fleet. A particular highlight was an innovative display which was created in collaboration with carpet manufacturer Dansk Wilton and sign maker Marahrens. This display, a pilot project, is made from recycled carpet remnants (RE:SHAPE material) and a base made from recycled medical packaging waste using a 3D printing process. This stand was even nominated for the Innovation Award at the Cruise Ship Interiors Expo in London.



Guests can find information about sustainability topics on a new rotating wall

DANSK WILTON

Naturally, we are delighted when our business partners take responsibility in their procurement and favor solutions that bear the Cradle-to-Cradle standard. The collaboration with TUI Cruises on carpets and the drinks presentation for the Grööne Bar on *Mein Schiff 3* was extremely pleasing. This is the first time we have seen a cruise line so committed to telling guests about their sustainable efforts. We have experienced an enthusiastic and dynamic team at TUI Cruises, which has undoubtedly had a huge impact on our own motivation to develop and seize opportunities. It is crucial that we work together across the industry to raise standards.

Lone Ditmer

Marketing Manager & Sustainable Business Development, Dansk Wilton



AT THE SERVICE OF CREW AND GUESTS

OUR ENVIRONMENTAL OFFICER FENIA KALACHANI

On all vessels, responsible officers ensure that the environmental standards and company guidelines are implemented every day. Environmental Officers are on duty around the clock on board the *Mein Schiff*® fleet: Fenia Kalachani is one of them.



Mein Schiff

GRI 403

GRI 403-1

GRI 403-6

YOU REALLY DO NEED AN EXPERT

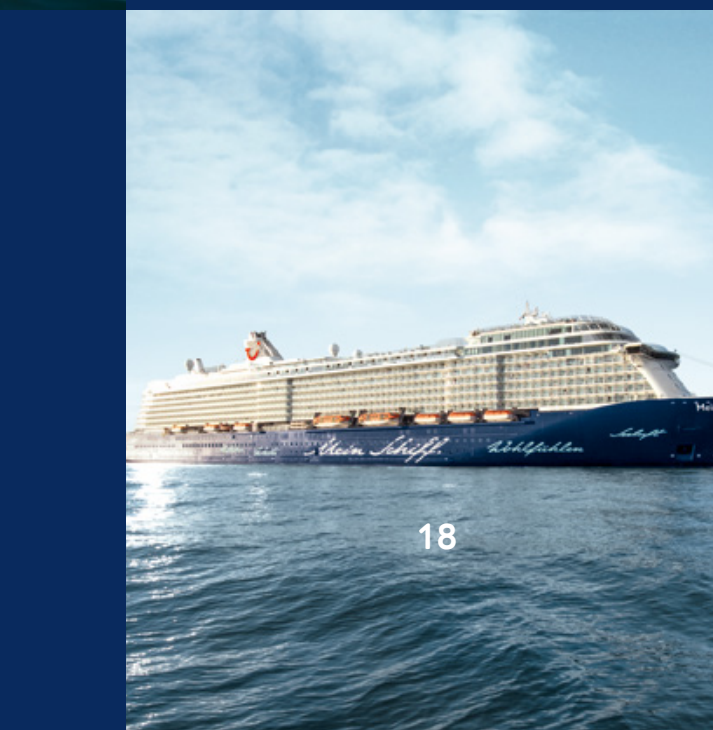
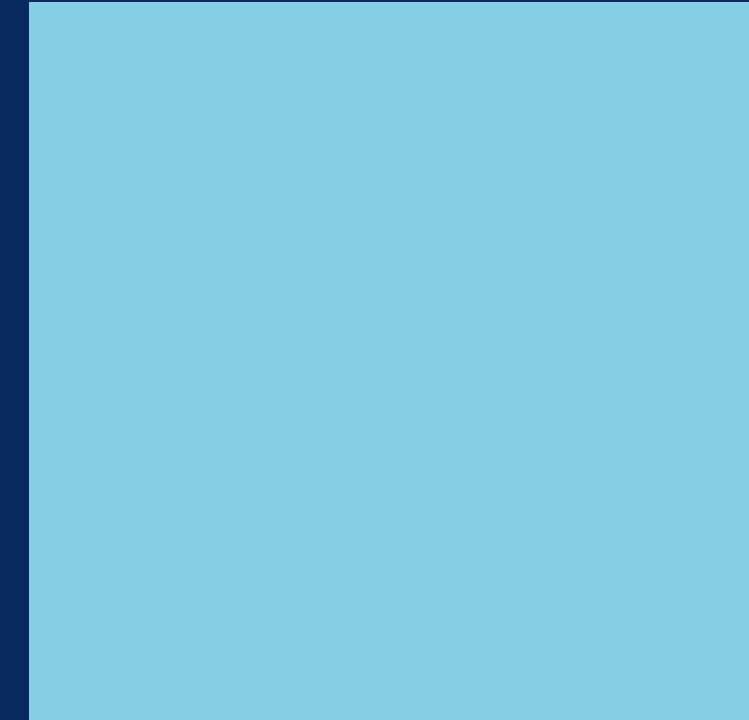
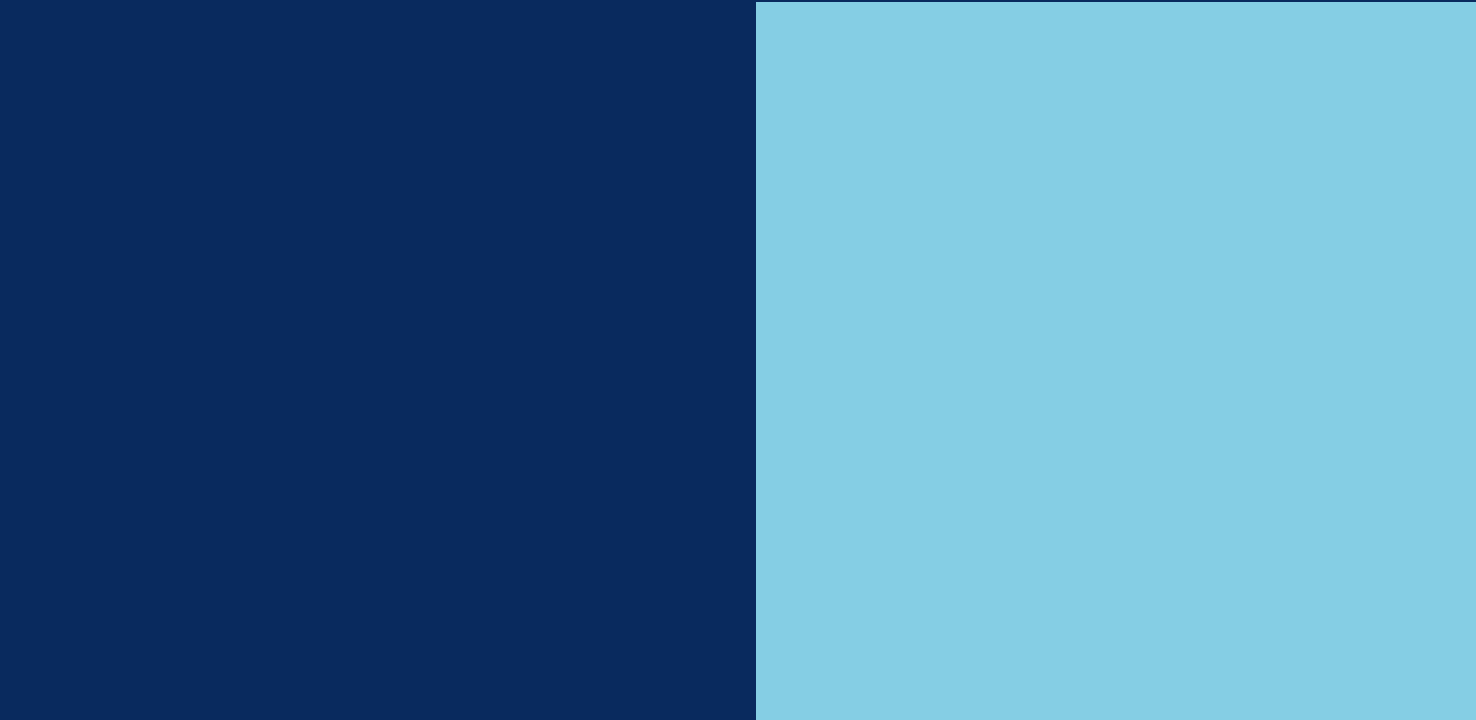
Some guests of *Mein Schiff 5* will meet Fenia Kalachani when she takes them on a tour of the outer decks. Most of them will certainly meet her when Fenia answers all the questions about the state of sustainability on board together with the Captain during the nautical and technical Q&A session. The guests have little idea that Fenia's actual work is usually done in areas they know only little about and what expertise she uses in the process. As Environmental Officer, she is responsible for the compliance with and implementation of all relevant environmental regulations on board of the cruise ship. Until Fenia came on board of *Mein Schiff*® in February 2020, she worked as an expert at the Greek Ministry of the Environment and Energy. With a bachelor's degree in environmental science and a master's degree in environmental policy and

biodiversity conservation, she supervised projects for sustainable procurement and environmental certification of companies. Now she regularly descends into the depths of the ship to check that the ship's water treatment system complies with all set limits. One deck higher, she monitors the systems that process the waste. By ensuring the implementation of TUI Cruises' WASTE-LESS program on board, Fenia plays a significant role in constantly reducing the amount of plastic waste in particular. High up in the smokestack system, she carries out regular checks to ensure that the planned emission reductions are achieved by the complex exhaust gas cleaning system. In between, she takes part in various meetings, for example to define steps with the ship's management to save energy and thus fuel, or to train crew members on how

to deal with chemicals, what new environmental guidelines there are and what the correct documentation should look like. If guests were aware of this multitude of tasks when they meet the Fenia, they might wonder how she still finds the time to do them. Fenia, on the other hand, believes that this visibility is also important: "As an Environmental Officer, I am pleased to be able to make my contribution to ensuring that our guests experience how seriously we take the responsible and sustainable use of resources on board."

Modern, premium vacations at sea – that's what *Mein Schiff*® stands for. Freedom, individual service and a contemporary design are at the heart of the concept. As holiday resorts on the ocean, the ships offer their guests a wide range of premium inclusive services. Being able to enjoy the numerous offers on board without any worries is a key factor for the success of the *Mein Schiff*® brand.

Mein Schiff



SUSTAINABILITY MEETS LUXURY

THREE QUESTIONS FOR JULIAN PFITZNER

CEO Hapag-Lloyd Cruises

HOW DOES HAPAG-LLOYD CRUISES ENSURE THAT THE INTERACTION BETWEEN GUESTS AND NATURE IS HARMONIOUS?

Especially with our new expedition ships, we often travel in very sensitive areas. Once a safe landing has been confirmed, our guests are accompanied by our experienced expedition team. They ensure that interactions take place in harmony with nature. There are clear guidelines to ensure that there is no harm to the flora and fauna. Our focus is on both exploring the destinations and imparting knowledge. We believe that the experience of nature is the basis for a deeper understanding and respect for our environment.

HAPAG-LLOYD CRUISES IS COMMITTED TO MEASURES LIKE THE USE OF LOW-EMISSION MARINE GASOIL. HOW DO THESE INITIATIVES CONTRIBUTE TO ACHIEVING REDUCTION TARGETS?

We have been using low-emission marine gasoil 0.1% voluntarily since 2020. In October, we refuelled with biofuel from sustainable resources for the first time. This biofuel, which consists mainly of used cooking oil, offers a CO₂

reduction of up to 90% compared to fossil fuels. We also use dry dock times for optimization. For example, we applied a new underwater coating to the EUROPA in 2022, which has a positive effect on the flow properties during sailing and reduces fuel consumption.

THE TEST PHASE OF THE SHORE POWER SUPPLY FOR THE NEW EXPEDITION SHIPS AT THE CRUISE CENTER HAMBURG-ALTONA HAS STARTED. WHAT ARE THE RESULTS?

The use of shore power is a key element in offering climate-neutral cruises in the future. Two years ago, we successfully completed the test phase for the EUROPA 2 at the Cruise Center Altona, and we are now concentrating on achieving certification of the shore power connection for our three new expedition ships in Hamburg-Altona. Some tests have provided us with important information about the performance and requirements of the shore power system for our small ships. Structural adjustments are now required to ensure a smooth connection to shore power.





PEOPLE

OUR GOALS:

As a tourism company, the well-being of our guests is at the heart of our products. It goes without saying that we also take our social responsibility seriously: on land, on board, and in the destinations we visit. Through shore excursions with a low environmental footprint and sustainable supply chains, we aim to strengthen local communities in the destinations. Strengthening diversity, promoting inclusion, and enabling professional development is our commitment to our employees. At the same time, we are constantly working to raise their and our guests' awareness for sustainable product offerings and sustainable behaviors.

OUR ACHIEVEMENTS FOR 2022:

- **Definition of the goals for sustainable shore excursions and creation of a roadmap to achieve these goals**
- **Development of new corporate values as guidelines for all activities**
- **(Re)start of various further education and training programs**
- **Successful return to normal operations after the pandemic**
- **Expansion of the Supplier Code of Conduct for a more sustainable supply chain**



SOCIAL CORPORATE CULTURE

LIVING RESPONSIBILITY

GRI 401 to 401-3

GRI 405 to 405-2

Social responsibility at TUI Cruises means looking at your own company and critically scrutinizing the entire value chain. Destinations and shore excursions, the supply chain and purchasing practices or, more specifically, the health and well-being of employees, safe working conditions and career development opportunities – this is what TUI Cruises is working on. Inclusion and diversity are also practiced and promoted as a matter of course.

TUI Cruises has developed three new corporate values as the basis for its corporate culture in 2022. The following corporate values were developed through the active participation of many employees, workshops, and surveys: appreciation, trust and sustainability. These three values have also been integrated into a new management mission statement and are thus being incorporated into day-to-day work and dealings within the company.

TUI Cruises' aim is to attract and promote the best employees and retain them as an attractive employer in the long term. The Human Resource Department is responsible for a comprehensive health management at the onshore locations under the motto "Meine Gesundheit" (my health) and is also based on three pillars:

- Nutrition: information events and offers relating to healthy eating
- Fitness: offers relating to sporting activities such as a free gym at the Hamburg location, sports courses, participation in sporting events with company teams, company sports offers and discounted memberships with sports providers
- Preventive healthcare: company doctor with voluntary, free vaccinations and check-ups, an Employee Assistance Program, workplace check-ups and health days with a wide range of information events on prevention and precautions

TAKING RESPONSIBILITY TOGETHER

TUI Cruises wants to establish and build sustainable business practices and standards with strong partners on board the ships and in the destinations where its two fleets operate. In 2022, TUI Cruises therefore introduced sustainability certification in accordance with the standards of the Global Sustainable Tourism Council (GSTC) for the arranged shore excursions and extended the Supplier Code of Conduct to the Hapag-Lloyd Cruises brand.

PLANET



PEOPLE

PROGRESS

The three corporate values shape our daily actions at TUI Cruises:



APPRECIATION

- We recognize the achievements and abilities of every single person – and enjoy developing ourselves further.
- We treat each other respectfully, know our strengths and learn from one another – regardless of position or work area.
- We strengthen each other, take time for feedback and are there for one another.

TRUST

- We stick together, take responsibility for our common goals at all times and know that we can achieve everything as a team.
- We communicate transparently and act reliably.
- We are courageous – even mistakes help us move forward.

SUSTAINABILITY

- We take on our social, ecological, and economical responsibility at all levels.
- We create a working environment in which we feel safe and motivated.
- We set ourselves clear, sustainable goals and implement them professionally.

SUSTAINABLE SHORE EXCURSIONS

CONSCIOUSLY EXPLORING NEW DESTINATIONS

EXPANDING SUSTAINABLE SHORE EXCURSIONS

One focus of the people pillar of the sustainability strategy is the promotion and expansion of sustainable shore excursions in the destinations. Conserving nature, preserving culture and promoting local value creation can all be positively influenced and strengthened by sustainable shore excursions. In this context, the GSTC has defined sustainability criteria for tour operators, which have been integrated into the *Mein Schiff*® shore excursion program for the first time. To this end, a roadmap was drawn up with the aim of certifying 85% of *Mein Schiff*® tour operators according to GSTC criteria by 2030. TUI Cruises will gradually increase this proportion over the coming years through the tender process and contract design. It is also the plan to introduce this certification standard at Hapag-Lloyd Cruises in the future.

WHO OR WHAT IS GSTC?

The Global Sustainability Tourism Council (GSTC) is a non-profit organization that focuses on promoting sustainable tourism. It has developed criteria for sustainable tourism that can be used by tour operators, destinations and other stakeholders in the tourism industry to promote and recognize sustainable practices.

[Further Information on GSTC](#)

PLANET



PEOPLE

PROGRESS



ULF WOLTER

Captain, HANSEATIC inspiration

With the HANSEATIC inspiration, I sail to polar regions again and again. There I experience at first hand how nature is changing. The ice is shrinking, the glaciers are receding. In warm waters, on the other hand, the water is rising. I always have the beauty of this world before my eyes and observing it affects me. We do a lot to preserve nature and see ourselves as ambassadors, so to speak. On our voyages, experts explain to our guests what is happening to the earth. The guests return home with a different awareness.

SOCIAL COMMITMENT

SUPPORT THAT MAKES AN IMPACT

TUI Cruises again demonstrated its social commitment in numerous ways in 2022 and donated to organizations that work for social justice and emergency aid. With the TUI Cruises sponsorship, the company supports a social or ecological project chosen by employees every year. In 2022, this was KIDS Hamburg e. V., a counseling center for families with children who have trisomy 21. The self-help association offers various leisure activities for families and provides them with advice and support. Approximately 25% of the work by KIDS Hamburg e. V. is financed by membership fees and participation fees and 75% by donations and grants. Various campaigns such as internal flea markets or a staff raffle raised money for the association, with the majority of the sum coming from the New Year's raffle on board the *Mein Schiff*® fleet at the beginning of 2022. From June 2022 to January 2023, the TUI Cruises sponsorship project supported the Ukraine emergency aid of the children's rights organization Plan International Deutschland e. V.



Hapag-Lloyd Cruises sponsored the main prize for the German Seamen's Mission's Advent calendar. The proceeds of the campaign benefited the seamen's missions in Hamburg and Brunsbüttel.

“Eight million people have now fled Ukraine. Children are often particularly affected and are often forgotten in crises and wars.”

Kathrin Hartkopf, Spokesperson of the Management Board of Plan International Deutschland e.V.

“With our ships, we travel the world's oceans, discover new countries and experience the wonderful diversity of different people and cultures again and again. We are following the war in Ukraine with great sympathy and concern. The images that reach us leave us stunned, which is why it was important for us to make a contribution here and collect donations for those affected,” explains Wybcke Meier. “With the donation, we can provide urgently needed aid to support them and their families,” says Kathrin Hartkopf, Spokesperson for the Management Board of Plan International Deutschland e. V.

PLANET



PEOPLE

PROGRESS



The children's rights organization focuses its work in particular on the protection and psycho-social care of children, as they are often forgotten in crises and wars. This also includes creating safe and child-friendly areas in refugee centers to protect children and young people from violence, abuse, and exploitation.

Doing something concrete for others also has a long-standing and good tradition at the TUI Group. This is another reason why TUI Cruises supported the TUI Care Foundation in 2022 with a donation of over €53,000.

 **TUI CARE FOUNDATION**

[TUI Care Foundation](#)

TRAINING INITIATIVE AT *MEIN SCHIFF*®

WELCOME ON BOARD!

Our training program for hotel and hospitality assistants, sea chefs, expanded the training programs on board the *Mein Schiff*® fleet in cooperation with the WIFI Tirol.

GRI 404

GRI 404-2 to 404-3

LEARNING WHERE OTHERS ARE ON VACATION

The fabulous crew on the *Mein Schiff*® fleet is the heart of every trip and guarantees a successful feel-good vacation on board. To ensure that first-class service remains the standard, TUI Cruises' service provider, sea chefs, offers onboard training. In cooperation with the renowned Wirtschafts-förderungsinstitut (WIFI) Tirol, in addition to training as a chef, there has been the opportunity to take part in the training program for hotel and hospitality assistants since 2022. This is exclusive to the *Mein Schiff*® fleet of TUI Cruises.

The training participants take a final examination at the Tyrolean Chamber of Commerce in Innsbruck after the training.

After successful completion, there is the opportunity to qualify internally within two further years in four specialist modules to become a sous chef. The training programs on board the *Mein Schiff*® fleet are aimed at hotel, gastronomy and culinary enthusiasts directly after graduation as well as career changers.

“Our training programs not only offer great variety, so that the training participants can specialize in many different professional fields, but also a short training period and then – with appropriate commitment – the opportunity to advance very quickly.”

Rupert Kien, Vice President Mein Schiff® fleet at sea chefs.

PLANET



PEOPLE

PROGRESS



Mein Schiff

EVA BRANTZEN

Hotel Manager, Mein Schiff®

At 36, I wanted to fulfill my childhood dream and go to sea. As a trained hotel manager, I already had 15 years of experience in the hotel industry. I have been sailing on various ships in the *Mein Schiff*® fleet since 2014. In 2018, I also started and successfully completed my studies in hotel management. The company has always supported me – and I've been on board as Hotel Manager since 2022.



THE SUPPLIER CODE OF CONDUCT

SUSTAINABILITY FROM BEGINNING TO END

GRI 308

RESPONSIBILITY THROUGH COMMITMENT

The fundamental step for a responsible supply chain is dialog and cooperation with our suppliers, business partners, and subcontractors. One instrument for this is a contractual commitment to compliance with key standards in corporate governance and environmental and social practices. The Supplier Code of Conduct has been in place for many years, which TUI Cruises has developed and integrated into its standard contracts. In the reporting year, this process was extended to the Hapag-Lloyd Cruises brand.

TUI Cruises also wants to lead the way in this area of sustainability and act in an exemplary manner even before the legal obligations are imposed on many companies in the future by the EU Corporate Sustainability Due Diligence Directive. In the reporting year, we carried out initial supply chain analyses and will continue to systematize this in the coming years.

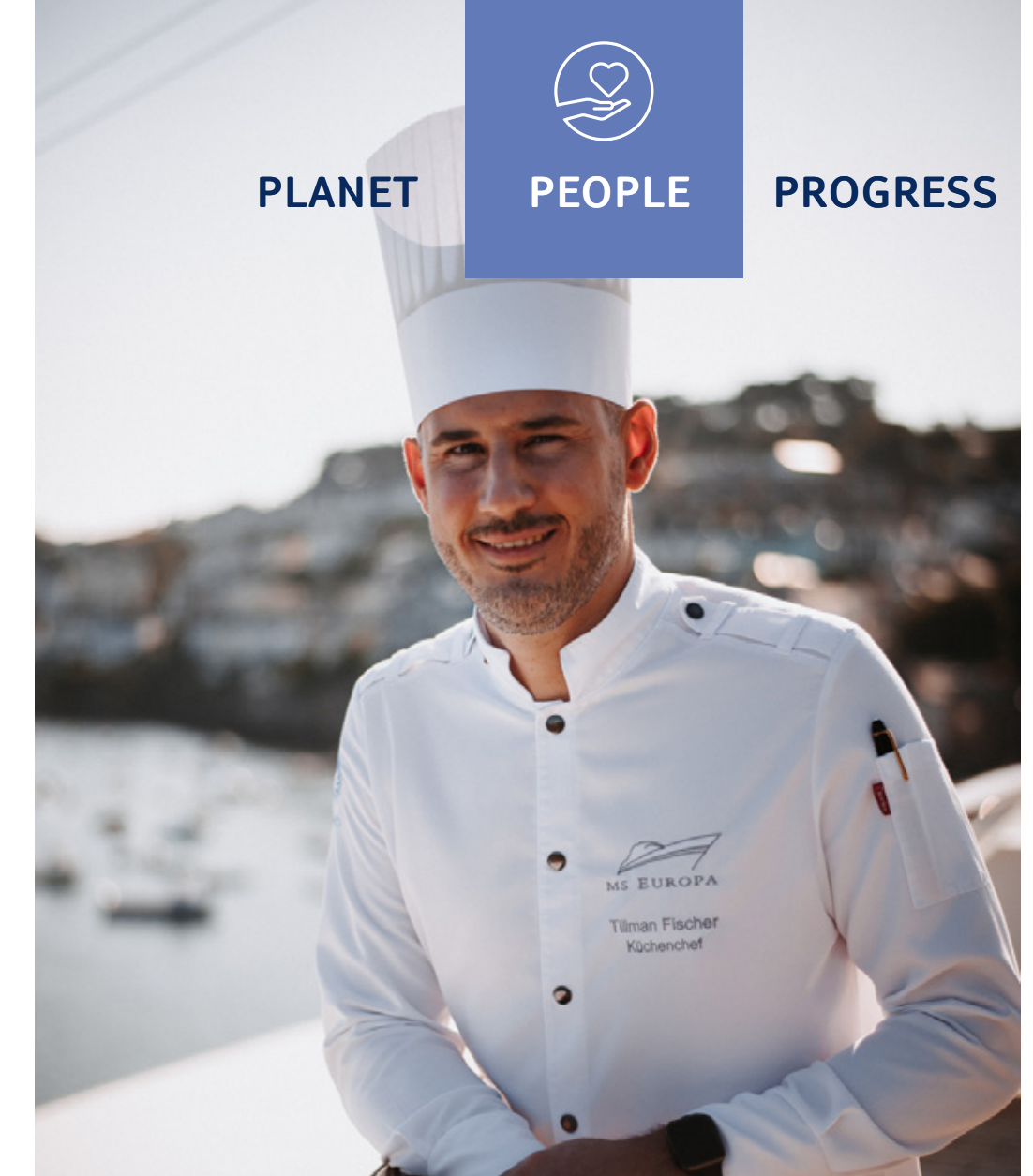
[TUI Cruises Supplier Code of Conduct](#)

PLANET



PEOPLE

PROGRESS



TILLMAN FISCHER

Head Chef, MS EUROPA

Since 2018, I have been Head Chef on the EUROPA, where I and my team have been responsible for the entire culinary delights on board. We know our suppliers and know the high quality they deliver. And during our trips, I always have the opportunity to buy products locally. It makes cooking fun!





PROGRESS

OUR GOALS:

Instead of a variety of individual projects, sustainability should be a unifying element of all areas of our company. Guided by our strategy, we want to permanently integrate sustainability into our core processes by 2030. Innovations in environmental and climate protection are therefore focus elements in new build projects, as is the sustainable redesign of products and services and the use of the opportunities offered by increasing digitalization.

OUR ACHIEVEMENTS FOR 2022:

- Production start of *Mein Schiff 7* and *Mein Schiff Relax*, with innovative propulsion systems, new types of catalytic converters, and waste treatment by HydroTreat



GROUNDBREAKING TECHNOLOGIES

INNOVATIVE PROPULSION SYSTEMS FOR THE FUTURE



The *Mein Schiff 7* will be able to sail on green methanol in the future

GRI 305

GRI 305-1

INNOVATIVE SHIP PROPULSION SYSTEMS

For the future, TUI Cruises is clearly focusing on technical innovations in ship propulsion systems. Although it is currently impossible to predict exactly which low-emission fuels will prevail in the long term – especially on a global scale – TUI Cruises has decided to pursue two technical approaches for its two current new build projects (*Mein Schiff 7* and the InTUltion class).

Mein Schiff 7 will be the first cruise ship to be designed with a methanol-ready propulsion system so that green methanol can be used in the future, thus dramatically reducing greenhouse gas emissions. In commercial shipping, the first methanol propulsion projects are currently in the planning and implementation phase already.

With the InTUltion class, TUI Cruises is pursuing the use of liquid gas as a fuel. With the dual-fuel engines, fossil LNG can still be used for the transition, but synthetic LNG, e.g. e-LNG, can also be used without technical adjustments. This means that these ships can use and blend more climate-friendly fuels in the near future – an important prerequisite for TUI Cruises to achieve its own climate targets by 2030 and beyond.

The challenge in the coming years in particular will be the ramp-up of low-emission, synthetic fuels, i.e. the development, production, and distribution of these so-called future fuels. Like in the aviation sector, ocean shipping is highly dependent on these fuels being made available and ready for the market in an international context.



Moving moment: the first steel cut for the InTUltion class

COOPERATION AS A SUCCESS FACTOR

PARTNERSHIP FOR MORE SUSTAINABILITY

GRI 308

GRI 409

GRI 409-1

Cooperation with external partners and organizations is a success factor for effective sustainability management. To this end, TUI Cruises enters into strategic partnerships in order to be able to offer high-quality products on its fleets and work together with its partners on new and even more sustainable offerings in the long term. Whether natural cosmetics in the wellness areas of both fleets or sustainable bar design on the *Mein Schiff*® fleet – sustainable ideas can grow and be brought to life, especially together with strong and innovative partners.

Successful examples can be found on both fleets in the area of cabin textiles, where we work together with suppliers such as the two companies Horstmann & Partner and Dibella to include sustainably produced cotton in the selection of textiles.



CARSTEN RIDDER
Managing Director, Dibella



Since 1986, Dibella has stood for durable and sustainable contract textiles throughout Europe. The topic of sustainability is not a trend for us but is deeply rooted in our DNA. We are committed to respecting values and assuming social responsibility along our entire value chain. We are very proud of our long-standing collaboration with TUI Cruises, as we are united by the common denominator of sustainability. In 2022, Dibella again equipped the *Mein Schiff*® fleet with passenger bed linen and towels made from 100% organic Fairtrade cotton. These textiles were all certified with the GOTS* and Fairtrade label. More sustainability is not possible.

* The Global Organic Textile Standard (GOTS) is a globally recognized textile label that defines environmental and working conditions in textile and clothing production that apply to the entire supply chain of products made from organically produced raw materials.



Luxury and expedition cruises – Hapag-Lloyd Cruises has been the leading brand in the German-speaking world for more than 130 years. The small, individual ships have always set new standards. With the EUROPA and EUROPA 2, the world's best luxury vessels according to the Berlitz Cruise Guide, and the three new expedition ships, the inventor of the cruise is at home with its fleet on all seven seas.



HAPAG ¹⁸/₉₁ LLOYD
CRUISES



IMPRESSUM

IN CONVERSATION WITH US

Suggestions? Criticism? The TUI Cruises sustainability team will be happy to provide you with feedback and answer any questions you may have about this sustainability report and its contents. Start a conversation with us at umwelt@tuicruises.com

This report is also available in German on our website at www.meinschiff.com/nachhaltigkeit

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Status: January 2024



APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
102	GENERAL INFORMATION	
	<i>1. Organization profile</i>	
102-1	NAME OF ORGANIZATION	TUI Cruises GmbH
102-2	ACTIVITIES, BRANDS, PRODUCTS AND SERVICES	<p>a. A description of the organization’s activities.</p> <p>b. Primary brands, products and services, including the indication of products and services that are not authorized in certain markets.</p> <p>TUI Cruises GmbH is one of the leading cruise operators in the German-speaking region.</p> <p>Under the umbrella of TUI Cruises, the premium, luxury and expedition segments are served by the <i>Mein Schiff</i>® and Hapag-Lloyd Cruises brands.</p> <p>As a shipping company, TUI Cruises operates cruises on a total of 12 vessels in the 2022 reporting year, all year round and on worldwide routes.</p> <p>The <i>Mein Schiff</i>® brand comprises a fleet of seven vessels: <i>Mein Schiff Herz</i> (left the fleet in April 2023), <i>Mein Schiff 1</i>, <i>Mein Schiff 2</i>, <i>Mein Schiff 3</i>, <i>Mein Schiff 4</i>, <i>Mein Schiff 5</i> and <i>Mein Schiff 6</i>.</p> <p>The Hapag-Lloyd Cruises fleet includes the two luxury cruise ships MS EUROPA and MS EUROPA 2 as well as the expedition ships HANSEATIC nature, HANSEATIC inspiration and HANSEATIC spirit.</p> <p>Three further ships for the <i>Mein Schiff</i>® brand are currently under construction and will enter service in 2024 and 2026 respectively.</p>
102-3	HEADQUARTERS OF THE ORGANIZATION	<p>a. The number of countries in which the organization operates and the names of countries in which it has significant operations and/ or that are relevant to the topics covered in the report.</p> <p>The company is a German company headquartered in Hamburg, Germany.</p>
102-4	BUSINESS PREMISE	The company is based in Hamburg and Berlin and had 12 cruise ships in the 2022 reporting year (see names above).
102-5	OWNERSHIP AND LEGAL FORM	<p>a. Type of ownership and legal form.</p> <p>TUI Cruises has the legal form of a limited liability company (GmbH) and is a joint venture between TUI AG and Royal Caribbean Group.</p>

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
102-6	MARKETS SUPPLIED	
	a. Markets served, including: i. Geographic locations where products and services are offered; ii. Industries served; iii. Type of customers or beneficiaries.	Cruises are offered for a German-speaking audience, with sales mainly taking place in the DACH region. Destinations served: The <i>Mein Schiff</i> ® fleet offers cruises in Northern Europe, the Mediterranean, the Canary Islands as well as long-haul destinations in the Caribbean, North and Central America, Asia and the Orient. The vessels of Hapag-Lloyd Cruises sail worldwide on all continents and in the two polar regions.
102-7	SIZE OF THE ORGANIZATION	
	a. Size of the organization, including: i. Total number of employees; ii. Total number of establishments; iii. Net sales (for private sector organizations) or net revenue (for public sector organizations); iv. Total capital (for private sector organizations), divided into debt and equity; v. Number of products or services offered.	The company is headquartered in Hamburg, with another location in Berlin. TUI Cruises currently employs 683 people, of which are 491 employees on land and 192 employees on board. Number of ships (as of reporting year 2022): <i>Mein Schiff</i> ®: seven ships in operation; Hagag-Lloyd Cruises: five ships in operation; three ships are under construction for the <i>Mein Schiff</i> ® brand.
102-8	INFORMATION ABOUT EMPLOYEES AND OTHER PERSONNEL	
	The reporting organization must disclose the following information: a. Total number of employees by employment contract (permanent or temporary), by gender. b. Total number of employees by employment contract (permanent or temporary), by region. c. Total number of employees by employment contract (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by non-employees. If applicable, a description of the nature and extent of activities performed by non-employees.	<i>Mein Schiff</i> ®: around 1,000 crew members per ship, the Hapag-Lloyd fleet: around 200 crew members per ship. In total, more than 8,000 crew members are working on board the two fleets via sea chefs and other service providers (as of 2022).

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
102-8	<p>e. Any significant variations in the numbers reported in disclosures 102-8-a, 102-8-b, and 102-8-c (e.g., seasonal variations in the hospitality or agricultural industries).</p> <p>f. An explanation of how the data have been compiled, including any underlying assumptions.</p>	
102-9	SUPPLY CHAIN	
	<p>a. A description of the organization’s supply chain, including its key elements and how these relate to the organization’s activities, primary brands, products and services.</p>	<p>TUI Cruises’ portfolio comprises services in the tourism industry, i.e. the operation of cruises with a current fleet of 12 ships (in the reporting year 2022). Royal Caribbean Group (RCG) is responsible for technical ship management for <i>Mein Schiff</i>® and Hapag-Lloyd Cruises, while some ships in the Hapag-Lloyd Cruises fleet were still under contract to Columbia Cruise Ship Management in the reporting year. Hotel operations on both fleets are managed by the service provider sea chefs, each with its own purchasing processes, structures and employees.</p> <p>TUI Cruises purchasing (products and services) is mainly handled by the following departments: Ship Management, Distribution/Sales, Marketing, Newbuilding, Flight Purchasing, Port Operation and Destination Management. Services in the destinations include the arrangement and execution of shore excursions and the transportation of guests and crew members.</p>
102-10	SIGNIFICANT CHANGES IN THE ORGANIZATION AND ITS SUPPLY CHAIN	
	<p>a. Significant changes in the size, structure, ownership or supply chain of the organization, including:</p> <p>i. Changes in location or operations, including openings, closings and expansions;</p> <p>ii. Changes in the shareholding structure and other measures of capital formation, maintenance and modification (for private sector organizations);</p> <p>iii. Changes in the location of suppliers, the structure of the supply chain or relationships with suppliers, including their selection and termination.</p>	<p>First sustainability report based on GRI.</p>

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
102-11	PRECAUTIONARY APPROACH OR PRECAUTIONARY PRINCIPLE	
	a. Whether and how the organization applies the precautionary approach or principle.	The precautionary principle is implemented through various measures, e.g. through company pensions, supplier codes, sustainability clauses in all standard contracts and also in many non-standard contracts, carrying out supplier audits, certification according to ISO 14001 and 9001, compliance training for all managers, numerous external and internal audits on land and on board (see also e.g. p. 17, p. 21 and p. 25).
102-13	MEMBERSHIP IN ASSOCIATIONS AND INTEREST GROUPS	
	Principles or other initiatives which the organization has subscribed to or supported.	
	a. A list of key memberships in industrial/business or other associations and national or international advocacy organizations.	Selection of important memberships: Association of German Shipowners, Futouris e.V., Arqum GmbH, Cruise Lines International Association (CLIA), German Travel Association (DRV) and B.A.U.M e.V., Hamburg Cruise Center e.V.
<i>2. Strategy</i>		
102-14	STATEMENT FROM THE HIGHEST DECISION MAKER	
	a. A statement from the organization's most senior decision maker (e.g. CEO, Chair of the Board, or equivalent executive position) on the relevance of sustainability to the organization and its strategy for achieving sustainability goals.	See page 3 Foreword.
102-15	KEY IMPACTS, RISKS AND OPPORTUNITIES	
	A description of key impacts, risks and opportunities.	See page 3 Foreword.

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
	<i>3. Ethics and integrity</i>	
102-16	VALUES, PRINCIPLES, STANDARDS AND CODE OF CONDUCT	
	<p>a. A description of the organization’s values, principles, standards and code of conduct.</p> <p>(In compiling the information set out in Disclosure 102-16, the reporting organization should provide additional information about its values, principles, standards and code of conduct, particularly:</p> <p>how those values, principles, standards and #norms of behavior were developed and approved;</p> <p>whether regular training is offered for everyone as well as for new members of the control body, employees who are active for the organization and business partners;</p> <p>whether these must be read and signed regularly by all as well as new members of the control body, employees who are active for the organization and business partners;</p> <p>whether board-level positions continue to be their responsibility;</p> <p>whether these are available in different languages so that all members of the control body, employees who are active for the organization and business partners as well as all other stakeholders can understand them.)</p>	<p>See page 6, page 21 and page 26</p> <p>as well as further information on the company’s website:</p> <p>https://www.meinschiff.com/karriere/karriere-an-land/unternehmenskultur</p> <p>https://www.meinschiff.com/karriere/karriere-an-land/werte</p>

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
102-17	PROCEDURE FOR ADVICE AND CONCERNS REGARDING ETHICS	
	a. A description of the internal and external procedures for: <ul style="list-style-type: none"> i. Requesting advice on ethical and legal conduct and integrity at the organizational level; ii. Reporting concerns about unethical and non-compliant behavior and integrity at the organizational level. 	These matters are discussed at regular leadership meetings as necessary.
102-18	LEADERSHIP STRUCTURE	
	a. Management structure of the organization, including the bodies of the highest control body. b. Committees responsible for decision-making on economic, ecological and social issues.	The management consists of the following people: Wybcke Meier, Chief Executive Officer/Chair of the Board of Directors Frank Kuhlmann, Chief Financial Officer Julian Pfitzner, Chief Executive Officer Hapag-Lloyd Cruises There has been a TUI Cruises Supervisory Board since the 2022 reporting year. Strategic decisions for the company are approved by management within the Shareholder Committee (consisting of both parent companies and TUI Cruises).
102-19	DELEGATION OF AUTHORITY	
	Procedure for the delegation of authority for economic, environmental and social issues by the highest control body, by managers and other employees.	Head of Sustainability
102-20	RESPONSIBILITY AT BOARD LEVEL FOR ECONOMIC, ECOLOGICAL AND SOCIAL ISSUES	
	a. Whether the organization has created one or more positions at board level that are responsible for economic, ecological and social issues. b. Whether the holder of the position(s) reports directly to the highest control body.	The CEO is responsible in coordination with CFO and CEO Hapag-Lloyd Cruises.

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
102-21	DIALOG WITH STAKEHOLDERS ON ECONOMIC, ENVIRONMENTAL AND SOCIAL TOPICS	
	<p>a. Procedure for dialog between stakeholders and the highest control body on economic, ecological and social issues.</p> <p>b. If the dialog is delegated to other authorities, it must be described to whom the dialog was delegated and how the corresponding feedback is transmitted to the highest control body.</p>	<p>The company is in regular contact with various stakeholders from politics, business, society and science and maintains continuous exchange with actors from the environmental and social sectors. In addition, company representatives take part in stakeholder conferences and represent the company at so-called roundtable events organized by governmental and non-governmental institutions.</p>
102-22	COMPOSITION OF THE HIGHEST CONTROL BODY AND ITS COMMITTEES	
	<p>a. Composition of the highest control body and its committees, broken down into:</p> <p>i. Manager or non-manager;</p> <p>ii. Independence;</p> <p>iii. Duration of position in the control body;</p> <p>iv. Number of other significant positions and commitments held by each person and the nature of the commitments;</p> <p>v. Gender;</p> <p>vi. Proportion of underrepresented social groups in the control body;</p> <p>vii. Competencies regarding economic, ecological and social issues;</p> <p>viii. Representation of stakeholders.</p>	<p>The so-called Shareholder Committee (TUI AG and Royal Caribbean Group together with the CEO and CFO of TUI Cruises) has been set up; both CEOs of the parent companies are represented here.</p> <p>The TUI Cruises Supervisory Board met for the first time in the 2022 reporting year, which consists of two representatives each from TUI AG, Royal Caribbean Group and employees from TUI Cruises. The gender quota is 50% female and 50% male.</p>
102-23	CHAIR OF THE HIGHEST CONTROL BODY	
	<p>a. Whether the chairman of the highest control body is also a member of the organization's management.</p>	<p>The chair of the TUI Cruises Supervisory Board is a member of TUI AG.</p>

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GRI Indicator	Name and Content	Data TUI Cruises GmbH
5. Involvement of stakeholders		
102-40	LIST OF STAKEHOLDER GROUPS	
	a. A list of stakeholder groups involved by the organization.	The company is in contact with the following stakeholder groups, among others: NGOs, lobby and interest groups, science, local and municipal authorities, representatives of ship classes and flag states.
102-41	COLLECTIVE AGREEMENTS	
	a. Percentage of employees covered by collective bargaining agreements.	<p>TUI Cruises operated 12 ships under the brands <i>Mein Schiff</i>® and Hapag-Lloyd Cruises in the reporting year. Over 8,000 crew members of various nationalities work on board for different employers – the largest of which is sea chefs.</p> <p>The working conditions for the entire crew are regulated by multinational agreements such as the “Maritime Labor Convention” (MLC), which are specified by the respective employer and the responsible union in individual collective agreements such as the Collective Bargaining Agreement (CBA). The contracts regulate not only salary, but also contract length, working hours, handling of overtime and the provision of benefits in kind such as food and lodging, free travel to and from the place of work and insurance.</p>
6. Reporting approach		
102-45	ENTITIES INCLUDED IN THE CONSOLIDATED FINANCIAL STATEMENTS	
	a. A list of all entities included in the organization’s consolidated financial statements or equivalent documents.	Included
	b. Whether an entity included in the organization’s consolidated financial statements or equivalent documents is not covered in the report.	

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GRI Indicator	Name and Content	Data TUI Cruises GmbH
102-46	PROCEDURE FOR DETERMINING THE REPORT CONTENT AND DELIMITATION OF THE TOPICS	
	a. An explanation of the procedure for determining the report content and the delimitation of the topics. b. An explanation of how the organization applied reporting principles to determine report content.	Is decided by the management together with the Head of Sustainability.
102-47	LIST OF MATERIAL TOPICS	
	a. A list of material topics identified during the report content determination process.	Key topics are identified using the following indicators: 305, 306, 307, 308, 401, 404, 405, 408.
102-48	RESTATEMENT OF INFORMATION	
	a. The impact of possible restatements of information contained in previous reports and the reasons for such restatements.	First sustainability report based on GRI.
102-49	CHANGES IN REPORTING	
	a. Significant changes from previous reporting periods in the list of material topics and delimitations of the topics.	First sustainability report based on GRI.
102-50	REPORTING PERIOD	
	Reporting period	01/01/2022 – 12/31/2022
102-51	DATE OF LAST REPORT	
	Date of last report	
102-52	REPORTING CYCLE	
	Reporting cycle	Annually

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GRI Indicator	Name and Content	Data TUI Cruises GmbH
102-53	CONTACT PERSON FOR QUESTIONS ABOUT THE REPORT	
	Contact person for questions about the report	Head of Sustainability
102-54	STATEMENT ON REPORTING IN ACCORDANCE WITH THE GRI STANDARDS	
	a. A statement from the organization if it has prepared a report in accordance with the GRI standards, selecting one of the two options: i. "This report was prepared in accordance with the GRI Standards: 'Core' option." ii. "This report was prepared in accordance with the GRI Standards: Comprehensive option."	This report was prepared for the reporting year based on the current version of the GRI standard (version 2022).
305	EMISSIONS	
	Information on the management approach	See pages 8–9 on the sustainability strategy and pages 11–13 on climate protection and the decarbonization roadmap.
305-1	DIRECT GHG EMISSIONS (SCOPE 1)	583,137.48 CO ₂ e in t
	b. Gases included in the calculation; either CO ₂ , CH ₄ , N ₂ O, PFKW, SF ₆ , NF ₃ or all.	CO ₂ , CH ₄ , N ₂ O
305-2	INDIREKTE ENERGIEBEDINGTE THG-EMISSIONEN (SCOPE 2)	
	a. Gross volume of indirect energy-related THG emissions (Scope 2) in tonnes of CO ₂ equivalent.	164,90 t CO ₂ e

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GRI Indicator	Name and Content	Data TUI Cruises GmbH
306	SEWAGE AND WASTE	
	Information on the management approach	See page 14 for waste water and page 15 for waste.
306-1	WASTEWATER DISCHARGE ACCORDING TO QUALITY AND DISCHARGE LOCATION	
	The reporting organization must disclose the following information:	
	a. Total volume of planned and unplanned wastewater discharges according to:	1,663,318.00 m³
306-2	WASTE BY TYPE AND DISPOSAL METHOD	
	c. How the waste disposal method was determined:	Sorting and disposal takes place according to the MARPOL waste categories.
	i. Disposed of directly by the organization or otherwise confirmed directly	Quantities and types of waste are documented in a database (ESIMS).
	ii. Information provided by the waste disposal service provider	Waste disposal companies issue waste disposal certificates detailing the types and quantities of waste delivered (so-called waste receipts).
306-3	SIGNIFICANT LEAKAGE OF HARMFUL SUBSTANCES	
	a. Total number and total volume of significant spills of harmful substances recorded.	None
	b. The following additional information regarding each spill of harmful substances reported in the organization’s financial reports:	None
	i. Location of leakage of harmful substances;	None
	ii. Volume of leakage of harmful substances;	None

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GRI Indicator	Name and Content	Data TUI Cruises GmbH
306-3	iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills	None
	iv. (soil or water surfaces), spills of wastes (soil or water surfaces), spills of	
	v. chemicals (mostly soil or water surfaces), and other (to be specified by the organization).	
	c. Impact of significant leakage of harmful substances.	None
306-4	TRANSPORTING HAZARDOUS WASTE	
	a. Total weight for each of the following items:	
	i. Hazardous waste transported	None
	ii. Imported hazardous waste	None
	iii. Exported hazardous waste	None
	iv. Treated hazardous waste	None
	b. Percentage of hazardous waste moved interstate.	None
306-5	WATER BODIES AFFECTED BY WASTEWATER DISCHARGE AND/OR SURFACE RUNOFF	
	a. Water bodies and associated habitats significantly affected by waste-water discharges and/or surface runoff, including information on:	No
	i. The size of the body of water and the habitat associated with it;	No

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
306-5	ii. Whether the body of water and the habitat associated with it are designated as a national or international protected area;	No
	iii. the biodiversity value, e.g. total number of protected species.	No
308	ENVIRONMENTAL ASSESSMENT OF SUPPLIERS	
	Information on the management approach	As part of the ISO 14001 and 9001 certifications, regular supplier assessments of strategic and long-term suppliers take place. In addition, integrated environmental and quality-focused supplier audits are carried out regularly. Sustainable supplier management is also an important focus topic of the new sustainability strategy.
401	OCCUPATION	
	Information on the management approach	
401-1	NEWLY HIRED EMPLOYEES AND EMPLOYEE TURNOVER	
	a. Total number and rate of new hires during the reporting period, by age group, gender and region.	185 new employees, including 13 returning employees, 9 trainees, 34 interns and working students; total female: 131 (rate: 70.4%).
	b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	109 employees have left the company, including 15 employees due to fixed-term employment contracts, 1 trainees, 9 interns and working students; total female: 81 (rate: 74.3%).
401-2	COMPANY BENEFITS THAT ARE ONLY OFFERED TO FULL-TIME EMPLOYEES AND NOT TO TEMPORARY OR PART-TIME EMPLOYEES	
	a. Basic benefits offered as standard to full-time employees of the organization, but not to employees on fixed-term contracts or to part-time employees, by major operating sites. These include at least:	

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
401-2	i. Life insurance;;	No
	ii. Medical care;	Yes
	iii. Disability and disability insurance;	No
	iv. Parental leave;	Yes
	v. Retirement benefits;	Yes
	vi. Shareholding;	No
	b. The definition used for “important operations”.	Both land-based locations Hamburg and Berlin.
401-3	PARENTAL LEAVE	
	a. Total number of employees entitled to parental leave, by gender.	All employees.
	b. Total number of employees who have taken parental leave, by gender.	62 employees; 54 of them were female (rate: 87.1%).
	c. Total number of employees who returned to work within the reporting period after parental leave ended, by gender.	22 employees; 16 of them were female (rate: 72.2%).
	d. Total number of employees who returned to work after completing parental leave and were still employed 12 months after returning to work, by gender.	19 employees; 13 of them were female (rate: 68.4%).
	e. Rate of return to work and retention rate of employees who have taken parental leave, by gender.	See above.
402	EMPLOYEE-EMPLOYER RELATIONSHIP	
	Information on the management approach	

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
402-1	MINIMUM NOTICE PERIOD FOR OPERATIONAL CHANGES	
	a. Minimum notice period in weeks typically given to employees and their representatives before significant operational changes that may have a material impact on them are implemented.	Quarterly
403	OCCUPATIONAL SAFETY AND HEALTH PROTECTION	
	Information on the management approach	See page 21 on social corporate culture and health management.
403-1	MANAGEMENT SYSTEM FOR OCCUPATIONAL SAFETY AND HEALTH PROTECTION	
	a. A statement as to whether an occupational health and safety management system has been implemented, including whether:	Onshore, the compilation is carried out within the Occupational Safety Committee (ASA) based on legal requirements.
	i. The system was implemented based on legal requirements and, if so, a list of requirements;	There were no work-related accidents at the land-based locations in the reporting period, so recording/evaluation management is not necessary.
	b. A description of the employees, activities and workplaces covered by the occupational health and safety management system and an explanation of whether and, if so, why employees, activities or work-places were not covered.	General offer of workplace inspections and checking of legal requirements for internal moves.
403-2	HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION	
	a. A description of the procedures for identifying work-related hazards, assessing risks on a routine and non-routine basis, and applying the hierarchy of control measures to eliminate hazards and minimize risks, including:	Mandatory training for employees at all locations, including instruction in occupational safety and fire protection. Regular training for safety officers, fire protection officers and first aiders.

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
403-2	i. How the organization ensures the quality of the procedures, including the competence of the people carrying out these procedures;	The company's safety officers are very active, uncovering deficiencies and arranging for them to be eliminated.
	ii. How the results of these procedures are used to evaluate and continuously improve the occupational safety and health management system.	If weak points are identified, they will be remedied promptly.
	b. A description of procedures for reporting work-related hazards and hazardous situations by employees and an explanation of how employees are protected from retaliation.	Occupational safety training similar to the TUI Group training, additional information via the company's intranet (logbook).
403-3	OCCUPATIONAL HEALTH SERVICES	
	a. A description of the functions of occupational health services that contribute to identifying and eliminating hazards and minimizing risks, and an explanation of how the organization ensures the quality of these services and employee access to these services.	There is a company doctor, the examinations offered include G35, G37, flu protection and corona vaccinations, etc. The company doctor is involved in reporting to the employers' liability insurance association.
403-4	EMPLOYEE PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL SAFETY AND HEALTH PROTECTION	
	a. A description of the procedures for employee involvement and consultation in the development, implementation and performance evaluation of the occupational health and safety management system and for providing access to and communication of relevant occupational health and safety information to employees.	There are various compulsory training courses via eLearning platform (including instruction on occupational safety and fire protection). Information is provided via the internal intranet (logbook), see also 403-1 and 403-2.
	b. If there are formal employer-employee health and safety committees, a description of their responsibilities, frequency of meetings, decision-making authority and whether and, if so, why employees are not represented on these committees.	Analogous to the legal requirements: Four ASA (occupational safety committee) meetings per year (one per quarter) involving the occupational safety specialists, company safety representatives, company doctor and works council.

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GRI Indicator	Name and Content	Data TUI Cruises GmbH
403-5	EMPLOYEE TRAINING ON OCCUPATIONAL SAFETY AND HEALTH PROTECTION	
	a. A description of all occupational health and safety training provided to employees, including general training as well as training on specific work-related hazards, hazardous activities or hazardous situations.	Online mandatory training via eLearning platform on occupational health and safety at work, as well as environmental protection and compliance training.
403-6	PROMOTING EMPLOYEE HEALTH	
	a. An explanation of how the organization allows employees to access non-occupational health services and the extent of access provided.	Offers are made available to employees via the logbook (intranet) and can then be booked independently.
	b. A description of all voluntary health promotion services and programs made available to employees to address significant non-work-related health risks, including the specific health risks covered, and how the organization enables employees to access these services and programs.	Offers include a fitness studio, choir, Egym Wellpass, massage offer, Voiio employer assistance, preventive and vaccination campaigns, yoga, sporting company events such as MOPO relay race & Dragon Boat Cup, JobRad and company bikes for rent as well as the organization of health days. Information and registration via the intranet (logbook).
404	INITIAL AND CONTINUING EDUCATION	
	Information on the management approach	
404-2	PROGRAMS TO IMPROVE EMPLOYEE SKILLS AND PROVIDE TRANSITION ASSISTANCE	
	a. Type and extent of programs and support measures implemented to improve the skills of employees.	Workshops, training series, coaching, on-the-job training and internships are offered, among other things.
	b. Transition assistance programs that enable maintaining employability and support exit from the workforce due to retirement or termination.	Company agreement on company integration management.

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
404-3	PERCENTAGE OF EMPLOYEES WHO RECEIVE REGULAR PERFORMANCE AND PROFESSIONAL DEVELOPMENT REVIEWS	
	a. Percentage of all employees by gender and employee category who received regular performance and professional development reviews during the reporting period.	All employees as part of the annual feedback process.
405	DIVERSITY AND EQUAL OPPORTUNITIES	
	Information on the management approach	
405-1	DIVERSITY IN SUPERVISORY BODIES AND AMONG EMPLOYEES	
	a. Percentage of people on an organization’s governing bodies in each of the following diversity categories:	
	i. Gender;	TUI Cruises Supervisory Board: 50% female, 50% male (six members in total).
	ii. Age group: under 30 years old, 30–50 years old, over 50 years old;	
	iii. If necessary, other diversity indicators such as: B. Minorities or vulnerable groups.	
	b. Percentage of employees per employee category in each of the following diversity categories:	
	i. Gender;	Land-based locations: 66.90% female, 33.10% male. Employees on board (employed by TUI Cruises): 20.83% female, 79.17% male.
	ii. Age group: under 30 years old, 30–50 years old, over 50 years old;	Land-based locations: 18.18% / 61.32% / 20.50%. Employees on board (employed by TUI Cruises): 10.93% / 53.01% / 36.06%.

APPENDIX – OVERVIEW OF GRI INDICATORS

GRI Indicator	Name and Content	Data TUI Cruises GmbH
405-2	RATIO OF WOMEN’S BASE SALARY AND COMPENSATION TO MEN’S BASE SALARY AND COMPENSATION	
	a. Ratio of women’s base salary and compensation to men’s base salary and compensation for each employee category, broken down by major establishment.	Directors: 9.1 / (Senior) Heads: 11.4 / Employees: 13.7. i.e. female employees earn on average 9.1% / 11.4% and 13.7% less than their male colleagues.
	b. The definition used for “important operations”.	Both land-based locations Hamburg and Berlin.
406	NON-DISCRIMINATION	
	Information on the management approach	
406-1	INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN	
	a. Total number of discrimination incidents during the reporting period.	In the 2022 reporting year, no incidents were reported at the land-based locations.
408	CHILD LABOR	
	Information on the management approach	There is a "Code of Conduct for Suppliers" that is included in all standard contracts and strictly regulates and restricts child labor and the sexual exploitation of child labor, see also page 25 and https://www.meinschiff.com/nachhaltigkeit/nachhaltigkeitsmanagement .
408-1	SITES AND SUPPLIERS WITH A SIGNIFICANT RISK OF CHILD LABOR INCIDENTS	
	a. Plants and suppliers with a significant risk of:	
	i. Child labor;	None
	ii. Circumstances in which young employees are exposed to dangerous work.	None

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GRI Indicator	Name and Content	Data TUI Cruises GmbH
408-1	b. Sites and suppliers considered to have a significant risk of child labor incidents, namely:	None
	i. Type of establishment (such as a production facility) and supplier;	None
	ii. Countries and geographical regions in which operations or suppliers are considered to be at risk.	None
	c. Measures taken by the organization during the reporting period to contribute to the effective elimination of child labor.	Code of Conduct as part of the contract, carrying out supplier audits of strategic service providers and the TUI Group membership in ECPAT, see page 25 and https://www.meinschiff.com/nachhaltigkeit/nachhaltigkeitsmanagement .
409	FORCED OR COMPULSORY LABOR	
	Information on the management approach	There is a “Code of Conduct for Suppliers” which is included in all standard contracts and prohibits forced and compulsory labor (involuntary labor) at suppliers, see page 25 and https://www.meinschiff.com/nachhaltigkeit/nachhaltigkeitsmanagement .
409-1	SITES AND SUPPLIERS WITH A SIGNIFICANT RISK OF INCIDENTS OF FORCED OR COMPULSORY LABOR	
	i. Type of establishment (such as a production facility) and supplier;	None
	ii. Countries and geographical regions in which operations or suppliers are considered to be at risk.	None
	b. Measures taken by the organization during the reporting period to contribute to the elimination of all forms of forced or compulsory labor.	Contractual obligation of the suppliers see page 25 as well as https://www.meinschiff.com/nachhaltigkeit/nachhaltigkeitsmanagement .