



SUSTAINABILITY REPORT

2025

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DEAR LADIES AND GENTLEMEN,
DEAR READERS,

Germans’ desire to travel remains unabated. Current projections indicate that in 2025 almost 70 million vacation trips of five days or more will be made from a start point in Germany, with around three million Germans choosing an ocean cruise. Although the cruise segment is a niche when compared to the overall tourism sector and to merchant shipping, it has a key role to play as a driver of innovation in climate protection, providing vital stimuli for a more sustainable future.

At TUI Cruises we work hard to fulfil this responsibility. Our climate protection roadmap relies on four key levers to reduce emissions. A key component is our use of lower-emission fuels such as MGO and LNG; going forward we will also progressively integrate methanol as well as synthetic and bio-based fuels. With *Mein Schiff 7*, we have a ship in operation that is already equipped to run on green methanol. We are particularly proud of the commissioning of *Mein Schiff Relax* in 2025. The first ship in the InTuition class embodies our commitment to not merely envisioning innovation but actively implementing it; it is currently completing its 2026 summer season in Northern Europe running entirely on bio-LNG – a tangible step toward reducing CO₂e emissions. We are consistently pursuing this same path with *Mein Schiff Flow*, set to follow in 2026.

We are equipping our fleet to harness the availability of lower-emission fuels. At the same time, we plug into shore power at all appropriately equipped ports and choose renewable energies wherever possible. We are continuously raising our energy efficiency through technical and operational measures, data-based management, and optimized cruise-route planning. Our innovative approaches include hull-cleaning robots

and air lubrication systems, underlining our claim to actively promote new solutions that make a meaningful contribution to sustainability.

Within these efforts we approach the challenges transparently. With the growth of our fleet, our absolute emissions have also risen. The clear progress we have made in terms of efficiency is therefore all the more important to us. This demonstrates that we have succeeded in further reducing our CO₂e emissions per available passenger day significantly. This progress is a powerful incentive for us to forge ahead consistently on the course we have chosen.

A topic that increasingly occupies and motivates us is the conservation of biodiversity. Together with Futouris and the WWF, we carried out a comprehensive biodiversity assessment throughout our value chain in 2025. We are now progressively developing the measures derived from this, with the objective of better understanding and proactively minimizing our impact on ecosystems.

Close cooperation with our partners worldwide is just as important to us. We promote sustainable development together with cruise ports and destinations as well as their local authorities and organizations by specifically managing visitor flows, for example. We support local communities, develop more sustainable shore excursions, and raise our cruise guests’ awareness of cultural and ecological interrelations more explicitly. The focus is always on people. Employees from over 50 nations work aboard our ships and we see this diversity as a great asset. We are actively committed to inclusion, equal opportunities and fair working conditions; we create motivating vocational prospects for skilled international employees through ensuring reliable working conditions and attractive development opportunities.

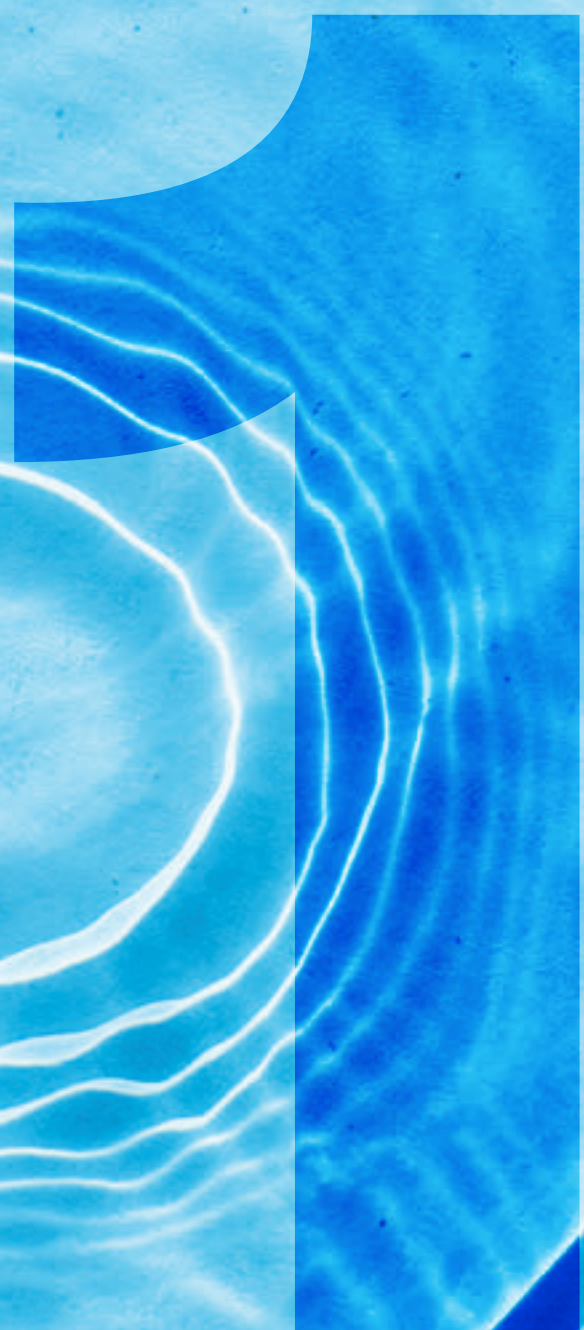


All these developments show we are moving ahead on a clear course, one marked by progress milestones as well as learning processes. On this voyage we fully intend to embrace our responsibility – and at the same time, to make the most of our opportunities to benefit the environment while contributing to societal and economic development.

I warmly invite you to join us on this journey and wish you an informative and insightful read!

Yours,


WYBCKE MEIER
CEO TUI Cruises



COMPANY

Our company
Sustainability at TUI Cruises
In dialog with stakeholders

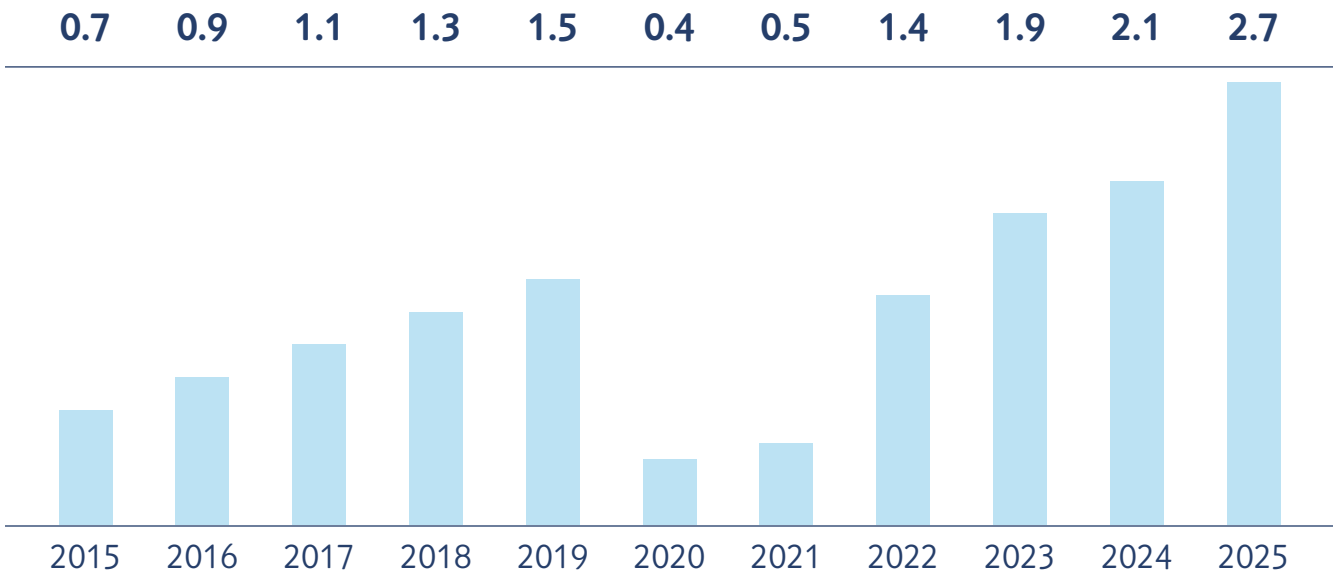
OUR COMPANY

TUI Cruises is a leading cruise operator in the German-speaking region. Established in 2008 as a joint venture between TUI AG and Royal Caribbean Ltd., the company has enjoyed continuous growth with the sole exception of the Covid19 pandemic period. In the reporting year, TUI Cruises generated gross revenue of € 2.7 billion, an increase of 26.61% on the previous year.

The foundation of this successful development is the strength of the company’s two brands. TUI Cruises owns the brands *Mein Schiff*® and Hapag-Lloyd Cruises, which are active in the premium, luxury, and expedition cruise segments with coordinated offers and operate all year on international routes. TUI Cruises is the fleet operator of both brands’ ships. In 2025, a total of 897,686 cruise guests chose our company’s services. Of these, 865,060 sailed on the *Mein Schiff*® fleet, while the Hapag-Lloyd Cruises fleet welcomed 32,626 passengers.

GRI 2-1, 2-2,
2-6, 2-9, 201/3-3,
201-1

01 | Gross sales revenues in a ten-year comparison
in € billion



02 | Company shareholdings



Our company

Sustainability at TUI Cruises

In dialog with stakeholders

Eight ships with around 22,800 berths currently operate under the *Mein Schiff*® brand, with a further vessel currently under construction. A highlight in the reporting year was the commissioning of *Mein Schiff Relax*, the first InTUltion class new-build. Built at the Fincantieri shipyard in Monfalcone, Italy, *Mein Schiff Relax* was ceremonially christened in the port of Malaga, Spain on 09 April 2025. Even before the event, British pop star Robbie Williams’ participation as the new ship’s international brand ambassador and musical guest at the christening event triggered intense media attention, which climaxed at his concert for around 12,000 guests at the launch. Giuliana Rizzo, SPA & Sport Manager of *Mein Schiff Relax*, ceremonially named the new-build; TUI Cruises selected a crew member as the ship’s godmother to emphasize the high value the company’s crews and employees contribute to the brand experience and corporate culture.

In its very first year at sea, *Mein Schiff Relax* earned a Cruise Guide Award in the Sport/Wellness category. The new TUI Cruises ships reaffirm the high climate protection standards that have characterized the company since it was founded. The InTUltion class vessels *Mein Schiff Relax* and its sister *Mein Schiff Flow*, scheduled to enter service in 2026, represent a further milestone in this context, as both are fitted with dual-fuel gas engines. In future, these will be able to run on bio-LNG and e-LNG to further decarbonize cruise operations for the long term. In addition, modern exhaust-gas aftertreatment systems with improved catalytic converters reduce nitrogen oxide emissions to the Euro 6 standard. Furthermore, these ships are fitted with shore power connections enabling almost zero-emissions operations during calls

at suitably equipped ports; port time represents around 40% of total operating time. Following *Mein Schiff 7*, which entered service in 2024 as one of the first methanol-ready cruise ships, TUI Cruises has thus expanded its fleet with two more newbuilds that in future will reduce CO₂ emissions by using low-carbon fuels.

Hapag-Lloyd Cruises currently operates five ships with a total of approximately 1,590 beds. According to Insight Guides Cruising & Cruise Ships (formerly Berlitz Cruise Guide), these ships represent the ‘best fleet in the world’, which, with the EUROPA and the EUROPA 2, also includes the ‘best ships in the world’ in their size class. The fleet also includes the three expedition ships HANSEATIC nature, HANSEATIC inspiration and HANSEATIC spirit.



Ceremonial christening of *Mein Schiff Relax* with special guest and brand ambassador Robbie Williams



EUROPA 2: awarded as one of the best ships worldwide in its size class

GRI 2-1, 2-2,
2-6, 302/3-3,
305/3-3

Our company
Sustainability at TUI Cruises
In dialog with stakeholders

As at the end of 2025, TUI Cruises employed a total of 933 people. Of these, 752 worked at the company’s Hamburg and Berlin locations in Germany, while 181 were employed on board. Complementing them was a pool of 19,047 employees of service provider ‘sea chefs’, which is responsible for hotel operations on board. Some 10,100 of these were working on the fleets at any given time. Royal Caribbean Group (RCG) held responsibility for technical ship management. A total of around 2,245 crew members were employed on TUI Cruises fleet vessels via sea chefs, with a further 222 crew members employed via the service provider Columbia Shipmanagement.

In the reporting year, the ships of both fleets totaled almost 3,000 port calls. The *Mein Schiff*® fleet called at 195 different ports in 70 countries, while the Hapag-Lloyd Cruises fleet sailed to 80 countries, using 600 different ports and landing points. The cruise destinations benefited from significant positive economic effects from the use of port services (including logistics, pilotage, and waste disposal), ground handling (including guest transfer and baggage logistics) and the provision of shore excursions by local tour operators (see also “[Social | Responsibility for Society](#)”).

GRI 2-1, 2-2,
2-6, 2-7, 202/3-3,
401/3-3



For over 130 years, Hapag-Lloyd Cruises has been the leading luxury and expedition cruises brand in the German-speaking region and is considered the ‘inventor of the cruise’. The brand’s small, highly individual ships have repeatedly set new standards. With the world’s best luxury ships according to Insight Guides Cruising & Cruise Ships EUROPA and EUROPA 2, as well as the three new expedition cruise ships, the fleet is at home on all seven seas.

03 | Hapag-Lloyd Cruises destinations/ports

	2025
Port calls	1,136
Turnaround ports ¹	57
Ports	600
Transit ports	567
Countries	80

¹ Passenger exchange takes place in these ports.



Mein Schiff® stands for contemporary premium holidays at sea. Freedom of choice, personal service and modern design are at the core of the business concept. As waterborne holiday resorts, the ships offer their guests an extensive range of premium services. Carefree enjoyment of the numerous offers on board is a key success factor for the *Mein Schiff*® brand.

04 | Mein Schiff® destinations/ports

	2025
Port calls	1,795
Turnaround ports ¹	22
Ports	195
Transit ports	189
Countries	70

SUSTAINABILITY AT TUI CRUISES

For TUI Cruises, sustainable business success means integrating environmental, social and economic responsibility throughout the entire value chain. The company already plays a pioneering role in the cruise sector through its two brands in numerous social and environmental sustainability areas. Alongside trust and mutual appreciation, sustainability is one of three core corporate values at TUI Cruises and is therefore an integral element of the company’s culture.

Sustainability Management at TUI Cruises pursues a holistic approach comprising all stages of the value chain – from product planning and new-build projects, through procurement and ship operation, to waste management and disposal. Sustainability activities stretch beyond the company itself to comprise upstream and downstream processes as well as the entire supply chain. To secure this, the individual sustainability aspects are an integral part of the respective policies and guidelines at both corporate and brand level (see also “[Governance](#)”).

The central objective of TUI Cruises and its two brands is to continually minimize the environmental impact of the company’s activities and in particular to keep the environmental impact of its cruises as low as possible. For the company this means operating a modern fleet that meets the highest environmental standards and continually reduces its environmental footprint. This makes climate protection and emissions reduction the clear focus of sustainability activities at TUI Cruises.

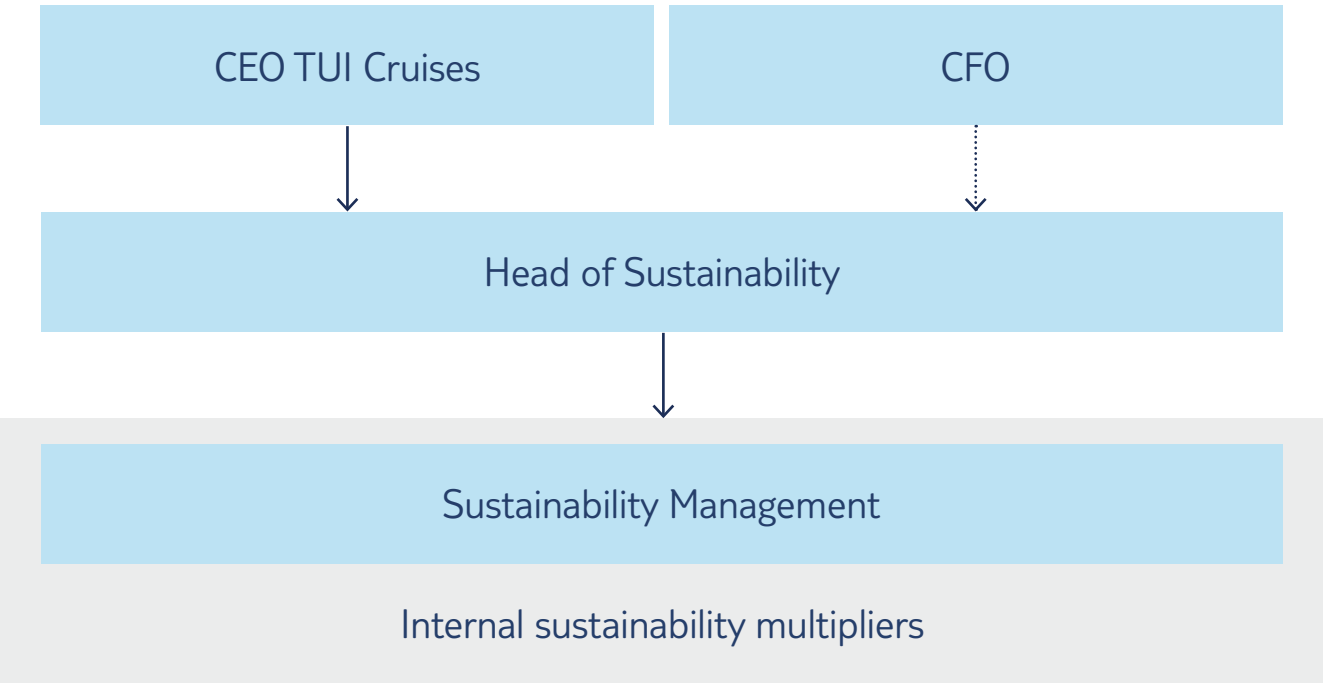
Sustainability organization – shoreside and on the world’s oceans

Organizationally, sustainability is anchored as a topic at Management level and is steered by a dedicated Sustainability Department at the corporate center. The Head of Department reports directly on relevant topics to the TUI Cruises CEO on a monthly and an ad-hoc basis. For product-related topics at Hapag-Lloyd Cruises or questions regarding finance and reporting, there are supplementary reporting channels at Company Management level.

The corporate Sustainability Department is responsible for the long-term, systematic management of all sustainability topics throughout the company and its two brands. Core tasks include the implementation of the sustainability strategy, including operational environmental and sustainability topics. Here, the department accompanies onshore and onboard ISO 14001 certification processes and also manages sustainability-related reporting obligations arising from the EU Directive on Sustainability Reporting (CSRD), for example. In addition, corporate Sustainability ensures compliance with Environmental, Social, and Governance (ESG) criteria and drives the development of a sustainable supply chain and innovative waste management concepts, aligned with the circular economy principle. To perform these tasks, the department works closely with internal multipliers within the respective specialist departments.

Sustainability is also firmly anchored in internal communication at TUI Cruises. It is an essential element of the mandatory kick-off meeting at the beginning of the year for all employees, and is also a core topic at the annual Senior Officer Conference that regularly raises the awareness of managers ashore and on board regarding sustainability related issues. Sustainability aspects are also continuously addressed as part of internal training programs. On beginning their employment, new employees complete an online training course on sustainability, taking a refresher course every two years. In addition, there are

05 | Organization of sustainability



mandatory courses on compliance, occupational safety, data protection, the Integrated Management System (IMS) that includes environmental aspects, as well as on IT and information security.

Sustainability on board

Ever since the company was founded more than 15 years ago, TUI Cruises has attached great importance to ensuring onboard sustainability receives the attention it requires. An Environmental Officer (see also “[Environment | Environmental Officer](#)”) is assigned to every ship in the *Mein Schiff*® fleet to secure operational environmental processes and procedures. At Hapag-Lloyd Cruises, several officers perform these tasks jointly, in particular the Staff Captain and the Chief Engineer. In the reporting year the company decided to introduce an additional officer position on the ships of the HLC fleet, who will assume responsibility with up to 50% of capacity for operational environmental management tasks, in close cooperation with officers who have previously carried out these tasks. This position is to be established in the first half of 2026. Operational environmental management, including environmental compliance, is the responsibility of the Royal Caribbean Group, which is in charge of technical and nautical ship operation via their Global Marine Operation unit.

Material topics – the roadmap

To continuously develop sustainability reporting and adapt it to the requirements of the Corporate Sustainability Reporting Directive (CSRD), a new materiality analysis was already carried out in 2024 with an external consultancy agency to meet the criteria of Double Materiality Analysis (DMA). This is based on the European Sustainability Reporting Standards (ESRS) in force at the time. The objective of this materiality analysis is to identify sustainability issues that are material and are therefore to be reported in compliance with the CSRD. Sustainability aspects are assessed along the two dimensions of (positive and negative) impact and (financial) opportunities and risks, thus respecting the principle of double materiality.

The analysis comprised the entire value chain of TUI Cruises. Alongside upstream processes, in particular the supply chain of purchased goods and services as well as downstream activities such as disposal and cruise guest activities at destination locations were also included. The priority focus was on the company’s own business activities, i.e. cruise ship operations. The material topics were identified in highly detailed analysis comprising external stakeholders’ perspectives and the assessments of various internal stakeholders, in order to achieve an objective evaluation result. The overall evaluation process resulted in a matrix that systematically linked sustainability impact materiality with financial materiality in the form of opportunities and risks, collectively referred to as impacts, risks and opportunities (IROs).

The results show that more than half of IROs categorized as material are in the supply chain (55%), while just over a third (36%) are attributable to internal business activities at TUI Cruises. Only 9% of significant IROs are attributable to the use phase, in particular disposal processes and cruise guest activities at our destinations. Categorized by topic area, 67% of relevant IROs are in the environmental area, with a further 30% as societal topics. There are material topics in all environmental areas, mainly due to negative impacts. The most material topics are climate (E1), circular economy (E5) and pollution (E2); in addition, there are also material impacts in the areas of water and marine resources (E3), and biodiversity & ecosystems (E4). The key societal aspects are mainly within the supply chain (S2 – workers in value chain), while only individual topics are assigned to the company’s own workforce (S1). Besides these, a governance aspect in the supply chain was also identified as material (G1 – business conduct). In total, TUI Cruises classifies 33 IROs as material. The results of the Double Materiality Analysis (DMA) are thus highly consistent with the company’s previous approach to sustainability reporting, which is based on the Global Reporting Initiative (GRI) standard. The selected GRI indicators in the areas of Environmental, Social, and Governance (ESG) reflect the material topics identified in the DMA.

GRI 2-9, 2-12, 2-13, 2-23, 2-29, 3-1, 3-2, 101/3-3, 301/3-3, 303/3-3, 306/3-3, 401/3-3, 403/3-3, 403-5, 404/3-3, 404-2, 418/3-3

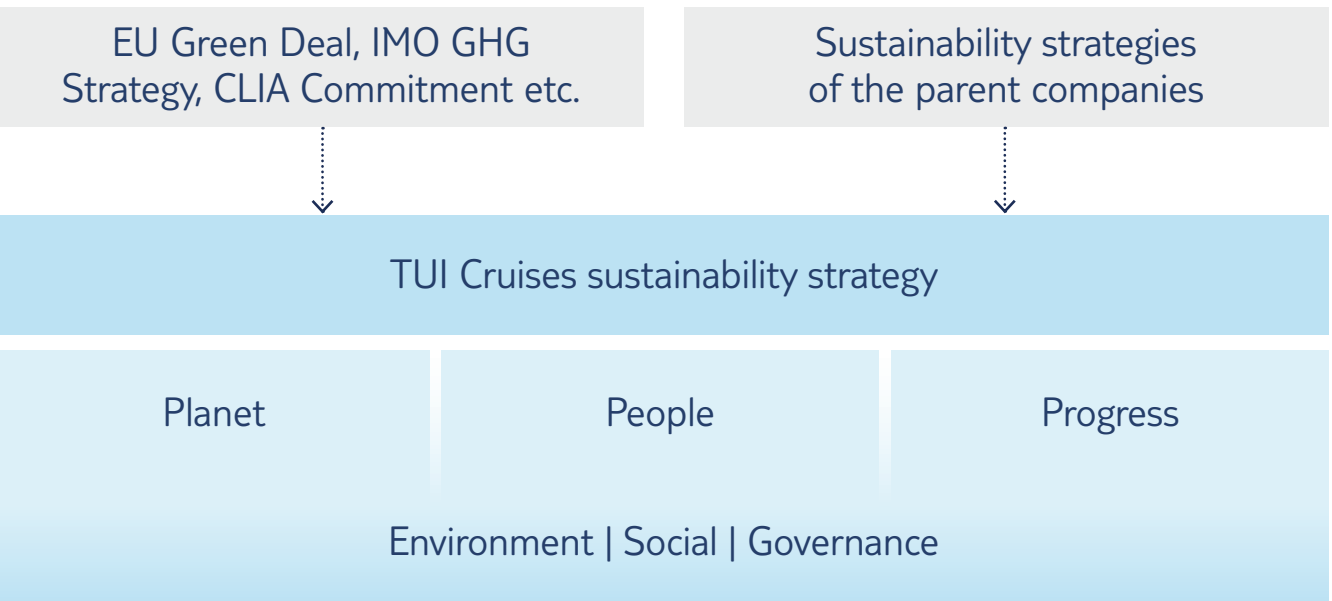
Within the context of the overall Omnibus 1 reform process, the EU has changed the reporting obligation thresholds for companies. As a result, TUI Cruises is currently not directly subject to any reporting obligation under CSRD and ESRS standards and the company therefore no longer falls within the regulatory scope. Company Management has decided to continue voluntary sustainability reporting in line with the GRI standard, to continue to provide interested stakeholders with transparent and coherent sustainability reporting going forward.

Sustainability Strategy 2030 – the compass

TUI Cruises fully intends to continue to play a pioneering role in the sector regarding environmental protection and sustainability within the cruise sector. A clear sustainability strategy has been derived from the topics that are material to the company; the strategy provides orientation for this role and serves as a compass for the progressive transition towards more sustainable business activity. The focus is on developing sustainable processes and products as well as investing continuously in climate-protection and decarbonization measures.

The sustainability strategy comprises the entire company and includes both TUI Cruises brands. It is managed by the corporate Sustainability Department in close coordination with the TUI Group and the Royal Caribbean Group. The key strategic objectives are decarbonization of ship operation, creating socially responsible structures and value chains, and establishing a business model aligned with the circular economy principle.

06 | Sustainability strategy at a glance



The strategy was developed in close coordination with the two parent companies TUI Group and Royal Caribbean Group. Its content closely dovetails with their respective sustainability activities and there are topical interfaces, especially in ship operations. Synergies were created and leveraged in numerous areas, such as formulating the company's goals in alignment with the Science Based Targets initiative (SBTi), expanding the circular economy and designing shore excursions in alignment with the standards of the Global Sustainable Tourism Council (GSTC). TUI Cruises worked strategically with its parent companies to leverage these synergies, particularly in the areas of waste, energy efficiency, and water. One new topic area added in the reporting year is corporate biodiversity management.

The strategic framework rests on the three pillars Planet, People, and Progress. These pillars structure TUI Cruises' sustainability activities and focus them on reducing the company's environmental footprint, embracing its social responsibility and achieving a sustainable corporate transformation. At the same time, four key topics have been defined for each of the three pillars, which the company plans to pursue intensively in the current decade.

Through implementing the relevant measures, TUI Cruises is also contributing to the United Nations 17 Sustainable Development Goals (SDGs) for socially, economically and ecologically sustainable global development by 2030. TUI Cruises is concentrating in particular on those destinations where the company can make a tangible contribution to sustainability (see diagram on the next page). For example, the SBTi targets and the adoption of low-emissions fuels both support climate protection (SDG 13). Circular economy activities and reducing the use of plastic are intended to protect ecosystems ashore and at sea (SDG 14 and 15). Close cooperation with its parent companies, various partnerships and sector association activities are further key factors in TUI Cruises achieving the SDGs by 2030 as planned (SDG 17).

TUI Group Sustainability Agenda:
<https://www.tuigroup.com/en/sustainability>

Non-Financial Group Declaration of TUI Group:
https://annualreport.tuigroup.com/2025/download-center/TUI_AR25_Gesamt_EN.pdf

Royal Caribbean Group SEA the Future-Strategy:
<https://www.royalcaribbeangroup.com/sustainability>

Science Based Targets initiative (SBTi): <https://sciencebasedtargets.org>

07 | The three pillars of the sustainability strategy

PLANET



Minimizing our environmental footprint

Decarbonizing cruise operations by 2050 as a long-term goal – and the circular economy as a guiding principle for our product development

Focus areas:

- Carbon reduction and Climate Protection Roadmap
- Fuel transition and energy efficiency
- Circular economy and waste reduction
- Protection of marine ecosystems



PEOPLE



Promoting our social responsibility

Strengthening destination stewardship through sustainable shore excursion offerings, and the sustainable transformation of the supply chain

Focus areas:

- Sustainable shore excursions
- Responsible procurement and purchasing
- Educating customers and empowering employees
- Diversity and Inclusion



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 in core processes



IN DIALOG WITH STAKEHOLDERS

At TUI Cruises, transparency and open dialog with all stakeholders are core components of sustainability communication. The aim is to strengthen sustainability further in all areas of fleet operations through an objective, fact-oriented exchange and sustainability reporting is a vital basis for this. Since the 2022 financial year, the Sustainability Report has therefore been prepared in reference with the internationally recognized Global Reporting Initiative (GRI) standard – a key step in TUI Cruises’ journey towards comprehensive sustainability reporting.

As part of its routine business activities, TUI Cruises maintains regular contact with employees and their representatives, with customers, business partners and media representatives, as well as with relevant environmental and industry associations. In addition, company employees are also frequently in touch with various stakeholders in the spheres of politics, business, society and science. They maintain continuous exchanges with stakeholders in the environmental and social sectors, representing the company at stakeholder conferences and roundtable events held by governmental and non-governmental institutions. Part of this stakeholder dialog is institutionalized, meaning it takes place within regularly recurring formats. An example of this is the half-yearly member events held by the sustainability initiative Futouris

e.V., in which the Head of Sustainability of TUI Cruises is Chairwoman of the Board. Via this association, the company engages with numerous stakeholders on topics such as climate protection, biodiversity, waste and sustainable tourism strategies in general.

TUI Cruises coordinates its activities within the German tourism industry through Futouris and the Cruise Lines International Association (CLIA), develops position papers and drives cooperation and projects forward. In addition, TUI Cruises engages in regular dialog with environmental associations and non-governmental organizations (NGOs), for instance on individual projects and current regulatory developments. In parallel, by participating in regional port and cruise associations, TUI Cruises secures regional developments and defends local interests. Furthermore, dialogs with local political stakeholders at the respective destinations are held several times a year, also as part of specialist conferences and panel discussions, in order to present goals and activities transparently and discuss them together.

TUI Cruises is also a member of the industry dialog ‘Tourism for Sustainable Development’, based within the German Federal Ministry for Economic Cooperation and Development.

Selected memberships (in 2025):

- B.A.U.M. e.V.
- Cruise Lines International Association (CLIA)
- Futouris e.V. (Head of Sustainability is Chairwoman)
- Hamburg Cruise Net e.V.
- German Shipowners’ Association

GRI 2-6, 2-9, 2-12,
2-25, 2-28, 2-29,
101/3-3, 303-1,
306/3-3, 401/3-3,
402/3-3, 415/3-3

A large, bold, blue number '2' that serves as a section marker for the 'Environment' chapter. It is positioned on the left side of the page, partially overlapping the background image of water ripples.

TUI Cruises embraces its responsibility to make cruise operations as resource efficient as possible and to continuously minimize its environmental footprint. With this approach the company aims to reduce its climate-damaging emissions for the long term, while contributing to the conservation of marine ecosystems for future generations through specific measures and projects.

ENVIRONMENT

Strategy and management

Climate protection and decarbonization

Fuel consumption and energy

Resource consumption

Biodiversity

STRATEGY AND MANAGEMENT

Climate protection and emissions reduction are core priorities of TUI Cruises’ environmental management, as the company’s environmental footprint is mainly characterized by CO₂-intensive fleet operation. In the company’s hotel operations, purchasing of goods and services (upstream) and the handling of water, other resources and waste (downstream) also play a key role.

At the same time, TUI Cruises understands its particular responsibility towards its cruise destinations, which are often threatened by the impacts of climate change. Here, the company acts both on its own ethical principles and in its own interest. A tourism company’s business model fundamentally relies on the ecosystems and infrastructure at its destinations as well as on the well-being of the local populations. As an integral part of its environmental and sustainability management, TUI Cruises is therefore committed to the long-term preservation of these livelihoods.

The TUI Cruises sustainability strategy bundles the key priorities together under the ‘Planet’ pillar. This comprises climate protection, sustainable resource consumption, and the protection of marine ecosystems. Concrete measures within the respective fields of action are intended to contribute to achieving the defined targets. Climate

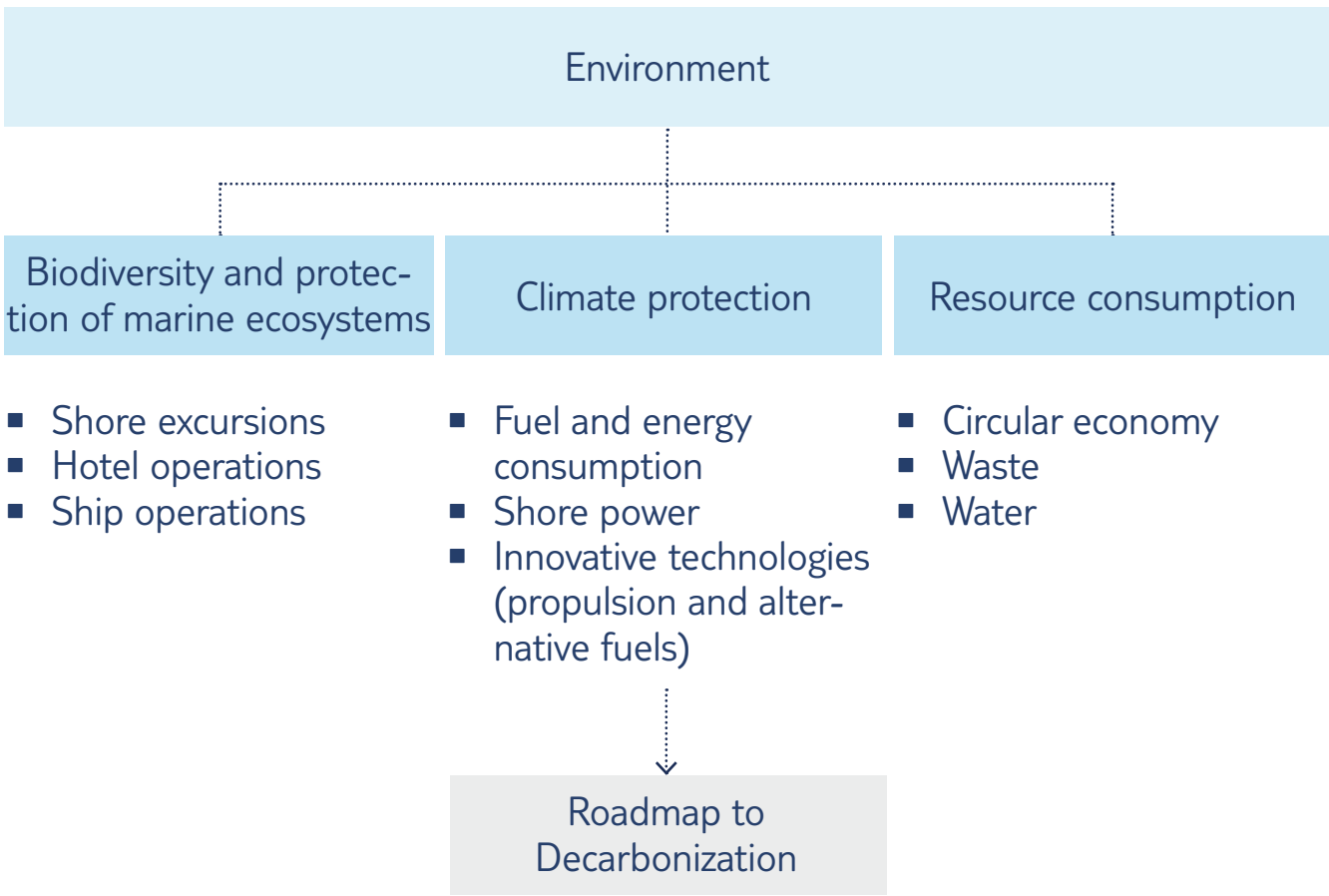
protection is particularly important: TUI Cruises pursues a clearly defined Roadmap to Decarbonization derived from science-based targets reviewed and validated by the SBTi in 2023.

Clearly assigned responsibility for environmental topics

At TUI Cruises, responsibilities for environmental issues are clearly defined and assigned. As a corporate organ, the central Sustainability Department manages the company’s and both fleets’ environmental topics, coordinates the corresponding measures and supports their implementation by the operational departments with technical expertise. The defined short and medium-term objectives are decisive in this continual effort, as set out in the Roadmap to Decarbonization, for example. In numerous measures, such as the Circular Cruising project to introduce circular packaging solutions, central Sustainability Management also assumes responsibility for their implementation.

When implementing climate protection and decarbonization measures, the relevant operational departments cooperate closely. The aim is to make ship operations, fuel purchasing and itinerary planning as climate-friendly as possible. The measures set out in the Roadmap to Decarbonization (see also “[Environment | The Roadmap to](#)

08 | Sustainability strategy – ESG | Environment



Strategy and management

- Climate protection and decarbonization
- Fuel consumption and energy
- Resource consumption
- Biodiversity

Decarbonization”) are managed and implemented by a specially established Carbon Reduction Working Group. This body coordinates closely with the officers and managers responsible on board – the Captain, Chief Engineer, and Environmental Officer.

Resource optimization measures are managed by the Sustainability Department. In addition to waste prevention and disposal, these focus on topics such as recycling, reuse, and using materials that are as sustainable as possible. This way, TUI Cruises works to support the development of a circular economy in as many areas of its business as it can.

Most of the measures are implemented as part of the ship’s operations. Onboard waste management, for example, is the responsibility of the Environmental Officer (*Mein Schiff*®) or Staff Captain (Hapag-Lloyd Cruises), while Product Management and Purchasing drive waste prevention measures at the company’s onshore locations. Hotel Management, the Environmental Officer (*Mein Schiff*®) or Staff Captain (Hapag-Lloyd Cruises) and shore-based Ship Management are responsible for efficient water management and wastewater treatment at ship level.

The leadership teams on board our vessels are responsible for protecting the marine environment. The main focus here is on the professional handling of ballast water, wastewater treatment, and operations integrity at the respective technical facilities. On shore, Purchasing, Destination Management, and Product Management all contribute to achieving the predefined objectives in the areas of species protection, promoting biodiversity, and animal welfare, for example. This applies both to

Environmental Officer – the authority for environmental protection on board *Mein Schiff*®

In close collaboration with the Royal Caribbean Group’s and TUI Cruises’ shorebased Environmental and Sustainability Management teams, the Environmental Officers on board the *Mein Schiff*® fleet ensure operational environmental processes and procedures. These include waste management and wastewater treatment, chemicals handling, exhaust gas purification monitoring, and increasing energy efficiency.

In addition, the Environmental Officers carry out environment related training for the crew. On board, for example, the Save the Waves environmental training course is mandatory for every crew member at the start of their employment contract. This course is part of the RCG’s environmental protection program of the same name. Besides this, the Environmental Officers are the onboard contacts for cruise guests during the technical-nautical Question and Answer sessions or ship tours, for example.

Environmental Officers report directly to the Captain and are authorized to direct the crew to ensure environmental compliance and the professional handling of waste on board in particular.

Ashore, they report to RCG’s Environmental Stewardship and TUI Cruises’ central Sustainability Management in Hamburg. Reporting scope and content result from the respectively applicable regulatory requirements such as MARPOL documentation on the various types of waste and wastewater. In addition, event-related reports are prepared if required on specific environmentally relevant events on board as well as on selected projects initiated ashore.

Two Environmental Officers are on duty in constant rotation on every *Mein Schiff*® fleet vessel, and hand over to each other every three months; this ensures there is always an Environmental Officer on board. For Hapag-Lloyd Cruises, it was decided in the reporting year to introduce an additional officer position throughout the fleet, who will be responsible for 50% of Environmental Management operational tasks. The new position will be implemented in the first half of 2026.

GRI 2-13, 2-23, 2-24, 2-29, 101/3-3, 301/3-3, 302/3-3, 303/3-3, 305/3-3, 306/3-3, 404-2

Strategy and management

- Climate protection and decarbonization
- Fuel consumption and energy
- Resource consumption
- Biodiversity

product design and the conceptual design of shore excursions. Here, the experts engage whenever necessary in close cooperation with the service provider sea chefs, and focus in particular on food and hotel equipment.

Guidelines and voluntary commitments

Two overarching policy frameworks guide all TUI Cruises’ environmental management activities: the Environmental Policy and the Quality Policy. These bundle the principles of entrepreneurial action and formulate them as a binding voluntary commitment of the company. They range from the full preservation of nature and the efficient use of energy and resources, through consistent environmental protection and minimizing the negative impact of business activities, to meeting guests’ quality and environmental requirements while ensuring compliance with respective legal obligations.

Both policies are reviewed annually by Company Management and updated if necessary. In the reporting year there was no cause to make any adjustments to their contents. Company internally, TUI Cruises communicates the policies to shore-based employees, in particular as part of new employees’ sustainability training. Furthermore, the Quality Department also informs employees about the Environmental Policy and Quality Policy in their introduction to the company’s Integrated Management System. The crews on board are required to comply

with a Royal Caribbean Group Environmental Policy; this is actively explained in the mandatory environmental training course and can also be viewed at any time on the ship’s Environmental Information Board.

In addition to the statutory requirements, further TUI Cruises internal guidelines and position papers specify the company’s claim and voluntary environmental commitment. Besides the TUI Cruises Supplier Code of Conduct, these also include the Shore Excursion Policy (see also “[Social | Responsibility for Society](#)”), the Guideline on Environmental Protection in the Workplace, as well as the Microplastics Directive, which sets out how to avoid products (including cosmetics) containing microplastics in both fleets’ hotel operations. Furthermore, various guidelines define the company’s sustainable purchasing principles, for example for the procurement of eco-friendly paper products and the environmentally friendly execution of functions and events. Additionally, TUI Cruises developed its own Animal Welfare Directive in the reporting year: this defines binding standards for the protection of animals and their natural habitats on land and at sea. It also sets out targeted measures for shore excursions, nautical ship operations, and sustainable product design. The new [Corporate Sustainability website](#), also launched in 2025, bundles all relevant information at a single point and provides easy access to reports, certificates, guidelines, and corporate policies in a transparent manner. This way, TUI Cruises seeks to achieve the greatest possible transparency towards all stakeholder groups.



The new Animal Welfare Directive regulates the treatment of animals as well as the protection of their habitats on land and at sea.

On board each ship, all environmental guidelines, standards and work instructions are bound together in the Environmental Manual of the Ship’s Safety and Quality Manual (SQM). The respective Environmental Officers are responsible for implementation; this ensures compliance with all environmental regulations for ship operations. Particularly relevant in this regard are the MARPOL Convention requirements and the Emission Control Areas defined by the International Maritime Organization (IMO), as well as exhaust gas purification (scrubber) systems operations. Requirements for waste disposal and the documentation of all of a ship’s environmentally relevant processes and activities are also defined in the Environmental Manual.

CLIMATE PROTECTION AND DECARBONIZATION

The Roadmap to Decarbonization

Climate protection and decarbonization are at the core of the TUI Cruises sustainability strategy. The company sees this as the most powerful lever for minimizing its own environmental footprint. TUI Cruises is convinced that the decarbonization of shipping can only be achieved holistically across the industry. With a share of approx. 0.6% of the total shipping sector, cruise shipping cannot drive decarbonization on its own; nevertheless, it has been setting standards in maritime environmental protection for years with technical innovations and therefore plays a pioneering role in climate protection within the shipping sector.

The TUI Cruises Roadmap to Decarbonization was developed in close consultation with the two parent companies and is being continuously developed further in collaboration with them. The target corridor is specifically aligned with the European Union’s climate targets, the IMO Greenhouse Gas Strategy, and the Cruise Lines International Association (CLIA) [climate protection commitments](#). Relying on the overarching decarbonization strategies of the two parent companies, TUI Cruises Management establishes the fundamental guidelines. These are

Carbon Reduction Roadmap – internal implementation

The Roadmap to Decarbonization was first defined in 2022. This was followed by the successful validation of TUI Cruises’ climate target by the SBTi at the beginning of 2023. In this context, in its internal Carbon Reduction Roadmap TUI Cruises has detailed the measures it will take to achieve the SBTi target by 2030. The technical and operational measures are usually defined across fleets but also on a ship-specific basis, depending on planned dry-dock periods, the respective sailing area and technical requirements.

The required measures and investments are determined based on the budgets approved annually by the Management and the respective CO₂e reduction plan; implementation is then continually monitored by the project lead. Management is informed monthly about the status of respective measures, as is the TUI Group, which has calculated the targets and officially submitted them

to the SBTi. A specially established working group consisting of experts from the relevant departments drives the implementation of measures. Under the leadership of Sustainability Management, intensive work is being undertaken to implement the numerous measures according to plan.

In addition, TUI Cruises is implementing a wide range of measures to achieve its short, medium and long-term climate targets. These initiatives range from retrofitting shore-power connections to testing and blending biofuels. They also include introducing innovative propulsion technologies for future climate-friendly fuels. Together, these steps systematically address our short, medium, and long-term climate targets.

GRI 2-6, 2-12,
2-13, 2-23, 2-24,
302/3-3, 305/3-3

then specified and designed in detail by the Sustainability Department in close cooperation with the company’s further relevant specialist departments (see also “[Environment I Clear assignation of responsibility for environmental topics](#)”).

Notwithstanding the fundamentally successful implementation of Carbon Roadmap measures, TUI Cruises recorded an absolute increase in CO₂e emissions of 10.87% (WTW) in 2025 versus the previous year. Absolute emissions increased in particular due to continued fleet growth with the commissioning of *Mein Schiff Relax* in early 2025. Another reason is the ongoing, extensive rerouting that continues to be necessary due to the hostile activities of the Houthi rebels in the Red Sea. Due to this threat and the temporary closure of the Suez Canal to passenger traffic, TUI Cruises decided as early as 2024 to take the long detour around the Cape of Good Hope. The numerous reroutings of several ships are leading to a permanent increase in CO₂e emissions. As no political solution to the conflict is currently apparent, like other cruise fleet operators, TUI Cruises expects to have to operate without passing through the Red Sea and the Suez Canal in the medium term.

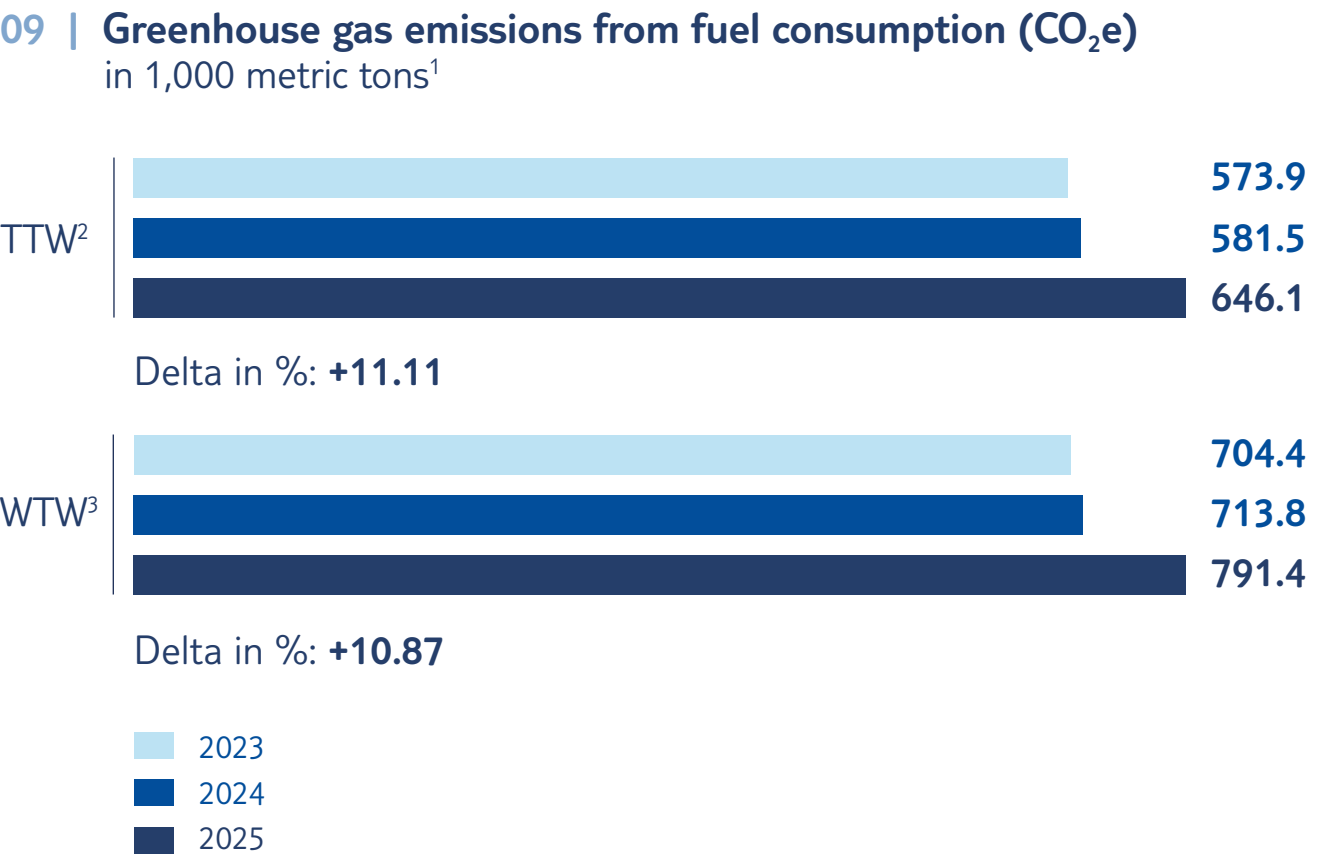
Mein Schiff Relax, the first vessel in the new InTUltion Class, was commissioned in March 2025. With this new addition to the fleet, the company’s absolute CO₂e emissions increased as previously mentioned. At the same time, the ship contributes to lowering CO₂e emissions per

APCD through the use of efficient technologies. As a result, specific CO₂e emissions per APCD were reduced by a total of 12.51% (TTW) in 2025 compared to the previous year.

The Roadmap to Decarbonization is a core element within TUI Cruises’ Sustainability Strategy 2030, and its implementation is therefore a key corporate goal. TUI Cruises has set itself specific short, medium and long-term targets for further operationalization. In the medium term, i.e. by 2030 at the latest, TUI Cruises wants to operate the first climate-neutral cruise.

Together with Marella Cruises, a TUI Group cruise brand, TUI Cruises has committed to reducing absolute CO₂e emissions by more than a quarter (27.5%) by 2030 compared to 2019. This target was validated by the SBTi in 2023 as part of a review of the TUI Group’s CO₂e reduction targets for its cruise sector – in addition to TUI Group’s sector targets for its own airlines and hotels. Together with Marella Cruises, TUI Cruises is thus one of the first cruise sector companies to set a scientifically validated and independently audited CO₂e reduction target for fuel-related greenhouse gas emissions (Scope 1 and Scope 3, Well-to-Wake).

The Roadmap to Decarbonization is a specific action plan and was developed for the achievement of the SBTi target by 2030. It serves as a timetable for technical and operational reduction measures as well as for associated investments; it also models the corresponding CO₂e



The Biofuel Blend and Bio-LNG were integrated in the CO₂ TTW calculation.

¹ Gases included: CO₂, CH₄, N₂O; source for the emissions factors/values applied for the global warming target: DEFRA 2024 – GHG Conversion factors

² TTW: Tank-to-Wake (Scope 1). This calculation exclusively comprises greenhouse gas emissions arising from onboard fuel combustion.

³ Well-to-Wake (Scope 3). This calculation applies the Life Cycle Analysis methodology and comprises the greenhouse gas emissions of a fuel that arise from its production, transportation and then its use onboard a ship.

10 | Emissions intensity (CO₂e)
in kilograms/APCD¹

	2023	2024	2025	Delta in %
TTW ²	88.10	86.19	75.41	-12.51

¹ Available Passenger Cruise Days

² TTW: Tank-to-Wake (Scope 1). This calculation exclusively comprises greenhouse gas emissions arising from onboard fuel combustion.

- Strategy and management
- Climate protection and decarbonization
 - Fuel consumption and energy
 - Resource consumption
 - Biodiversity

reductions. In the long term, TUI Cruises’ goal is to achieve climate-neutral operations by 2050 at the latest. The company is thus following the IMO Greenhouse Gas Strategy and the CLIA climate target of achieving net-zero emissions by 2050.

TUI Cruises is convinced that consistent investment in environmental protection pays off in the long term – for the environment as well as for the company. Customer expectations, requirements from policymakers and NGOs, and legal regulations are also clearly setting a course toward the decarbonization of international shipping and, consequently, the cruise industry as well. From a commercial perspective, the inclusion of shipping in the European Emissions Trading System in 2024 will also promote investments in low-CO₂e technologies and fuels.

In the reporting year, TUI Cruises acquired emission allowances under the European Union Emissions Trading System (EU ETS) for the first time to compensate for its 2024 CO₂e emissions. The acquisition of allowances is now an established permanent process and is carried out in full compliance with all legal requirements. The required number of emission allowances is determined based on the fuel consumption recorded during the reporting year. The considerable additional costs that result were taken into account accordingly in business planning for 2025 and subsequent years.

GRI 2-23, 2-24,
201/3-3, 201-2,
305/3-3

FUEL CONSUMPTION AND ENERGY

The decisive levers for reducing CO₂e emissions and other air pollutants are the reduction of fuel consumption, the most efficient use possible of onboard energy, and the use of alternative low-emissions fuels. TUI Cruises is taking targeted measures to access all of these.

Fuel consumption is already influenced during itinerary planning by selecting the route and speed. For example, routing adjustments in combination with optimal port arrival and departure times enable a lower speed between two destinations – and the lower engine load reduces fuel consumption correspondingly. Furthermore, TUI Cruises has developed and implemented Ship Management directives that provide specific guidelines for energy-efficient sailing and navigation. These requirements were set out in an app in the reporting year and used for the first time. As part of a six-month pilot project in collaboration with the company Signol, these were then tested aboard the *Mein Schiff*[®] fleet. The app shows the Captain and Chief Engineer individual and achievable fuel saving targets. These include ensuring punctual departure in order to minimize avoidable engine running times, for example. Personalized recommendations for action and savings targets can therefore be communicated to the crew. The goals achieved, and thus the environmentally friendly actions of the ship’s command, are additionally rewarded through donations to environmental projects. In the reporting year a total of 199 metric tons of fuel was saved and 624 tons of CO₂ emissions were avoided; thanks to these good results the project will be continued in 2026.

Consumption by onboard technical systems, such as air conditioning, lighting and electrical appliances in the galley sector, can be reduced by selecting models that are as energy-efficient as possible. In addition, using waste and residual engine heat can also lower specific energy consumption. Further, *Mein Schiff 3* was successfully retrofitted with a shore power connection in the reporting year. This means that the entire *Mein Schiff*[®] fleet is now shore-power capable. With the exception of the EUROPA, the Hapag-Lloyd Cruises fleet is also shore-power capable.

Last but not least, technical measures such as the use of alternative low-CO₂ fuels and optimal ship design, in particular hull design, make a major contribution to minimizing fuel consumption. In addition, exhaust gas purification measures are in place to effectively limit the emission of air pollutants (see “[Environment | Innovative exhaust gas purification](#)”).

Dry-dock periods continue to be used for ship optimizations. In the reporting year, the *Mein Schiff 4* received a new, more efficient propeller and a new hull coating during her Dubai drydock layover in January of the reporting year; both measures lower hull drag and thus unlock fuel savings.

11 | Fuel consumption on board in 1,000 metric tons



Delta in %: +12.63

12 | Breakdown of fuel types used in 1,000 metric tons

	2023	2024	2025	Delta in %
HFO	116.4	116.6	107.3	-7.98
MGO	46.6	47.5	67.7	+42.53
VLSFO	17.6	18.8	20.2	+7.45
LNG	–	–	9.3	–
Bio-LNG	–	–	1.7	–
Biofuel Blend (Biofuel, MGO)	0.1	0.1	–	–

HFO = Heavy Fuel Oil
MGO = Marine Gasoil
VLSFO = Very Low Sulfur Fuel Oil
LNG = Liquefied Natural Gas
Bio-LNG = Bio Liquefied Natural Gas
Biofuel Blend = Biodiesel Blend (Biofuel, MGO)

Improved planning – higher efficiency

Fleet Energy Performance Management is a fixed organizational unit ashore established to provide cruise fleets with intensive support in evaluating their own fuel and energy consumption. The unit summarizes energy-related information as well as key performance indicators and produces clear reports for the ship’s command. These provide information on where opportunities to increase operational efficiency and thus identify potential savings. In addition, Fleet Energy Performance Management includes the development of specific measures and concepts for the introduction of new technologies targeting reduced consumption and raising efficiency. The Fleet Energy Performance Manager develops business cases for these and presents them for example to the Roadmap to Decarbonization team, so this body can advise and decide on pilot or retrofit projects.

A new data-based tool for route and itinerary planning was finalized in the reporting year and has already been implemented: the Fleet Voyage Optimization Tool helps the ship’s command to precisely analyze and evaluate existing optimization potentials for each voyage and subsequently make them usable through appropriate measures. Additional functions are planned for implementation in 2026 and the years to come, to further improve decisions on board regarding navigation adjustments.

An AI tool for optimized hull management is under development, intended to facilitate the detection of fouling on the outer skin. This allows more targeted cleaning measures and a reduction in hull drag. Furthermore, various colors and coatings for the underwater painting of the outer skin are also tested and compared. Measures such as these lower ships’ hull drag and therefore have a direct and positive impact on fuel consumption.

In addition to the existing *Mein Schiff*® models, digital models have also been created for the Hapag-Lloyd Cruises fleet; in future these will also be used to analyze and manage the fuel consumption and energy performance of this fleet in a more targeted way.

Even though the potential for CO₂e reduction in ship operations is disproportionately greater, TUI Cruises also monitors energy consumption at its shoreside office sites very carefully. This is mainly determined by the use of electricity and heating. In a cluster procedure with the TUI Group, regular energy audits are carried out at the company’s two leased locations in accordance with Section 8a of the Act on Energy Services and Other Energy Efficiency Measures.

Shore power

All new TUI Cruises new-build ships are consistently equipped with shore-power connections. Ships already in service are being retrofitted progressively, mostly within routine dry-dock layovers. Early in the 2025 reporting year, *Mein Schiff 3* was the last ship to be retrofitted with a shore power connection as scheduled. This means that the entire *Mein Schiff*® fleet is now shore-power capable. The company’s objective remains to operate a fully shore-power capable fleet across both brands by 2030.

In 2025, more than 35 shore power facilities were in operation worldwide, most of them in northern Europe. Shore power connections across both fleets increased sharply again in the reporting year: 123 shore power connections compared with 81 calls in 2024 represent an increase of 51.85%. TUI Cruises continues to comply with EU requirements and provides targeted support for shore power projects with expertise, technical specifications, port-call forecasts and letters of intent in order to provide ports with planning security. This is always under the premise that the electricity provided locally is climate-friendly, i.e. generated from renewable sources, and thus actually makes a

13 | TUI Cruises fleet consumption of shore power in 1,000 kilowatt-hours



positive contribution to climate protection. The reporting year saw significant improvements regarding the transparency of shore power energy sources. TUI Cruises requested certificates of green electricity sources and received proof from almost all ports of call of green electricity sources demonstrating their procurement of energy from renewable energy sources. These prove that the energy is provided from renewable sources. The share of green electricity in 2025 was 91.71%, meaning 115 port calls were powered entirely by green electricity. The next review is planned for 2026.

The consistent use of shore power is an effective lever in reducing atmospheric emissions. This is because cruise ships spend around 40% of their operating time in port.

Innovative exhaust gas purification

Climate protection continually requires the use of the most advanced applicable technologies to minimize CO₂e emissions and other air pollutants. This applies both to ship new-build projects and to the consistent retrofitting of existing fleets. In this regard, TUI Cruises is following a long tradition with both its fleets. In 2013, for example, the EUROPA 2 was one of the first cruise ships to be delivered with a shore power connection and selective catalytic reduction system (SCR). All HANSEATIC expedition ships have also been delivered with SCRs.

Mein Schiff® set industry standards with its combined exhaust gas purification system consisting of a hybrid scrubber and SCR catalytic converters fitted to fleet vessels from *Mein Schiff 1* to *Mein Schiff 6*. This purification system reduces sulfur emissions by up to 99%, lowers nitrogen emissions by around 75% and cuts particulate emissions by up to 60%. Catalytic converters are also in service on the current new-builds: on *Mein Schiff 7* and the InTUltion class, these achieve the EURO 6 standard in port. Since the new-builds from *Mein Schiff 7* onwards do not use heavy fuel oil, the use of hybrid scrubbers on these ships is no longer necessary.

By using lower-emission fuels such as marine gas oil (MGO) for the Hapag-Lloyd Cruises fleet, as well as implementing exhaust-gas purification systems consistently across both fleets, TUI Cruises has already significantly reduced ship operation emissions. Hapag-Lloyd Cruises' new Expedition Class has run exclusively on marine diesel, a particularly low-sulphur fuel, since 2020. The corresponding ship operation standards go significantly beyond legal requirements. For example, both marine diesel (0.1% sulfur content) and the scrubbers of the *Mein Schiff*® fleet, which are also designed for an exhaust gas sulfur content of 0.1%, perform well below the international IMO limit of 0.5%.

Furthermore, TUI Cruises has a fleet-wide guideline that requires catalytic converters to be used in all port regions and at piers worldwide. This is only required by law for the Nitrogen Oxide Emission Control Areas (NECAs) designated by the IMO, such as the coastal regions of the USA and Canada as well as the North Sea and Baltic Sea.



SHORE POWER CAPABLE FLEET

- HANSEATIC nature

HANSEATIC inspiration

HANSEATIC spirit

EUROPA 2

Mein Schiff 1

Mein Schiff 2

Mein Schiff 3

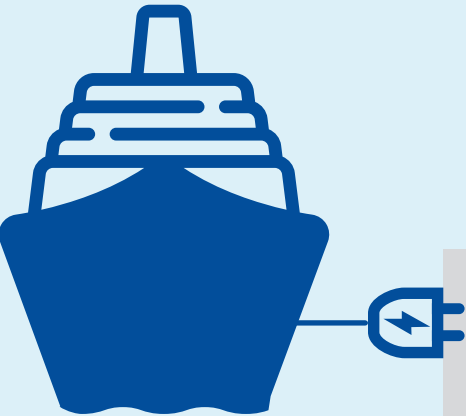
Mein Schiff 4

Mein Schiff 5

Mein Schiff 6

Mein Schiff 7

Mein Schiff Relax



Using low emissions fuels

TUI Cruises is working consistently on the transformation of the fuels it can use. Theoretically, all TUI Cruises ships may currently be operated on a biodiesel blend; only synthetic e-fuels cannot be used without technical modifications to engines and tanks, for example. Due to the cost and limited availability of sustainable biodiesel, TUI Cruises is progressively raising the percentage of sustainable fuels it uses through test runs. Since 2022, tests with biodiesel blends have already been successfully carried out on Hapag-Lloyd Cruises and the *Mein Schiff*® fleet. In August 2025, *Mein Schiff Relax* refueled with bio-LNG for the first time in the port of Barcelona. Bio-LNG was bunkered twice on *Mein Schiff Relax* in the reporting year, in Barcelona and on the Canary Islands. With these steps, TUI Cruises reaffirms that bio-LNG will be an integral part of the fuel mix in the near-future. A significant increase in the share of bio-LNG is planned for 2026.

New-builds

The TUI Cruises fleets are among the youngest and most energy efficient fleets on the international ocean cruise market. All ships meet the requirements of the IMO Energy Efficiency Design Index (EEDI) when they are put into service, and in most cases these requirements are even far exceeded.

When planning new-build projects, TUI Cruises participates in the research and development work of the Royal Caribbean Group, whose experts have researched next-generation propulsion systems for many years. Other key development partners are the engine manufacturers for existing TUI Cruises ships and the shipyards commissioned.

Going forward, TUI Cruises will continue to focus consistently on technical innovations in ship propulsion. While it is currently impossible to predict exactly which low-emission fuels will dominate in the long term, especially on a global scale. TUI Cruises pursued two different technical approaches in the two new-build projects, *Mein Schiff 7* and the InTUltion Class. *Mein Schiff 7*, brought into service in 2024, was designed as one of the first cruise ships with a methanol-capable propulsion system (four-stroke engine), in order to enable the future use of green methanol. The necessary technical components for this are already in the development phase. This will allow greenhouse gas emissions to be significantly reduced. In commercial shipping, the first methanol propulsion projects for two-stroke engines are currently in the planning and implementation phase.

With *Mein Schiff Relax*, successfully commissioned in the reporting year, and its sister ship, *Mein Schiff Flow*, planned to enter service in 2026, TUI Cruises is relying on liquefied natural gas (LNG) as fuel. Both new-builds belong to the new InTUltion Class, whose vessels are equipped with innovative dual-fuel propulsion. These allow the use of synthetic LNG, for instance e-LNG, and the use of renewable LNG (bio-LNG) is also possible without technical adjustments. In 2025, *Mein Schiff Relax* was already able to bunker lower-emission fuel in the form

of bio-LNG twice, for example. This underlines the company’s consistent transformation towards lower-emission cruising and marks another milestone in the implementation of our own climate targets for 2030 and beyond.

The challenge, especially in the years to come, will be to drive the development, production and distribution of low-emission synthetic fuels – so-called ‘future fuels’. Similar to air transport, ocean shipping is also highly dependent on these fuels becoming market-ready and available on an international scale.



First bio-LNG bunkering for Mein Schiff Relax: The new Mein Schiff® vessel is being refueled with bio-LNG at the port of Barcelona.

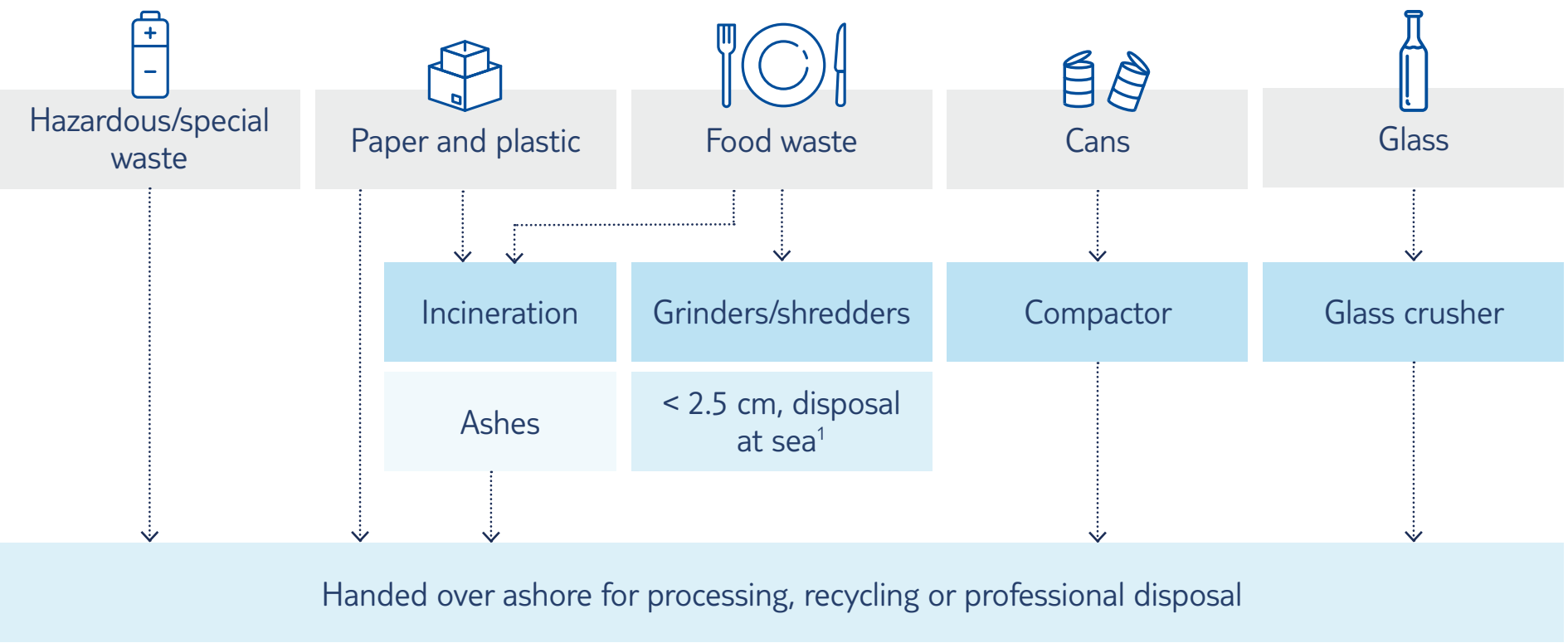
RESOURCE CONSUMPTION

For a cruise company such as TUI Cruises, the responsible use of natural resources is a core environmental management topic. The company focuses in particular on the areas of waste and water, for which clear strategies and specific objectives have already been defined. To this end, TUI Cruises works with various stakeholders to reduce the use of plastics, including Futouris e.V. and Travel without Plastic. In parallel, cruise guests are actively involved and informed how they can contribute to minimizing onboard waste and freshwater consumption.

Waste

TUI Cruises’ waste management follows the principle of ‘avoiding before reducing before recycling’. The goal is to avoid onboard waste as far as possible, for example by purchasing large containers of goods instead of single-portion packaging and by applying reusable solutions such as reusable instead of disposable laundry bags. The company proactively seeks dialog with partners and suppliers as early as the procurement stage in order to source products and materials that are as environmentally friendly as possible. The company engages in a particularly close exchange with sea chefs, as this service provider procures a major share of products for the ships’ hotel operations.

14 | Onboard waste disposal



¹ At more than 12 nautical miles from shore (1 nautical mile = approx. 1.85 km)

Onboard waste is collected, fractioned and recycled wherever possible. During shore excursions too, garbage is collected and disposed of professionally to avoid any negative environmental impacts.

Onboard waste separation is comparable to shoreside processes, with paper, glass, food waste, plastic, packaging material, cans as well as hazardous waste and hazardous substances separated. Some of these are shredded and pressed into cubes on board and then handed over to waste disposal companies in port for environmentally friendly recycling or disposal, for instance via thermal recovery.

15 | TUI Cruises fleet waste volume in 1,000 cubic meters

	2023	2024	2025	Delta in %
Waste volume	56.6	67.6	86.4	+27.81

Waste sorting and disposal are carried out in accordance with MARPOL regulations. The quantities and types of waste generated are documented accordingly in the onboard Garbage Record Book and recorded centrally via the Royal Caribbean Group in an online database. TUI Cruises’ Sustainability Management then collates and evaluates this data for the two fleets. The respective disposal companies’ waste receipts form the basis for this. In some ports such as Barcelona, Spain, TUI Cruises has direct contracts with waste management companies, but in most ports the waste management service providers are contracted by the respective Port Authority.

Currently, the measures focus especially on reducing plastic waste, transport packaging, and paper consumption. For example, TUI Cruises now relies on digital instead of print media for its personalized approach to passengers on the *Mein Schiff*® fleet. On board *Mein Schiff 7* and *Mein Schiff Relax*, this conversion has already been fully implemented by using the in-cabin message function on cabin TV screens. On *Mein Schiff Flow*, scheduled to enter service in 2026, an inbox function in the app or on the dashboard is to be used in a pilot project and tested for addressing guests directly. Following a successful test phase, the prompt introduction of this solution is planned for the entire fleet.

In addition, in the reporting year TUI Cruises launched a cooperation with the Port of Tallinn and the Estonian Food Bank to minimize food waste and support local communities. Surplus food from *Mein Schiff 7*, which calls at Tallinn, was donated to local people in need. This cooperation enables TUI Cruises to combine environmental responsibility with social commitment and complements onboard measures already established to avoid food waste. The pilot project is a great example of a pragmatic, solution-oriented partnership between all parties involved and will be continued in the summer of 2026 and expanded to other TUI Cruises port regions.

Wasteless – reusable instead of disposable

Along with the TUI Group, TUI Cruises has joined the Global Tourism Plastic Initiative and made a voluntary commitment to avoiding plastic. The objective is to eliminate problematic or unnecessary plastic packaging and items on board. With the WASTELESS program, TUI Cruises is already setting an example for the avoidance and reduction of plastic and single-use products on board its ships.

For example, in 2022 paper straws were replaced by glass drinking tubes that can be cleaned and reused. This way the company saves around ten million plastic straws per year and relieves the environment of around ten metric tons of plastic*. Reusable and BPA-free ice-cream cups are now used in all ice-cream bars in the *Mein Schiff*® fleet. Since

2023, ice-cream spoons are no longer made of wood but of stainless steel and can therefore also be reused. Already since 2022, stainless steel is used for chopsticks, meaning that around 30,000 wooden chopsticks have been saved every year.

Since 2023, TUI Cruises has also dispensed with garbage bags in the main cabin rooms across the entire *Mein Schiff*® fleet, saving around 1.6 million bags a year. Garbage bags are currently only used in the bathrooms. In addition, the bioplastic PLA (polylactic acid) bags previously used have been replaced by washable and therefore reusable pure cotton bags. These help eliminate around 200,000 disposable laundry bags annually throughout the fleet. In 2024, the in-cabin coffee capsules were also converted to a type made from renewable raw materials. These Fair Caps capsules are not made of aluminum or plastic but of cellulose and a vegetable oil derivative. Since the introduction of the WASTELESS program in 2018, more than 34 million plastic and disposable items have been eliminated.

Numerous measures to reduce plastics have also already been implemented across the Hapag-Lloyd Cruises fleet. For instance, plastic drinking straws have been completely withdrawn, biodegradable coffee capsules are used in the suites, and disposable tableware is no longer provided at beach BBQs on shore excursions, for example.

*Estimate by TUI Cruises assuming that a plastic straw weighs approximately 1 gram.

Promoting the circular economy

To use resources as responsibly as possible and permanently ease the burden on the environment and our climate means keeping materials and products in the cycle for as long as possible. Based on this principle, TUI Cruises supports establishing a circular economy and takes a holistic approach that shapes its value chains as an overarching principle – from product design, through production and use, to disposal or recycling. As a tourism company, TUI Cruises can make an effective contribution to sustainability, particularly through its purchasing approach. To achieve this, the company establishes processes that promote environmentally friendly product design and material recycling, support resource-saving consumption patterns, and enable the targeted use of products made from recycled or organic based materials.

The following circular economy measures (circularity concept) have already been developed or are being implemented:

- Continuation of the Circular Cruising project for circular packaging concepts, in cooperation with Futouris e.V.
- Supply chain analysis and training in the circular economy topic area
- Identification of key products and suppliers
- Definition of guidelines for the procurement of circular products and packaging
- Definition of guidelines for the procurement of materials
- Optimization of the onboard sorting and recycling process



GRI 2-23, 2-28,
 301/3-3, 306/3-3,
 306-2

In addition, there are already numerous specific examples on board the ships that demonstrate how TUI Cruises is embracing the circularity concept and already complying with circular economy principles. The focus here is on the use of more sustainable materials in hotel operations, the provision of corresponding products and food items for guests, as well as the design of cabins and furnishings, where recycled materials are increasingly being used.

The reporting year saw a continuation of the Circular Cruising project launched in 2024 for circular packaging concepts on cruise ships. The project was implemented by Futouris and TUI Cruises together with EPEA GmbH and aims to reduce resource consumption and environmental pollution throughout the cruise ship supply chain. To make this a reality, currently problematic onboard packaging flows were first identified and practical circular packaging concepts were then developed based on this data. To measure progress, clearly defined key performance indicators (KPIs) are used. Sector-wide knowledge transfer is planned for 2026: Futouris is to publish and disseminate free of charge the recommendations developed for the implementation of circular economy approaches. The goal is to help minimize packaging waste in the overall cruise and hotel sector. In addition, a pilot test in the area of packaging flows is planned for 2026, building on the results of the project.

Last but not least, regular donations such as supporting the not-for-profit association DER HAFEN HILFT! e.V. ('The Port Helps Out!') also contribute to extending furniture product lifetimes, while fulfilling a social purpose: this association arranges well-preserved material



Volunteers from the association "DER HAFEN HILFT!" accepting furniture from the EUROPA in Hamburg for further use.

donations for further use to people in need in Hamburg and the surrounding area, as well as to other social organizations. In the reporting year, TUI Cruises donated sofas as well as tables and chairs from the EUROPA, theater equipment from *Mein Schiff 2*, TVs and printers, sports equipment, mattresses, quilt covers and pillows, balcony furniture, sun loungers, and life jackets.

Water and wastewater

Using water responsibly is a matter of course for a cruise company such as TUI Cruises. Ship operations are in focus here too, while the very low water consumption at the leased shoreside office sites is largely negligible.

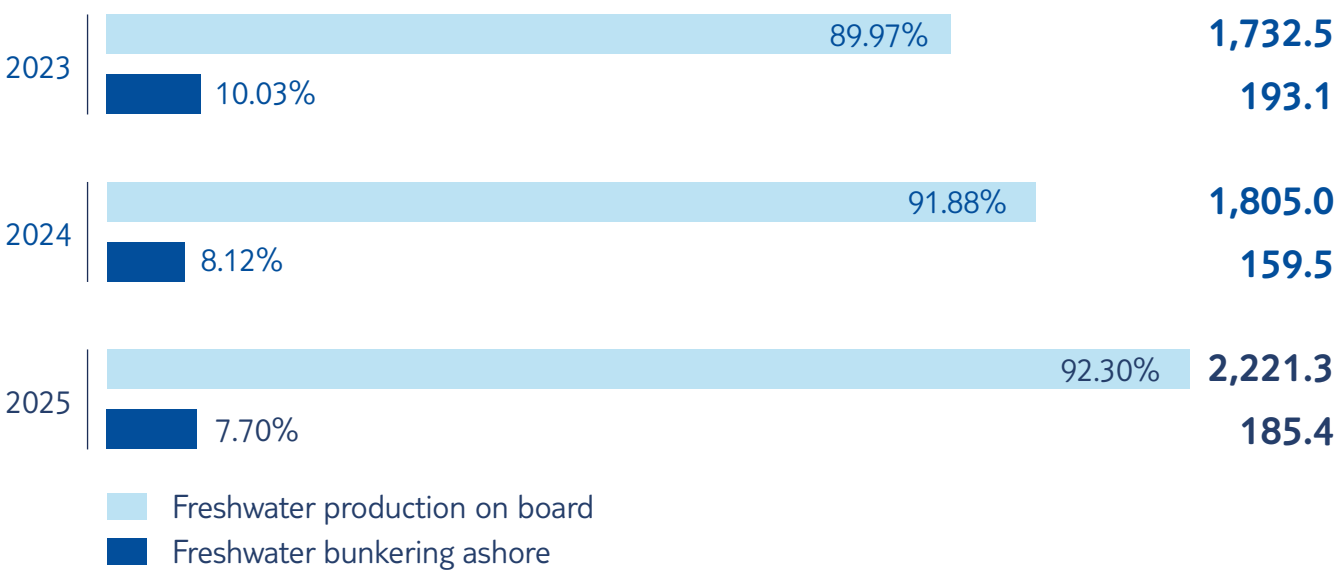
TUI Cruises aims to reduce onboard water consumption continuously and to promote the responsible use of sea and freshwater through targeted measures. From black and grey water to the liquids in food waste, all wastewater is treated using state-of-the-art treatment technologies which perform far beyond legal requirements. In addition, both fleets’ ships produce the majority of their freshwater demand on board through their own seawater desalination systems. This leads to a considerable reduction in the amount of freshwater taken on board and is particularly important in water-scarce holiday regions.

Freshwater

Freshwater can either be bunkered ashore in ports or generated on board by a seawater desalination plant. For this purpose, seawater is taken on outside the twelve nautical mile zone and transformed into freshwater on board via reverse osmosis. Following various mineralization stages this water can then also be used as drinking water.

Water is used in a wide variety of ways on board the fleets, in much the same way as in hotel operations ashore. The water saving measures are also very similar and include reduced towel and bedlinen changes,

16 | **Freshwater production and bunkering**
in 1,000 cubic meters and percentage share



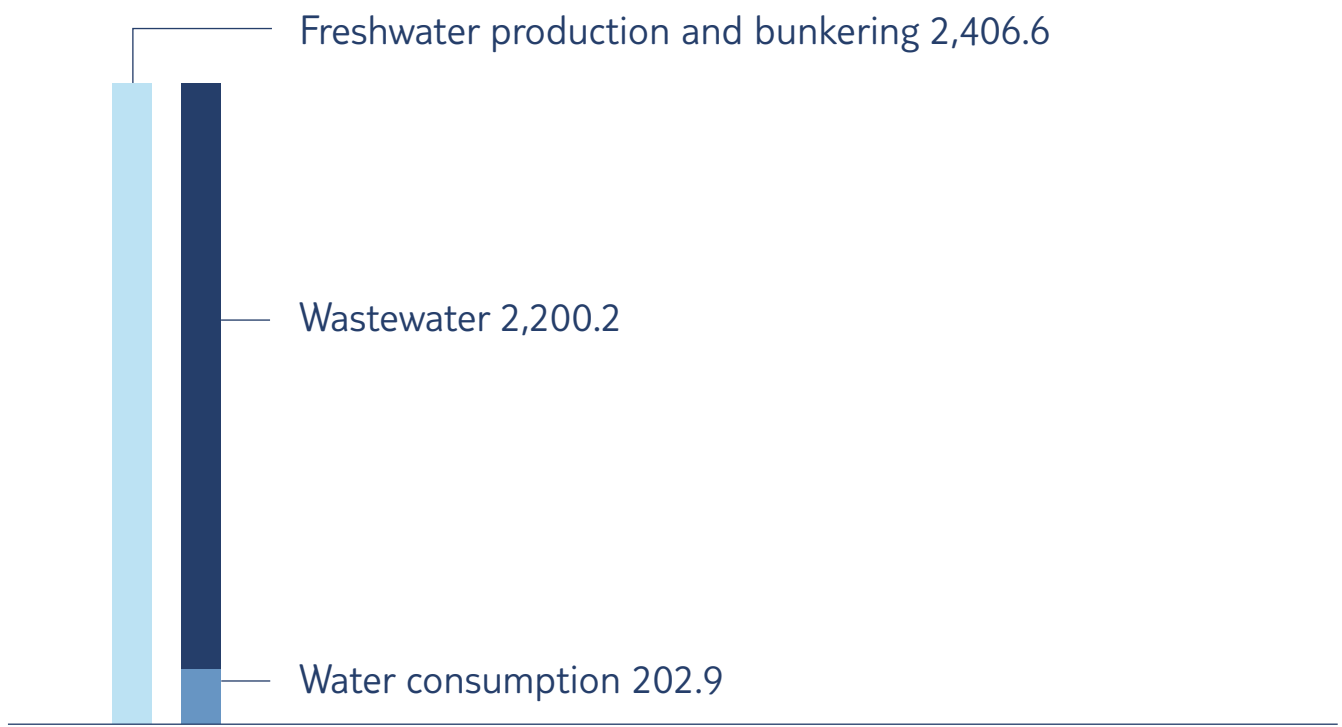
infrared activated faucets, vacuum operated toilets, as well as water-efficient dishwashers and washing machines. TUI Cruises works continually to achieve further reductions in water consumption. However, the technical possibilities for this are limited because the comparatively new ships in both fleets already use state of the art water-saving systems. Further improvements must therefore be achieved primarily through behavioral changes in water consumption.

Wastewater

To ensure consistently responsible wastewater management, TUI Cruises has implemented efficient water-management processes on all its ships. The Environmental Manual of the SQM contains a separate chapter on wastewater and bilgewater as well as ballast water, which describes the individual standards and processes for treatment and discharge in detail.

Regarding wastewater management, TUI Cruises complies with MARPOL requirements as well as local laws which are sometimes more stringent; these are documented centrally in the Environmental Matrix for each port. In accordance with these specifications, the Environmental Officer (*Mein Schiff*®), and the Staff Captain at Hapag-Lloyd Cruises, carry out wastewater discharge planning together with the ship’s command and the respective Port Authority. All wastewater discharges (ashore and at sea) must be precisely documented and proven during port inspections.

17 | **TUI Cruises fleet wastewater volume and water consumption**
2025, in 1,000 cubic meters



In the case of wastewater recirculation, neither the onshore discharge of the AEP (Advanced Emission Purification System) wastewater (closed loop) nor the discharge at sea of AEP Wash Water (open loop) are taken into account. In addition, the intake and dispensing of water on board the TUI Cruises fleet often takes place at different times, so that the calculation periods may differ.

GRI 2-23, 2-24,
303/3-3, 303-1,
303-2, 303-3,
303-4, 303-5

Beyond this, TUI Cruises has joined the voluntary commitment of the CLIA industry association, which goes beyond existing statutory requirements. This stipulates that TUI Cruises treats all wastewater, including grey water, during regular ship operations. The treatment of grey water is not mandatory under MARPOL regulations. TUI Cruises has also committed itself to a stricter limit for the treatment of bilge-water. The oil content in bilgewater is limited to a maximum of 5 ppm, while the international limit is 15 ppm. Compliance is ensured by an oil separator that separates oil from engine-room bilgewater until the oil content is no more than 5 ppm. This limit is continuously monitored until the treated water is discharged into the sea. TUI Cruises offloads the oily residues exclusively to qualified waste-disposal companies ashore.

All TUI Cruises ships are equipped with wastewater treatment systems. These include the latest generation of Advanced Wastewater Purification (AWP) systems. For example, all wastewater generated on board is now disinfected with UV at the end of a five-stage wastewater treatment system on all ships, with the treatment standard matching that of shore-based wastewater treatment plants. All treated wastewater is either disposed of outside the three or twelve-nautical mile zone at sea or handed over to port wastewater processing facilities ashore. In particularly sensitive areas such as the Great Lakes or the Baltic Sea, discharge is almost exclusively carried out ashore.

Uncompromising wastewater treatment

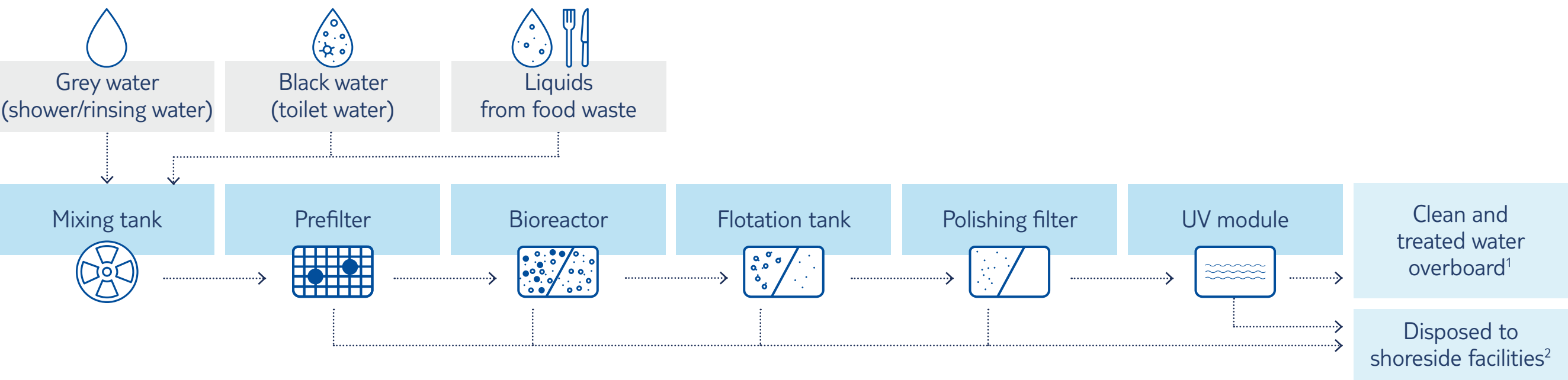
On ships fitted with AWP systems, all wastewater generated on board is discharged from the various onboard collection and generation points into a mixing tank. When the tank reaches capacity, the waste-water is first relieved of larger solids and impurities such as plastics or paper in an upstream coarse filtration step via a high-pressure system. TUI Cruises collects the solids and stores them until they can be disposed of ashore.

The next treatment stage takes place in a bioreactor with the aid of bacteria; these settle on a biofilm carrier and decompose the organic components of the wastewater. The AWP then pumps the wastewater

into the flotation tank. There, the remaining solids rise to the surface through the addition of oxygen and polymer compounds and can be skimmed off for incineration or disposal. The wastewater then passes through the polishing filter, which filters out even the smallest particles.

The final purification stage consists of UV disinfection to kill germs and bacteria. At the end of the process, the treated wastewater meets very high standards and is either discharged to sea outside the three nautical mile zone or is disposed of ashore.

18 | AWP wastewater treatment on board



¹ At more than 3 nautical miles from shore and at a minimum speed of 6 knots (1 nautical mile = approx. 1.85 km)
² Solids captured in the treatment stages are disposed of ashore.

Protection of marine ecosystems

TUI Cruises is committed to protecting marine ecosystems and especially biodiversity at its cruise destinations. Here too, TUI Cruises not only assumes its corporate responsibility but also secures the foundation of its business as a cruise company.

The corporate Sustainability Department is responsible for implementing corresponding measures and is supported in this by the specialist departments responsible. Ashore, this is primarily Destination Management, which for example ensures the design of shore excursions according to GSTC criteria, as well as the Procurement and Product Departments in the case of species conservation, biodiversity or animal welfare aspects when procuring food and beverages. In 2023 a sustainable gastronomy concept was developed focusing on promoting animal welfare. At the same time it enables the increased use of sustainable products such as certified organic teas, coffees and wines.

On board the *Mein Schiff*® fleet, the Environmental Officer, and on Hapag-Lloyd Cruises ships the officers and ship’s command team responsible, ensure that local ecosystems are not impacted. The core focus here is on preventing invasive species being carried to other marine areas via ballast water or underwater vegetation on the ship’s hull. Additional priorities here are handling ballast water in accordance with the Ballast Water Management Convention, and fully compliant wastewater treatment operations which are strongly relevant. The

technical retrofitting of ships is particularly important in this context. For example, all ships in the *Mein Schiff*® fleet have now been fitted with a new type of ultrasound-based anti-fouling protection for cooling water systems (sea chests) during their shipyard layovers. This technology uses ultrasonic waves to prevent the formation of biofilms and keeps system surfaces free of marine vegetation and biological deposits. This is crucial for the protection of local native species because it prevents the introduction of non-native invasive organisms into local ecosystems.

While copper and aluminum anodes were previously used in the sea chests to prevent fouling, the new technology is not only environmentally friendly but also delivers time and cost savings as it eliminates all cleaning and maintenance work.

Regarding wastewater treatment, *Mein Schiff 1* meets the highest wastewater treatment standards and has been retrofitted with an additional treatment stage to reduce nitrogen and phosphate in wastewater. This enables it to meet the strict HELCOM standards for wastewater discharges that currently apply to the Baltic Sea. As all TUI Cruises new-builds are delivered with this upgraded AWP wastewater treatment systems, this also applies to *Mein Schiff 7* which was brought into service in 2024, and *Mein Schiff Relax*, commissioned in the reporting year.



In day-to-day ship operations, Environmental Officers work with the ship’s command to ensure compliance with all regulations for the protection of the marine environment.

BIODIVERSITY

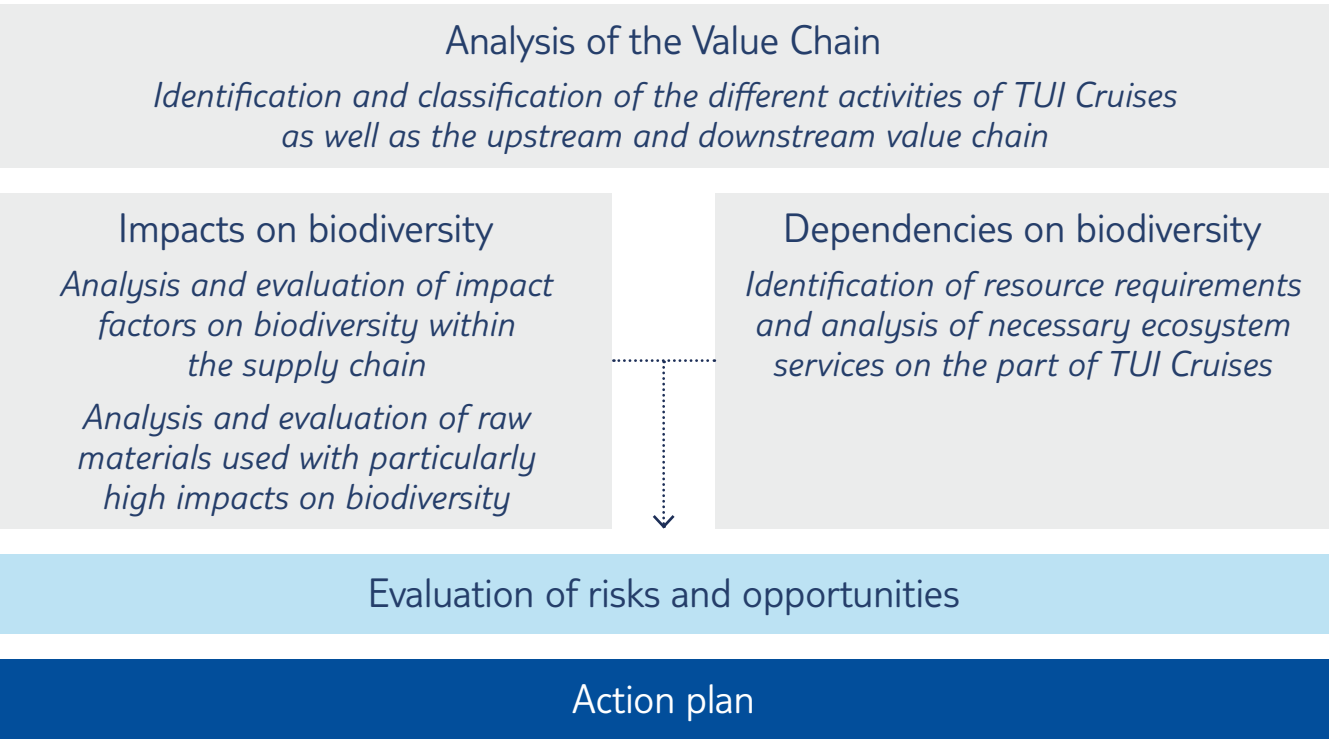
As a cruise company, TUI Cruises understands its particular responsibility to preserve and promote biodiversity. Protecting biodiversity is vitally important, as thriving marine and coastal ecosystems are not only an essential part of the travel experience but also an indispensable pillar of a healthy environment.

The reporting year saw the launch of the forward-looking Futouris industry project ‘Biodiversity in tourism: Protect to discover’ in which TUI Cruises is participating as a pilot company. The project aims to strengthen the positive effects of tourism on biodiversity at vacation destinations, minimize negative impacts, and systematically anchor biodiversity in the core tourism business.

TUI Cruises actively participated in the pilot phase in the reporting year and regularly took part in monthly project meetings along with the other pilot companies, the project partners WWF Germany, mascontour as well as the respective Futouris Project Manager. Company-specific biodiversity strategies and concrete action plans were developed in cooperation with WWF Germany and mascontour. In this effort, TUI Cruises has specifically aligned its strategy with its own tourism value chain.

GRI 2-6, 2-23,
2-24, 2-28,
101/3-3, 101-2,
101-4, 301/3-3

19 | The biodiversity assessment



The basis for this was a comprehensive biodiversity assessment carried out along the company’s entire value chain in the reporting year (similar to the DMA within CSRD reporting). Its methodology is based on the LEAP principle – Locate, Evaluate, Assess, Prepare – of the Taskforce on Nature-related Financial Disclosures (TNFD), which provides a central approach for identifying, assessing, managing and disclosing biodiversity-related risks and opportunities. On the one hand, the biodiversity impact of TUI Cruises through its business activities was assessed; on the other, the company’s dependencies on specific biodiversity factors were also evaluated.



The unique biodiversity of the Seychelles is particularly worthy of protection: Around 100 plant species are endemic here meaning they are found nowhere else in the world. Preserving them requires responsible cruise tourism.

The analysis indicated significant negative impacts on biodiversity along the entire TUI Cruises value chain. These originate in particular from changes in land use in the supply chain (e.g. agriculture, forestry and raw material extraction), interventions in marine ecosystems as well as emissions and pollutant release to air, water and soil. Further material impacts arise from the overexploitation of biological resources and the generation and treatment of waste during onboard operations. The impacts occur both within the supply chain and in the company’s own operations. They have an impact on a local, regional and global level, and this was taken into account in developing strategic counter-measures and action plan objectives.

With the biodiversity assessment and the development of relevant strategies and action plans, the first phase of the Futouris project was successfully completed in the reporting year. The implementation of biodiversity measures is planned for the second phase from 2026 onward. To complement this, in 2027 Futouris plans to publish a practice-oriented toolkit containing in-depth information and best practice examples provided by the pilot companies. Both the WWF guide and the toolkit will be available to organizations across the entire tourism sector.

Biodiversity Management – Strategy

The assessment carried out in the reporting year also provided the basis for the strategic anchoring of biodiversity work in the current TUI Cruises sustainability strategy. The TUI Cruises biodiversity strategy is a fundamental element of the company’s sustainability strategy and is mainly rooted in the ‘Planet’ and ‘People’ pillars. Within this effort, TUI Cruises pursues the strategic objective of actively contributing to the conservation and restoration of biodiversity.

Environmental impacts are systematically recorded and mitigated along the entire value chain, from the cruise destinations through to suppliers’ production countries. The objective is to avoid negative impacts on ecosystems, protect endangered species, and strengthen regenerative approaches. In close cooperation with local communities, scientific institutions and NGOs, TUI Cruises is committed to preserving natural habitats and developing sustainable supply chains. Biodiversity is firmly anchored within the corporate strategy and is incorporated in investment decisions as well as in designing the cruise guest experience.

The biodiversity action plan is currently still in the final design phase. After completion and approval by the Management, it will be published on the TUI Cruises corporate website. It builds on the overarching biodiversity strategy and translates this into action-oriented targets and measures throughout the tourism value chain.

Strategic objectives of the biodiversity action plan

The action plan’s strategic objectives have been defined and comprise the following foci:

1. Minimize negative impacts on biodiversity through responsible sourcing, with a focus on the supply chain.
2. Promote sustainable gastronomy concepts in the Food & Beverage sector.
3. Expand circular approaches in Product Management to minimize resource consumption.
4. Strengthen responsible Destination Management to conserve natural habitats, in particular through sustainable shore excursions and involving local communities.
5. Minimize direct impacts on biodiversity in Ship Operations.
6. Strengthen biodiversity governance at the corporate level.

3

TUI Cruises embraces its corporate social responsibility from two perspectives. On the one hand, the company works to be a responsible, attractive employer to its employees and to offer them a richly diverse, professional environment free of discrimination in which every individual can develop vocationally and personally. On the other, TUI Cruises looks outwards: the company keeps a close eye on its supply chains and designs shore excursions responsibly to uphold its special commitment to local communities at cruise destinations.

SOCIAL

RESPONSIBILITY AS AN EMPLOYER

At the end of the reporting year, TUI Cruises employed 752 shoreside staff. There were 181 active employees onboard. With the commissioning of *Mein Schiff Relax* during the reporting year, approximately 50 new shoreside positions were created. On board the ships, TUI Cruises only employs a small portion of the crew, usually in the respective ship operations management functions.

The majority of crew members – a total of 20,500 people – are recruited via service providers and are under contract to them. The largest of these service providers is sea chefs, where around 19,000 employees ensure the smooth running of the hotel operations and ship operations on board the two TUI Cruises fleets. Around 1,500 crew members were employed by other employers as at the end of the reporting year.

Details of onboard staffing (‘manning’) and the respective requirements are regulated by a service contract, which also comprises the TUI Cruises Code of Conduct for Suppliers. The working conditions for the entire crew are determined by multinational agreements such as the Maritime Labour Convention (MLC), which are specified by the respective employer with the trade union responsible in individual collective pay-scale agreements. The contracts regulate both remuneration and other key framework conditions such as contract duration, working hours, overtime and granting benefits in kind such as board

and lodging, insurance and free travel to and from the work location, e.g. the ships. In addition to this, the Service Agreement contractually regulates personnel standards and includes further international regulations on working conditions as part of the contract. These include the requirements of the flag state (Malta), the International Safety Management (ISM) Code and the International Convention for the Safety of Life at Sea of 1974 (SOLAS).



GRI 2-6, 2-7,
2-19, 2-24, 2-30,
202/3-3, 401/3-3,
401-1, 402/3-3,
405/3-3, 405-1,
406/3-3, 407/3-3

20 | Employees at TUI Cruises

in absolute values and in percent

	2024		2025	
Total number of employees	897	100%	933	100%
By gender				
Male	387	43.14%	394	42.23%
Female	510	56.86%	538	57.66%
Diverse	0	0.00%	1	0.11%
By deployment area				
At sea	177	19.73%	181	19.40%
Shoreside	720	80.27%	752	80.60%

Includes all active employment relationships (including Nautical Officer Assistants – NOAs – and employees on maternity leave) as at the reporting deadline of each reporting year. Figures exclude shore-based trainees, interns and working students.

21 | Employees of service providers

2025, in absolute values and in percent

Crew members employed by service providers	20,500	100%
Male	15,000	73.17%
Female	5,500	26.83%
Diverse	0	0.00%
Employed by sea chefs	19,047	92.91%
Employed by other service providers	1,453	7.09%

22 | Employment at TUI Cruises
in percent

	2024	2025
Full-time employment		
Male	49.93%	48.67%
Female	50.07%	51.33%
At sea	23.57%	22.94%
Ashore	76.43%	77.06%
Part-time employment		
Male	8.22%	6.94%
Female	91.78%	92.36%
Diverse	0.00%	0.69%

2024 toal: 751; 2025 total: 789 as at the reporting deadline of each reporting year. Includes all active employment relationships (including Nautical Officer Assistants – NOAs – and employees on maternity leave). Figures exclude shore-based trainees, interns and working students; there are no part-time contracts for employees at sea.

23 | Age structure of the workforce
in percent

	2024	2025
By age group		
Under 30 years old	17.50%	16.61%
30 – 50 years old	60.87%	61.42%
Over 50 years old	21.63%	21.97%

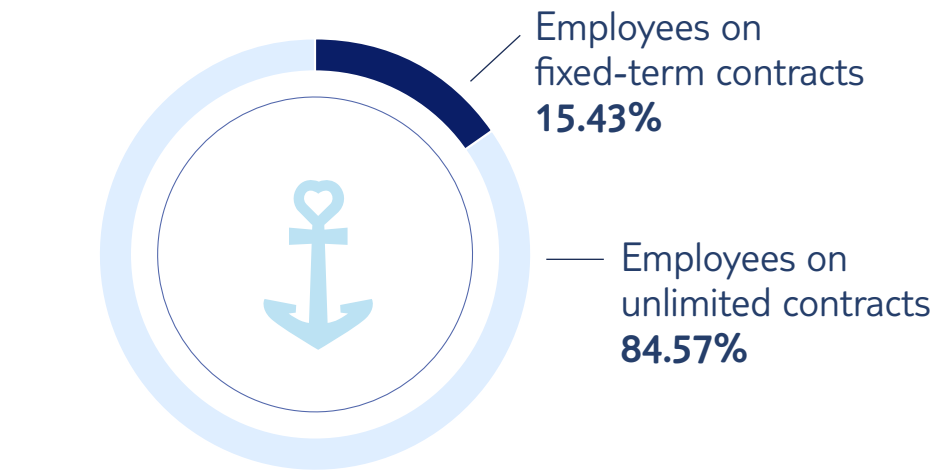
2024 total: 897; 2025 total: 933. Includes all active employment relationships (including Nautical Officer Assistants – NOAs – and employees on maternity leave). Figures exclude shore-based trainees, interns and working students.

24 | Newly hired employees
in percent

	2024	2025
By age group		
Under 30 years old	46.35%	42.00%
30 – 50 years old	47.21%	47.00%
Over 50 years old	6.44%	11.00%
By gender		
Male	46.35%	54.84%
Female	53.65%	45.16%
By deployment area		
At sea	36.91%	29.49%
Ashore	63.09%	70.51%

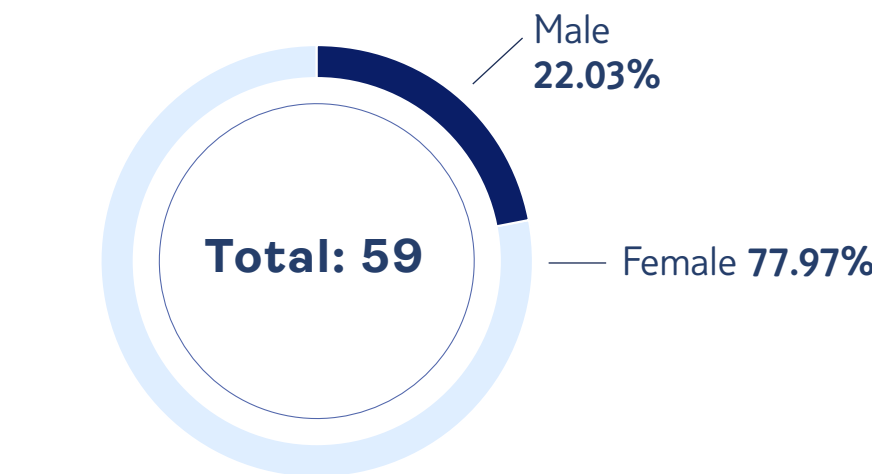
2024 total: 233; 2025 total: 217 as at the reporting deadline of each reporting year. Figures exclude interns and working students. Figures include new and re-entrants ashore as well as new entrants at sea.

25 | Employees by contract type
as at 31.12.2025, in percent



Includes all active employment relationships (including Nautical Officer Assistants – NOAs – and employees on maternity leave). Figures exclude shore-based trainees, interns and working students.

26 | Proportion of employees on parental leave
as at 31.12.2025, in percent



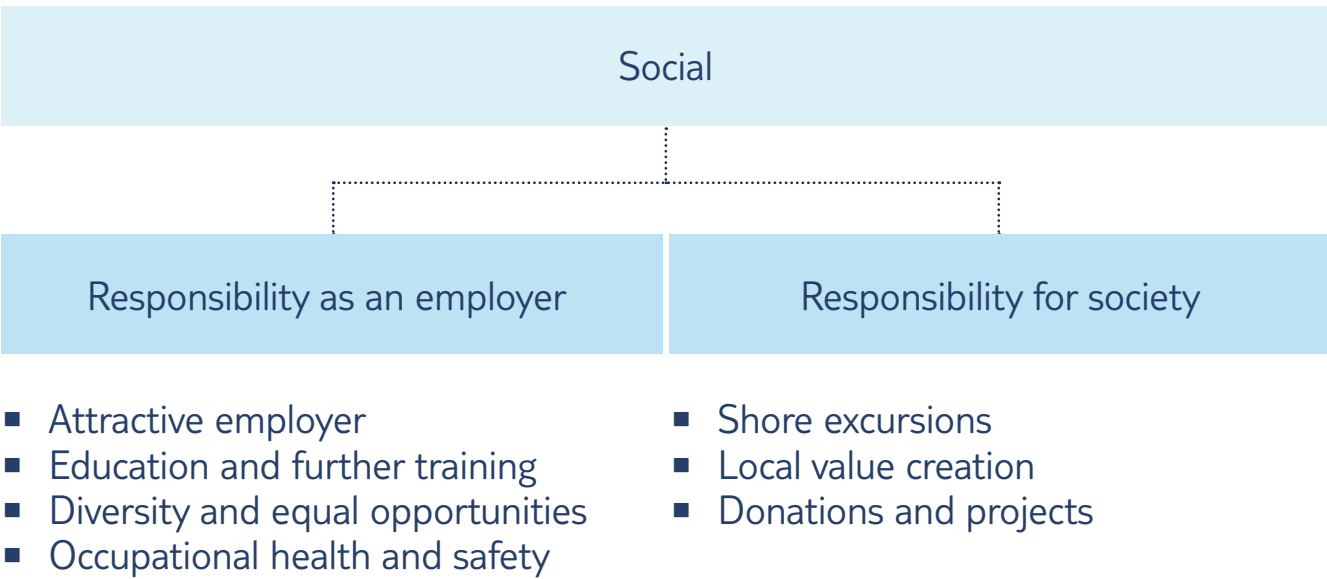
Includes all active employment relationships (including Nautical Officer Assistants – NOAs – and employees on maternity leave). Figures exclude shore-based trainees, interns and working students.

Strategy and management approach

TUI Cruises’ human resources strategy aims to attract top talents as an attractive employer, to promote and retain them in the company for as long as possible. The objective is to establish a culture that promotes collaboration, innovation, and employee engagement – providing all employees with an environment in which they are encouraged, appreciated and able to thrive both personally and professionally. This way, the corporate culture supports TUI Cruises’ business success and at the same time helps to attract new talent to the company as it grows further. The corresponding initiatives are driven by the People & Culture Department in coordination with the Sustainability Department. In the years to come, the focus will be on further digitalizing HR work, expanding health promotion services, and diversity and equal opportunities as sustainability topics.

GRI 2-13, 2-23, 2-29, 401/3-3, 402/3-3, 403/3-3, 404/3-3, 405/3-3, 407/3-3

27 | Sustainability strategy – ESG | Social



All activities are based on the core TUI Cruises corporate values of trust, appreciation, and sustainability. These three values were defined in 2022 with the active participation of numerous employees and were integrated into a new leadership model. They shape the day-to-day work, decision-making and not least the way people at TUI Cruises interact with one another. An online employee survey focusing on collaboration and leadership was launched in 2024 and in which 87% of employees participated, to gain further insights into employees’ level of identification with company values. These results have been available since the beginning of 2025 and form the basis for measures undertaken in the reporting year.

One particular focus was on optimizing processes and targeted team development, which in some cases was flanked by restructuring measures. In addition, the company expanded its internal health offer further to include additional in-house sports, an internal Health team roadshow, and a study-based pilot test with a brainLight massage chair aimed at stress reduction at our locations ashore. To boost internal communication efficiency, new formats were introduced to strengthen exchange and transparency across the company. Equipping all employees with height-adjustable desks also optimized ergonomics within the working environment. Leadership development was also driven forward through a targeted approach: individual managers received bespoke individual support and the training offer was expanded with a stronger focus on embedding and transmitting corporate values. All these measures were developed jointly in various team workshops and then implemented on an Area-specific basis.



Appreciation:

- We recognize the performance and competencies of each individual – and enjoy developing ourselves further.
- We interact respectfully and openly, know our own strengths and learn from each other – independently of our respective positions and working areas.
- We strengthen each other, make time for feedback and are there for each other whenever needed.

Trust:

- We stick together, stand by our common goals at all times and know we can achieve all of these as a team.
- We communicate transparently and act reliably.
- We are courageous and learn from our mistakes.

Sustainability:

- We fulfill our social, environmental and corporate responsibility at all levels.
- We create a work environment together in which we feel safe and motivated.
- We set ourselves clear and sustainable objectives and work as professionals to achieve these.

Guidelines

In addition to the TUI Cruises Code of Conduct for Employees, Works Agreements, principles and guidelines at both corporate and brand level form the framework for TUI Cruises’ social responsibility as an employer. In addition, various Works Agreements were defined together with the co-determination committees as core principles for a common understanding of key topics, as were the principles underpinning the three corporate values and the TUI Cruises leadership vision.

Dialog with employee representatives, regular surveys and requests to the workforce to actively contribute opinions and ideas ensure that employees’ interests are considered when defining employment framework conditions.

Co-determination

TUI Cruises attaches great importance to the equal involvement of employees and works closely with employee representatives to secure this. Following the merger with Hapag-Lloyd Cruises in 2020, a Joint Works Council was elected in 2021 with eleven members, in accordance with the German Co-Determination Act.

Remuneration and company benefits

TUI Cruises is not bound by collective agreements, but attaches great importance to market-standard, performance-related remuneration for all its employees. There is a collective agreement with the trade union ver.di that covers the crew members employed by the service provider sea chefs.

Permanent employees shoreside are offered various additional company benefits and discounts. In addition to a company pension scheme, parental leave and health-protection offers, this also includes the ‘Deutschlandticket’ German nationwide rail pass, job bikes, membership of the sports and wellness network EGYM ‘Wellpass’, and travel discounts on the two fleets’ ships. In addition, employees were able to take part in ship tours or a pre-cruise onboard *Mein Schiff Relax*, as well as team days and assorted company events offered for the workforce.

For its employees at sea, TUI Cruises also offers extensive additional employer benefits; the company covers the costs of required training, medical examinations and vaccinations, reimburses the fees for the Seaman’s Book (ID document for seafarers) and necessary visas, and covers the costs of life insurance as well as vocational disability and invalidity insurance for officers.



As a fundamental rule, TUI Cruises also aims to offer employees at sea as many as possible of the benefits granted to employees shoreside. However, due to the sea-based employment relationship, some deviations in the area of social security law need to be taken into account. For example, some employees live abroad, and many also opt for fixed-term employment contracts. As a result, it is necessary to check continually which of those services granted ashore can also be offered to seafaring personnel.

Feedback culture

A fundamental element of TUI Cruises’ corporate culture is the feedback employees and managers give each other. In addition to the annual feedback meetings every summer, informal feedback is also required during the year. This is intended to create clarity on mutual expectations and enable specific feedback on individual performance. This minimizes the risk of conflict and at the same time provides a basis for the targeted individual development of employees. To support these goals, the six-monthly feedback meetings are carried out as structured processes. A company-wide unified feedback form serves as a meeting guideline. Interns and working students are given needs-based and task-related feedback.

Education and training

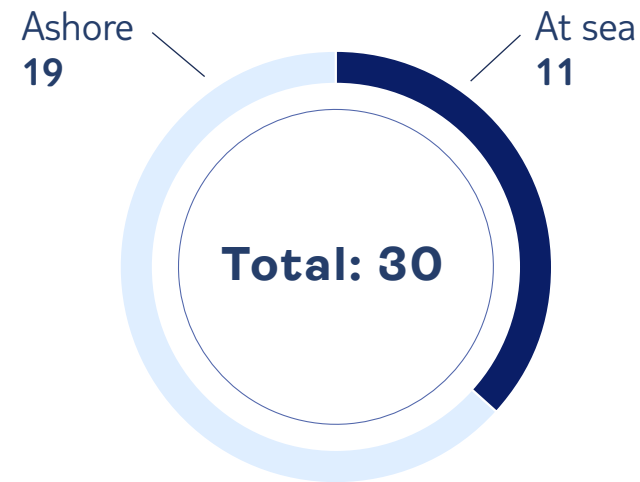
TUI Cruises sees itself as a learning organization that supports all employees in their personal and professional development, in order to expand their skills and competencies in such a way that they are consistently able to meet the company’s requirements. This way, TUI Cruises not only secures the training and further education of its own specialists and managers but also contributes to talent attraction and retention as well as the positive perception of TUI Cruises as an attractive employer.

As a new topic of particular relevance, Artificial Intelligence (AI) was placed on the agenda in the previous year. To support this, a mandatory e-learning program was launched for 2025 and eagerly embraced by employees. In addition, both proven and new formats were leveraged in the reporting year to strengthen employer attractiveness and attract new employees. For instance, a Career Day was held on board for the second time. In addition, TUI Cruises introduced itself at the TourKon trade fair specifically to address young talents. In addition, Insights Discovery workshops on personality development were offered. The training portfolio was also expanded with various formats that included a new Sales course, Project Management training, as well as German and English language courses. Alongside these, numerous, individually tailored further training measures were carried out externally. An additional focus was placed on strengthening internal development perspectives: a company-wide mentoring program was successfully introduced in 2025.

Training

30 TUI Cruises trainees are currently preparing for their professional future. The company offers them various vocational profiles such as Tourism Clerks, Office Management Clerks, E-Commerce Clerks and IT Specialists. Beyond these, dual study programmes in Business Informatics are available and since 2023, in Business Administration too. All trainees are deployed on one of the ships in their second training year to get to know the onboard processes.

28 | Number of trainees
 as at 31.12.2025, incl. dual students



Since 2017, nautical students have had the opportunity to join the nautical career track and train on board *Mein Schiff®* cruise ships. Since 2023, Hapag-Lloyd Cruises has also offered this opportunity. In their training as Nautical Officer Assistants, students undergo a training program specially developed by TUI Cruises. Project work tailored specifically to cruises ensures high practical relevance and rounds off the training program. After completing their training, students have the opportunity to write their final paper at TUI Cruises. For this new training offer, TUI Cruises is cooperating with the Jade University of Applied Sciences/Elsfleth, the Emden/Leer University of Applied Sciences, the Bremen University of Applied Sciences in Germany, and the University of Applied Sciences in Turku, Finland. Applications from other universities are also welcome. After successfully completing their studies, graduates have the opportunity to continue their careers at TUI Cruises as a Third Officer on board.

The service provider sea chefs offers numerous training opportunities in the hotel and catering sectors onboard TUI Cruises ships. Since 2022, an offer has existed exclusively on TUI Cruises’ *Mein Schiff*® fleet, which 143 trainees took up in the reporting year. In cooperation with the Tyrol Economic Development Institute, they can join this program to train as chefs and become a hotel and hospitality assistant; the corresponding final examination is held at the Tyrol Chamber of Commerce in Innsbruck, Austria. Following successful completion of the chef training program, trainees have the option of qualifying internally within two further years in four subject-specific modules to become a sous chef. Those who complete their studies in hotel and hospitality service assistance can explore numerous career opportunities across different fields. In future, the training program will also be extended to the Hapag-Lloyd Cruises fleet.

Further training and personal development

Personal development at TUI Cruises is a continual process that accompanies employees throughout their entire careers with the company. It begins with extensive onboarding, which quickly gives new employees a comprehensive overview of the company and the two brands’ offerings. Individual induction plans, a centrally organized onboarding event and ship visits give employees the best-possible start. Existing employees can take advantage of in-house training courses that range from Office software to resilience training; the company also supports individual further training. Furthermore, there is a

mandatory series of training courses that includes the areas of occupational safety, data protection and information security, compliance, environmental protection and sustainability.

TUI Cruises also offers employees a range of development opportunities beyond the traditional training courses. The company relies on the ‘70-20-10’ personnel development model: 70% of learning content is imparted in the respective daily working environment, 20% by other employees, and 10% through courses and seminars as well as e-learning.

In 2024, the TUI People system, which previously focused solely on recruiting, was expanded into a comprehensive and unified personnel management system. Beyond its core function of recruiting, it will in future allow the viewing and processing of tasks relating to absences, personal data, training, leave requests and organizational charts. The platform offers employees of all TUI companies a wide range of e-learning courses and was fully implemented in the reporting year, comprising all offers. The individually tailored development format is determined in annual employee-manager feedback meetings. The effectiveness of previous years’ measures is also reviewed and evaluated. Based on the feedback forms and the development plans they contain, measures for the coming year in question are agreed and then organized by the People & Culture Department.

The TUI Cruises Leadership Compass is a special leadership program for managers. It is offered twice a year in four modules: Starkes Ich (‘Strong Me’), Starkes Team (‘Strong Team’), Gesundes Führen (‘Healthy Leadership’) and Feedback und Konflikte (‘Feedback & Conflict Management’). Around 30 managers join the program every year.

Diversity and equal opportunities

For TUI Cruises, diverse experiences, perspectives and individual backgrounds are a key business success factor. This view also shapes the company’s recruitment philosophy and is reflected in the workforce structure. As at the end of the reporting year, TUI Cruises united over 24 nationalities at its Hamburg and Berlin locations and employs people of different ages, religions, cultural backgrounds, sexual orientation and other individual characteristics.

Diversity and equal opportunity are integral parts of the company’s culture and are also anchored in TUI Cruises’ human resources strategy and sustainability strategy. The company’s objective is to create and uphold a diverse and inclusive business environment that offers equal opportunities to all employees. This includes equal pay that is based solely on the qualifications required for and the demands of the respective position. Additionally, guidelines are in place that support equal opportunities in the company; these can also be found in the company’s intranet (‘Logbook’). In 2023, a representative body for severely disabled employees was elected; its functions include

GRI 2-13, 2-19, 2-23, 2-29, 202/3-3, 202-1, 401/3-3, 403-4, 404/3-3, 404-2, 405/3-3, 406/3-3

promoting the integration of severely disabled employees and employees with equivalent status at TUI Cruises, representing their interests and providing advice. In addition, the representative body for severely disabled employees actively participated in the meetings of the Occupational Safety Committee and in relevant interviews during the reporting year. The body also received further training on integration agreements.

A Diversity Officer takes a structured approach to developing, implementing and further advancing diversity-related activities. Furthermore, diversity-related data is gathered to help make diversity-related activities even more targeted. All TUI Cruises employees, regardless of gender, ethnic origin, religion, sexual orientation, age or other characteristics, should thus be able to contribute equally to the company, develop their individual potential and experience the same appreciation.

Violations of this principle are not tolerated and any form of discrimination is strictly rejected. Those affected as well as whistleblowers can contact the company's Diversity Officer. Additional contact partners are also available and their contact details are accessible to all employees via the intranet.

In the 2025 reporting year, three related incidents were reported at locations ashore and one incident was reported on board. There is a well-established reporting channel available to all crew members (Complaint Process).

Occupational health and safety

Occupational health and safety are a high priority at TUI Cruises, both ashore and on the world's oceans.

Occupational safety ashore

As a Germany-based company, TUI Cruises is subject to all German statutory occupational health and safety requirements at its shore-based locations. Beyond these, TUI Cruises is not subject to any other specific requirements shoreside. The Occupational Safety Committee (OSC) meets at least once a quarter to discuss occupational safety and accident prevention at TUI Cruises, as well as to ensure the implementation of corresponding measures in the company. In accordance with legal requirements, the committee consists of representatives of the company, the Works Council, occupational safety specialists, Safety Officers and, whenever possible, the company doctors.

The internal Safety Officers coordinate occupational safety activities and advise managers on the implementation of occupational safety in their area of responsibility. They are supported by TUI Hanover's externally appointed occupational safety specialists, who attend OSC meetings on a quarterly basis. In monthly occupational safety meetings, current topics and corresponding measures are discussed, with the resulting tasks then distributed among the participants. Urgent incidents are prioritized to remedy the situation as quickly as possible.

In occupational safety, TUI Cruises attaches great importance to involving all employees. They have the opportunity to be trained as Safety Officers – and thus participate in OSC meetings and help shape occupational safety at TUI Cruises. Interested employees can also train to become fire protection advisors or first aiders.

Proposals for occupational safety improvements are examined and, if effective, implemented. Occupational safety training explicitly emphasises that safety deficiencies and damage representing a risk are to be reported by e-mail to the People Services & Health team. In addition, employees have the option of contacting the Works Council with their concerns; this body has a corresponding right of proposal and co-determination in the company.

At the beginning of their employment and annually thereafter, all employees are required to complete online training on occupational safety and fire protection. In addition, fire drills are conducted at the company locations every two years. To round out these safety measures, annual refresher and foundational courses in first aid and fire protection are provided; however, if unannounced drills or false alarms have already served as a practical exercise, these refresher sessions may occur even more frequently.

GRI 2-13, 2-16,
2-24, 2-25, 2-26,
2-29, 401/3-3, 403/3-3,
403-1, 403-2, 403-3,
403-4, 403-5, 404-2,
405/3-3, 406/3-3,
406-1

If employees become aware of occupational health and safety risks, they can send information directly to an e-mail address or contact the People Services & Health team personally. Corresponding information can also be submitted anonymously to the HR Department or the Works Council via the in-company physical mail system.

Occupational safety on board

A range of occupational health and safety regulations are in place on board TUI Cruises ships. In particular, international regulations according to the IMO, SOLAS and MLC standards as well as the requirements of the flag state apply here. The management systems implemented on board always cover all crew members, regardless of the respective employer. The Chief Officer Safety, who is employed by TUI Cruises, is responsible for ensuring compliance with these rules and for the corresponding management system. This officer is also responsible for upholding compliance with all processes as well as the onboard rescue equipment. Mandatory safety training, training and crew drills for the crew on board are carried out regularly. All measures are required to be documented in the training matrix and in the Shipmanager's SQM quality management system, where occupational safety-related incidents are also to be listed.

Health protection ashore

TUI Cruises operates a comprehensive health management system at its two main onshore locations. This is the responsibility of the People & Culture Department. 'My Health' is based on the pillars of 'nutrition', 'fitness' and 'prevention'. Related measures are aimed at maintaining the health of the individual, raising their well-being and therefore also

increasing the performance of the workforce. The fitness facilities were expanded in the reporting year to include the installation of a punch-bag along with loanable boxing gloves, as well as new in-house courses such as kickboxing and KiDoIn. Existing offers such as yoga and massages were also expanded. In addition, a study-based pilot test was carried out at the Hamburg location with a brainLight massage chair for stress reduction.

Company doctors are available at both onshore locations to carry out general examinations, advise employees on business trips to tropical countries (G35, G37) and provide flu vaccinations, among other services. Company medical examinations can take place during working hours, with the practice in Hamburg within walking distance of the office location. The Berlin office receives virtual and telephone-based support as well as on-site visits once or twice a year. In accordance

with legal provisions, the company doctors are also involved in reporting accidents at work or on the way to work to the Employers' Liability Insurance Association. The company also continues to strengthen its commitment to combating potential long-term illnesses through invitations for discussion within the framework of company integration management. Core aspects of health protection are integrated in the relevant company agreements and guidelines, such as the Works Agreement on company integration management and the Working Time guideline.

The health protection measures on offer are always voluntary and are based on the principle of individual prevention. In the reporting year, numerous offers were also implemented and enthusiastically received by employees: a total of 172 flu vaccinations were delivered at both locations ashore; employees were offered free computer glasses from

29 | Management approach 'My Health'

NUTRITION:



Info events and offers centered on healthy nutrition, including a health awareness day in the reporting year focusing on regular breaks, vitamin D intake and the provision of fresh fruit

FITNESS:



Offers centered on sporting activities, such as a free fitness studio at the Hamburg location, sports courses, participation in sporting events with company teams, company sports offers and discounted membership at other sports providers

PREVENTION:



Company doctor offering voluntary and free vaccinations and check-ups, an Employee Assistance offer, check-ups in the workplace and Health Days with richly diverse info events on illness prevention and health maintenance

Apollo and Fielmann, and an automated massage chair for stress reduction was introduced following evaluation of a study and a pilot phase. There was a repeated focus on mental health, with Mental Health Days offered online in collaboration with the Techniker Krankenkasse health mutual. Psychological stress levels are also recorded in regular full workforce surveys, with the next survey planned for 2026.

To further improve the working environment, the company provided monthly advice on seating and the workplace. In addition, TUI Cruises focuses on workplace health promotion and sporting activities: alongside the Cycle to Work campaign, the company supports employee participation in sporting events such as the MOPO Relay Race. TUI Cruises continually upholds its corporate social commitment too, for example through the Dragon Boat Cup regatta organized by the Michael Stich Foundation to raise funds for children with HIV. In parallel, since 2023 employees can benefit from discounts on the Wellpass network and thus have access to a wide range of sports and training opportunities.

Health protection on board

The health and well-being of every individual takes the highest priority on board TUI Cruises ships. TUI Cruises is therefore committed to maintaining the highest standards of health and hygiene. There is a Fleet Senior Doctor for each fleet and both are directly employed by TUI Cruises. These specialists make recommendations for promoting the crew’s health and regularly discuss this with each other. Like their colleagues on land, they also provide extensive examinations (G35, G42) and instructions in accordance with the German Infection Protection Act and carry out vaccinations. In particular, managers receive separate information via e-mail on the G35 examinations for business trips

to tropical countries so they can encourage employees in their area to undergo the relevant examinations. This is also part of Occupational Safety Online Training.

To ensure onboard health and hygiene at all times, a comprehensive package of measures has been established. This ranges from cleaning frequently touched surfaces regularly, through hand disinfection measures, to regular thorough cleaning of all public areas and cabins.

An improvement in onboard medical facilities and crew training was initiated in 2023 and continued in 2025 to enable even more efficient interventions in the event of guests’ or crew members’ health problems. The objective is to prepare teams for a wide variety of situations, including handling infectious diseases. To assist with this, three Public Health Officer (PHO) positions were established in 2024. In the reporting year, these were expanded by a further team member to four PHOs, who are employed directly by TUI Cruises. They visit each ship in the fleet at least once a year. On board, they conduct audits and inspections, provide targeted training to crew members and keep an eye out for additional health-promotion opportunities. They serve as a crucial link and trusted intermediary between the crew and the hospital team.

The training sessions for the hospital team focus on many areas, including hygiene in the onboard hospital and on infection protection, such as against monkeypox. The Kids Club team members are trained to spot childhood illnesses. In addition, the hairdressing salon receives training in identifying scalp fungus, self-defence and the defence of others, and in implementing disinfection measures. Furthermore,

vaccination campaigns were conducted to protect against influenza, alongside initiatives to raise awareness of HIV and other STIs, as well as measures to prevent mosquito-borne diseases such as dengue fever.

Beyond this, TUI Cruises also continues to maintain its focus on crew members’ long-term health and well-being. Preventative measures include back-training courses, free flu vaccinations, the supply of vitamin D, promoting healthy eating habits and implementing anti-smoking campaigns. In the reporting year, Public Health Awareness Days were also held on topics such as sun protection and oral hygiene, and voluntary vaccination offers were repeated. In the reporting year, as part of a pilot program the company raised awareness of the importance of personal solar protection, with employees offered free solar protection products on board two ships. Following the positive response, a continuation of this program is planned. An Emergency Chaplain is also available around the clock if required. These initiatives aim to ensure the health and well-being of crew members throughout their employment through an appropriate onboard culture. All crew members have access to numerous e-learning courses via the cross-employer platform ‘sea chefs academy’, including the specific mandatory training courses that each crew member must complete before each new assignment.

GRI 2-13, 2-23, 2-25, 401/3-3, 401-2, 403/3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 404-2

RESPONSIBILITY FOR SOCIETY

TUI Cruises sees itself as a corporate citizen and consistently works to fulfill its social responsibility at its locations ashore, on board its fleets and in particular at its destinations around the globe. With strong partners both on location and on board its ships, the company strives to establish and expand sustainable business practices and standards.

Designing shore excursions responsibly

Within the sustainability strategy, a core field of action of the People pillar is to promote and expand shore excursions that conserve nature, preserve culture, and promote local value creation at cruise destinations. At the same time, it is important to avoid any negative impacts on the environment and the local infrastructure.

In the Shore Excursion Policy implemented in 2014, TUI Cruises already committed to sustainable principles in its shore excursion offerings. Since then, these principles have been consistently incorporated in the company’s selection of tour operators as well as the evaluation and design of their excursion offers. Furthermore, the GSTC criteria for tour operators were introduced in 2022 as an independent certification scheme within the area of sustainability. Tour operators holding a GSTC-recognized sustainability certification ensure comprehensive

sustainability management, strengthen social and economic benefits for the local community, preserve local cultural heritage and continuously contribute to minimizing negative environmental impacts.

In this context, TUI Cruises has set itself the goal of ensuring at least 85% of *Mein Schiff*® tour operators are certified to GSTC criteria by 2030. Above all, the corresponding design of calls for tender and contracts is intended to contribute to achieving this objective in the years to come. As at the end of the reporting year, 36% of all *Mein Schiff*® tour operators held GSTC-recognized sustainability certification. In the previous year the ratio was 45%. TUI Cruises has already taken targeted measures to counteract the declining trend in this KPI: *Mein Schiff*® Shore Excursion Procurement specialists were trained to highlight the importance of appropriate certifications more explicitly, and to address the necessity of these actively in their dialogs with tour operators. In addition, the selection process is consistently prioritized to give certified partners preferential consideration. In the medium term, *Mein Schiff*® plans to increase the proportion of certified tour operators in the overall shore excursion program to at least 50% by the end of 2026.

Expedition ships in particular often operate in natural areas where the environment is delicate and therefore requires protection. This is why cruise guests are always accompanied by an experienced expedition team that ensures all interactions always take place in harmony

Code of Conduct for Responsible Whale and Dolphin Watching

TUI Cruises is committed to sustainability and respect towards the environment. A core aspect of the company’s Sustainability Strategy 2030 is the preservation of biodiversity and the protection of natural habitats during shore excursions. This applies not least to whale and dolphin-watching excursions. For this reason, TUI Cruises has produced a Code of Conduct for contractual tour operators offering such excursions. This supplements existing contracts. TUI Cruises therefore ensures the binding nature of the Code of Conduct. The updated requirements came into force for both brands at the beginning of the 2025 summer season, while at *Mein Schiff*® they have already been in place for several years.

The shore excursion organizers commit to full compliance with all general rules of onboard conduct and to uphold the guidelines of relevant organizations for the protection of the planet’s polar regions. This duty also comprises all local and national legal requirements. Furthermore, the organizers must ensure that participating guests are comprehensively informed about appropriate behavior in the target regions. The Code of Conduct also contains clear requirements for ships’ command that must be implemented responsibly, particularly with regard to keeping a distance from animals.

GRI 2-6, 2-13,
2-23, 2-24, 2-25,
101/3-3, 101-2

with nature. Clear guidelines (such as IAATO) ensure that there are no adverse effects on plants or wildlife. The focus of the excursions is both on exploring the travel destinations and on imparting knowledge, as experiencing nature forms the basis for a deeper understanding of and a respectful approach to the environment.

At TUI Cruises, the Destination Department and the Sustainability Department hold main responsibility for sustainable destination management. They interface with each other particularly in the brokerage and implementation of shore excursions, and in stakeholder management at the ports. Within this context it is particularly important to coordinate mutual requirements in close dialog with port authorities, local political actors, societal stakeholders and associations to address conflicts of interest as early as possible or to eliminate them completely. The relevant topics are as varied as the destinations themselves, ranging from berth allocation and terminal infrastructure, though waste disposal, infrastructure or shore-power development, to managing visitor flows and the shore-excursions offer.

Criteria for fleet operators offering arctic voyages:
<https://www.aeco.no/guidelines/operational-guidelines>

Criteria for fleet operators offering antarctic voyages:
<https://iaato.org/visiting-antarctica/guidance-for-organizers>

In the reporting year, TUI Cruises updated its Code of Conduct for Responsible Whale and Dolphin Watching. These guidelines will come into force at both brands and be integrated as compulsory elements in contracts with tour operators. Core contents are stipulations on environmental and animal protection, full compliance with legal regulations, and requirements for the behavior of cruise guests. Communication takes place via the respective specialist department representatives on board, as well as to the contractual partners.

Making sustainability transparent for guests

Mein Schiff® cruise guests can already take sustainability criteria into account when selecting their shore excursions. The Green & Fair category, for example, included excursions from tour operators with a sustainability certification recognized by GSTC. This category also includes bicycle and e-scooter tours organized by TUI Cruises, which are run in small groups and with the lowest-possible emissions.

Donations and projects

TUI Cruises sees itself as a committed corporate citizen and promotes science and research, art, culture, sport, social and charitable projects both through financial and in-kind donations. In line with the TUI Cruises Code of Conduct, every donation the company makes needs to be recorded transparently so that the donation recipient and intended purpose are clearly identifiable. All donations are subject to Management approval and are documented by the CEO's Office. Any conflicts

of interest must be avoided, in accordance with the general corporate compliance requirements. TUI Cruises does not make any donations to political parties.

In 2025, TUI Cruises donated more than € 212,000 to charitable organizations and projects. These ranged from the lifeboat crews of the Deutsche Gesellschaft zur Rettung Schiffbrüchiger (DGzRS – German Maritime Search and Rescue Service) to numerous organizations for the protection of Antarctica and the Friedrichskoog Seal Station in Germany.

Societal commitment via projects and donations is coordinated at company and brand level by TUI Cruises' Communications Department. A core component of this commitment is TUI Cruises sponsorship, through which the company supports an environmental or social project at an onshore location selected by the workforce each year. Various fundraising campaigns such as an internal raffle and the annual raffle on board the *Mein Schiff*® fleet raise funds throughout the year, so that the total sum, after rounding up by TUI Cruises, can be presented to the beneficiary organization at the start of the following year.



In 2025, TUI Cruises employees voted for the Berlin, Germany based Familienschutzwerk e.V. not-for-profit association, to which the company then presented a donation of 66,000 euros in January 2026. This association is committed to the well-being of children from underprivileged family backgrounds and therefore focuses on supporting those with little influence on their living conditions. The association divides its work into three areas: the Kids’ Kitchen, Saving Lives, and Fulfilling Heartfelt Wishes.

The TUI Cruises sponsorship project for 2026 has also already been decided: employees will raise funds for the Hamburg, Germany based organization KidsAnker, an independent initiative set up by the association Bürger helfen Bürger e.V. (‘Citizens Help Citizens’). The Elbe Diocese Outpatient Children’s and Youth Hospice service accompanies families with chronically ill children in need of care and with life-shortening illnesses, as well as adolescents and young adults.

In addition, fundraising campaigns for charitable purposes were carried out on our ships at cruise destinations. For instance, paper nautical charts were embellished by crew members and then auctioned for a charitable cause, and donations-in-kind were made on location. In 2025, Hapag-Lloyd Cruises once again sponsored the main Advent Calendar prize of the German Seamen’s Mission – a trip on the HANSEATIC spirit from Bremerhaven to Hamburg. The proceeds of the campaign were also presented to the Seamen’s Missions in Hamburg and Brunsbüttel. Further donations were made to the Antarctic Heritage Trust and the South Georgia Heritage Trust, among others. The company also emphasized its commitment by organizing charity trips to benefit the Lions Club, for instance.



Donation of furniture for DER HAFEN HILFT! e.V.

The cross-fleet cooperation between TUI Cruises and DER HAFEN HILFT! e.V. (‘The Port Helps Out!’), a not-for-profit association, combines supporting the needy in and around Hamburg with a commitment to sustainability and against the throwaway society trend.

During shipyard layovers and regular port calls, well-preserved donations-in-kind such as furniture items are regularly handed over to the association, which then forwards these to charitable organizations. In the reporting year, donations-in-kind were also made to DER HAFEN HILFT!: these included mattresses, bed quilt covers and pillows, balcony furniture as well as sofas, tables and chairs from the EUROPA.

Besides this, theater equipment from *Mein Schiff 2*, sun loungers, TVs and printers as well as sports equipment were donated. This commitment is coordinated mainly by TUI Cruises’ Sustainability Department as well as by the Environmental Officers and ships’ onboard command.

Engagement via the TUI Care Foundation

As a subsidiary of TUI AG, TUI Cruises also supports the work of the TUI Care Foundation. During the reporting year, financial resources were again allocated to the foundation, which leverages the potential of tourism to improve young people’s prospects in life, promote nature conservation, and support the development of local communities.

With over 40 projects in 25 countries, the TUI Care Foundation, with the support of TUI guests, focuses on those destinations where special needs are identified by the Foundation. The Foundation distributes its commitment across its Education, Community Empowerment, Lively Landscapes and Marine Conservation programs.



<https://tuicarefoundation.com/>

GRI 201/3-3,
201-1, 301/3-3,
415-1



TUI Cruises is explicitly committed to sustainable and ethical business principles in its company activities, which it carries out in compliance with all applicable laws and regulations. Clearly defined corporate values and a binding Code of Conduct for the entire workforce set out the guiderails for this. In its business dealings, TUI Cruises consistently applies the precautionary principle through comprehensive risk management flanked by a set of policies and guidelines. Regular internal and external audits are carried out to check the effectiveness of the established processes and management systems.

GOVERNANCE

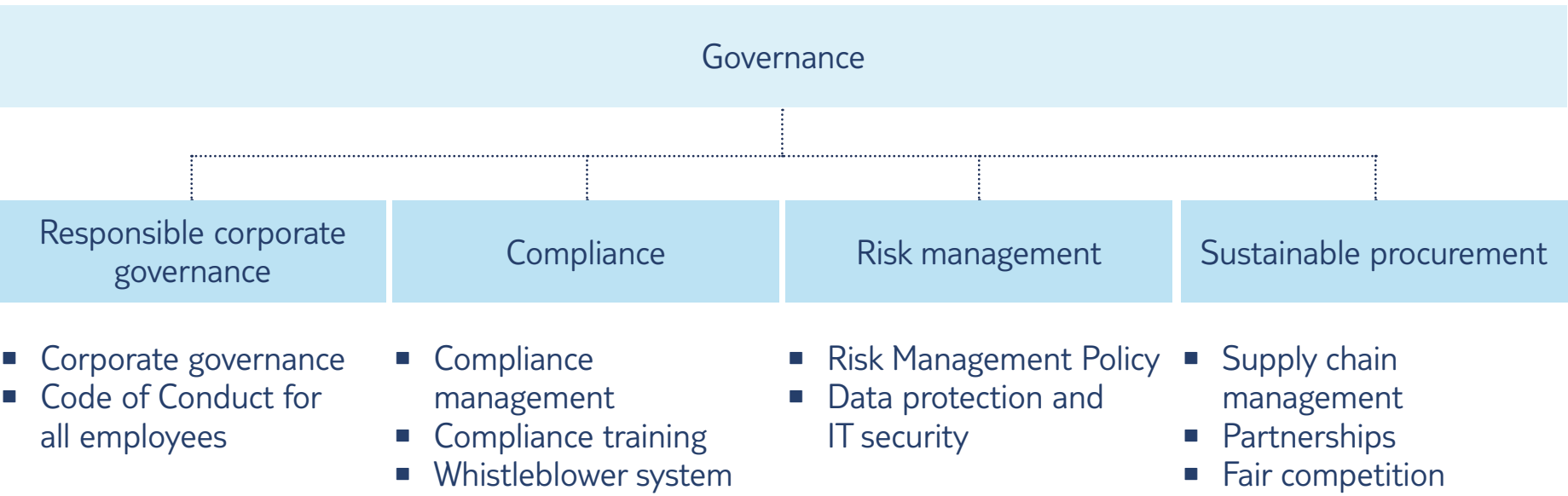
CORPORATE GOVERNANCE

TUI Cruises is committed to responsible and transparent corporate governance targeting long-term success. The Management consists of the Chief Executive Officer and Chief Financial Officer and is ultimately responsible for the company’s operational business. At brand level, the Managing Director of Hapag-Lloyd Cruises, the Vice President Commercial and the Vice President Product Management & Guest Experience of TUI Cruises are members of the extended Management team. Strategic decisions are taken by vote in the Shareholder Committee, which comprises the two CEOs and two other Board Members of the parent companies.

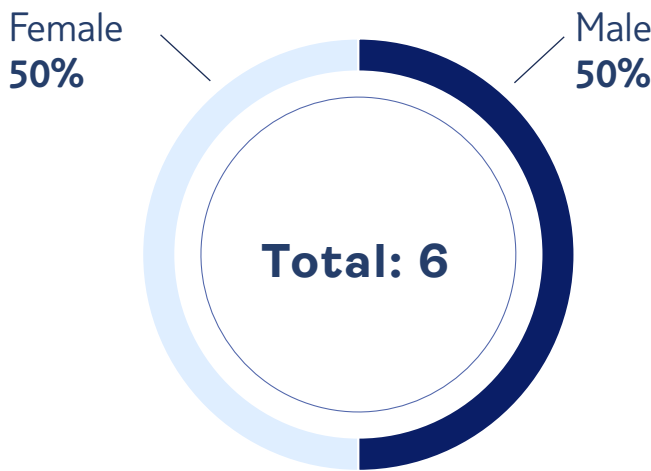
The Supervisory Board of TUI Cruises is a six-member committee, was newly established in 2022 and meets at least twice a year. Its core tasks include monitoring business management, examining the company’s annual financial statements and Management Report, and advising the Management in line with legal requirements. Two Supervisory Board Members are directly appointed by each of the two parent companies, and two further members are appointed from within the TUI Cruises workforce. Men and women are equally represented on the TUI Cruises Supervisory Board (further information is available in the Commercial Register for TUI Cruises GmbH – District Court of Hamburg, HRB 105222, online at: https://www.handelsregister.de/rp_web/welcome.xhtml).

GRI 2-9, 2-10, 2-12, 2-13, 2-29, 401/3-3, 405/3-3, 405-1, 418/3-3

30 | Sustainability strategy – ESG | Governance



31 | Diversity on the Supervisory Board 2025, as a percentage



Consistent adherence to the precautionary principle

In line with the principles of sound corporate governance, TUI Cruises adheres to the precautionary principle. For example, the company operates a comprehensive risk management system; it also requires its suppliers and business partners to implement ethical business practices via contractual sustainability clauses and by carrying out corresponding supplier audits. The precautionary principle is also upheld through the company’s specific guidelines and policies. The Environmental, Quality, Shore Excursion, and Risk Policies are particularly relevant here, although at present only the Environmental and Quality Policies are publicly accessible. These documents are regularly reviewed both internally and externally within the respective ISO 14001 and 9001 quality standard audits.

Intensive work was carried out in the reporting year to align existing sustainability-related guidelines and policies to ensure they apply equally to both brands as well as to TUI Cruises. In parallel to this, new guidelines were developed and the [Shore Excursion Policy](#) was updated. Since the summer of 2025, the [Code of Conduct for Responsible Whale and Dolphin Watching](#) has also been officially in force. The core contents comprise regulations for environmental and animal protection, compliance with legal stipulations, and requirements for the behavior of guests (see also [“Social | Designing shore excursions responsibly”](#)).

The Microplastics Policy was also further developed and transformed into a company-wide [Microplastics Directive](#). This sets out binding requirements for the onboard handling of products containing microplastics, with the objective of effectively preventing microplastic particles entering the environment, especially the ocean.

The [Animal Welfare Directive](#) was redeveloped in the reporting year. This defines clear guidelines for handling animals responsibly within the company’s business activities, particularly in carrying out shore excursions, in technical-nautical ship operations, in product design and in hotel operations. We require our contractual partners in the area of shore excursions to comply with the [ABTA Animal Welfare Guidelines \(Basic Requirements\)](#); these clearly define inadmissible, i.e. prohibited, practices in animal handling and set out binding minimum standards for keeping and handling animals. Compliance with these requirements is an integral part of contractual agreements between TUI Cruises and all tour operators.

To ensure the greatest possible transparency for interested stakeholders and investors, a new [Sustainability Download Center](#) was set up on the TUI Cruises Corporate website. In future this will provide a single access point for all of the sustainability-related policies and guidelines mentioned above.

Company internally, the Sustainable Events Policy, the Environmental Paper Policy, the Guideline on Environmental Protection in the Workplace, and the Sustainable Purchasing Guidelines contribute to strengthening environmentally friendly processes and practices, while counteracting negative impacts in the company’s overall process landscape. At the same time, TUI Cruises is oriented by a range of international standards to continuously ensure the effectiveness of the company’s processes and management systems. For instance, the environmental management systems ashore and at sea are certified according to ISO 14001 and the quality management system according to ISO 9001. In addition, energy management on board TUI Cruises ships is certified to the ISO 50001 standard.

Furthermore, TUI Cruises upholds the core standards of the International Labour Organization (ILO) to ensure socially sustainable, humane working conditions. This way, the company fulfills its own claim of strict respect for human rights, while at the same time fulfilling its social and human rights-related due diligence obligations. Last but not least, in future TUI Cruises will require the operators of the shore excursions brokered by TUI Cruises to undergo sustainability certification recognized by the Global Sustainable Tourism Council (GSTC). This comprises standards in the areas of human rights, child protection and public welfare in the tourism industry.

Audits secure the effectiveness of the integrated management system

The effectiveness of the IMS at TUI Cruises is secured through regular audits. Internal audits ashore are planned and carried out by the Quality Department, which is supported by a team of trained internal auditors. Externally, IMS effectiveness is audited annually by a specialist service provider. A re-certification audit is carried out every three years and was successfully completed in 2025 with no deviations reported. The next monitoring audit is scheduled for 2026.

The internal audits on board the two fleets are carried out by Royal Caribbean Group auditors, assigned by the Maritime Compliance Department. These audits examine safety, health protection and quality management, as well as environmental protection and onboard

GRI 2-13, 2-23, 2-24, 101/3-3, 302/3-3, 305/3-3, 401/3-3, 403/3-3, 403-2, 408/3-3, 409/3-3

energy management. External audits are performed every year in a cluster system, meaning that no comprehensive inspection of all ships takes place but instead, random inspections are carried out on selected ships of each brand. The audits and certifications are carried out by Global Fleet Management LLC under the responsibility of Royal Caribbean Ship Management.

The internal and external audits fulfill the requirements of ISO 9001, 14001 and 50001; they also check compliance with further relevant standards and regulations for safe ship operation. These include the International Safety Management Code (ISM Code), the International Convention for the Safety of Life at Sea (SOLAS), the Maritime Labour Convention (MLC), the flag-state requirements of the International Convention on the Standards of Training, Certification and Watchkeeping for Seafarers (STCW) and the International Convention for the Prevention of Pollution from Ships (MARPOL) regulations.

Code of Conduct for all TUI Cruises employees

TUI Cruises’ corporate culture rests on the corporate values of appreciation, trust and sustainability, as well as on indispensable core values such as integrity, upholding rights and respecting the law. Each and every company employee is responsible for living by these values and taking them as a benchmark for their own actions.

The TUI Cruises Code of Conduct for Employees makes these values tangible. It defines the fundamental principles and rules for lawful, responsible conduct in employees’ everyday work. Full compliance with the Code of Conduct is mandatory for all TUI Cruises employees. TUI Cruises does not tolerate misconduct or violations of the Code of Conduct; in the interests of all employees and the company itself, all necessary labor law measures will be taken to follow these up.

The Code of Conduct is available to employees at any time on the corporate intranet, the TUI Cruises Logbook. It is supplemented and specified by a series of guidelines and regulations that apply throughout the company, for example on how to handle gifts, the principles of fair competition, trade sanctions, and the protection of company secrets and confidential information. The TUI Cruises Code of Conduct for Suppliers also requires TUI Cruises’ business partners to uphold sustainable and ethical business practices (see also “[Governance | Supply chains and sustainable procurement](#)”).

Clear rules of conduct for all crew members on TUI Cruises ships ensure the principles and rules of fair interaction on board. In addition to regulations for living and working on board, there are also safety and professional activity-related regulations. The Crew Handbook makes these transparent to every crew member and can be read by them at any time. Misconduct and violations of these rules are rigorously followed up through a unified disciplinary process.

Contents of the TUI Cruises Code of Conduct:

- Corporate values
- Core values
- Law and justice
 - └ Legality
 - └ Corruption
 - └ Privacy
 - └ Money laundering
- Ethics and business methods
 - └ Corporate governance
 - └ Conflicts of interest
 - └ Benefits and gifts
 - └ Confidentiality
 - └ Fair competition
 - └ Documentation of business transactions
- Respect and honesty
- Safety and health
- Publicity
- Social responsibility
 - └ Sustainable development
 - └ Environment
 - └ Donations
- Whistleblower procedures
- Compliance with the Code of Conduct

GRI 2-23, 2-24, 2-25,
205-2, 302/3-3, 305/3-3,
401/3-3, 402/3-3,
403/3-3, 418/3-3

COMPLIANCE

Legal compliance and upholding the recognized standards of the respective cultures with which TUI Cruises interacts is the top priority for all employees – and also for all TUI Cruises business partners. This is especially true with regard to corruption, bribery and money laundering, where TUI Cruises pursues a strict zero-tolerance policy. Conflicts of interest in any form are to be strictly avoided; the company thoroughly investigates all indications and proven violations of applicable law, the TUI Cruises Code of Conduct and in particular human rights and the principles of environmental sustainability. TUI Cruises works continually to optimize its compliance measures and to further raise its employees’ awareness of this vital subject.

In the period covered by this report, the company was not aware of any violations of laws and/or regulations that exceeded the materiality limit of the reporting committee, entailed criminal proceedings, or were otherwise related to compliance issues. In addition, no conflicts of interest were identified. Onboard, compliance incidents are logged centrally at the Royal Caribbean Group, which then forwards relevant violations to TUI Cruises. The company is currently developing its compliance reporting organization further to be able to evaluate these in a focused and systematic manner going forward.

Compliance Management

The compliance requirement becomes binding for all employees on signing their employment contract. They also sign a Non-disclosure Agreement (NDA) at the beginning of their employment. How to handle sensitive data is also explained in a separate cover letter appended to the employment contract; the employee is required to acknowledge and sign this.

To ensure compliance with statutory provisions, internal company guidelines and voluntary commitments, TUI Cruises has established a Compliance team led by a Compliance Officer who reports directly and regularly to the CFO. The Compliance Officer’s corresponding tasks are specified in a separate guideline. As a member of the Legal Department, the employee responsible monitors all measures intended to ensure the lawful conduct of the full workforce, including the Management, Board Members, and managers. The Compliance Officer is supported in this by further colleagues from the Legal Department and other relevant specialist departments driving the continuous development of compliance guidelines and measures.

Furthermore, the Compliance Officer is responsible for compliance reporting to the Management and requests data on compliance-related incidents at the highest management level on a quarterly basis. Any form of bribery, fraud or related attempt must be reported.

As a fundamental principle, managers are responsible for ensuring compliance in their own areas of responsibility. This also applies on the ships, with the Captain always holding ultimate responsibility on board. Compliance clauses (e.g. anti-corruption, data protection) are integrated as core elements in TUI Cruises’ contracts with external business partners and suppliers; they are also integral elements of the Code of Conduct for Suppliers to which all business partners are required to commit.

Compliance training

TUI Cruises works to prevent compliance violations through comprehensive training. Within the first six weeks of joining the company, all employees are required to attend compliance training, which has the following focal points: the TUI Cruises Code of Conduct, the Gift Policy, the Protection of Trade Secrets, the Data Protection Guideline, the Supplier Code, the Guidelines on Trade Sanctions, Fair Competition, and Social Media. Following this, the content is refreshed in face-to-face or online training events currently on an annual basis.

GRI 2-12, 2-13,
 2-15, 2-16, 2-23,
 2-24, 2-25, 2-26,
 2-27, 205/3-3, 205-2,
 205-3, 206/3-3,
 401/3-3, 404/3-3,
 404-2, 408/3-3,
 409/3-3, 418/3-3

32 | TUI Cruises employees receiving anti-corruption training
2025, in percent



Total: 753 shore-based employees trained.

Online training for all employees is planned once again for 2026. In addition, the Compliance Officer plans to launch further training courses at the beginning of the year, with at least one priority topic being addressed every two years. These requirements apply equally to shore and ship-based employees, although shore-based employees are currently the main training focus. Tackling corruption is a core topic of all TUI Cruises compliance training; in the reporting year, the entire first management level and over 90% of active TUI Cruises employees were trained in combating corruption.

Whistleblower system

Employees with concerns about compliance in their work area, or who want to report specific violations, are able to contact the Compliance team or Compliance Officer directly. In addition, it is also possible to report compliance-relevant grievances via a hotline to a specialist external legal practice: this firm accepts information as a neutral partner and will forward it anonymously if the information provider

requests it, to the Compliance team appropriately. If necessary, the legal practice will then advise the company accordingly. The hotline was newly established in 2023 and is available around the clock to all TUI Cruises employees, crews on board our ships, and external whistleblowers by telephone, e-mail and via a secure online platform in several languages. The new whistleblower channel was announced to employees by e-mail and via the intranet. TUI AG's 'TUI SpeakUp' hotline can also be used by employees, crews and external whistleblowers to submit compliance violation notifications. Those concerning TUI Cruises are forwarded to the Compliance team for follow-up.

For the crews on board, in line with maritime practice there are further reporting channels for information or complaints, for example via the Designated Person Ashore (DPA). As an interface between the crew and the management level ashore, the DPA ensures that crew members are able to work safely and efficiently, and that safety precautions are observed on board. In this role, the DPA also acts as a point of contact for compliance-related notifications.

The Compliance team follows up thoroughly on all notifications received through internal investigation and, if required, by involving external experts. The results are then documented internally. If the case was not reported anonymously, the whistleblower will receive feedback within the prescribed period. If a report proves justified, Management is informed of the incident, provided they are not involved themselves. Serious matters can also be submitted to the Shareholder Committee or the Supervisory Board.

Provided that violations are reported in good faith, a notification will naturally entail no disadvantage to the person reporting it – regardless of whether the report proves to be well-founded. Whistleblowers first receive an acknowledgement of receipt of their notification; after three months at the latest, they receive feedback on the current status of the investigation. The effectiveness of the existing whistleblowing procedures is reviewed on a case-by-case basis, or whenever new laws or developments require it.

In the reporting year, there were isolated indications of biased action by employees and contractual partners. These were comprehensively investigated, but in no case were sufficient indications of inadmissible conduct or relevant violations identified, for example of the Code of Conduct.

Risk management

For TUI Cruises, managing risks responsibly is a fundamental element of good corporate governance. Identifying, evaluating and systematically responding to risks in a timely manner is crucial to the long-term business success of the company. Risk management is therefore an integral part of the company's planning process and is closely linked to the corporate strategy.

TUI Cruises' constant objective is to limit risks as far as possible. At the same time, the company strives continually to leverage opportunities, aiming for a balance between opportunities and risks. A specific Risk Management Policy describes the company's underlying approach, the

GRI 2-12, 2-13, 2-16, 2-23, 2-25, 2-26, 2-29, 101/3-3, 201/3-3, 201-2, 205/3-3, 205-2, 206/3-3, 305/3-3, 401/3-3, 403/3-3, 404-2, 406/3-3, 408/3-3, 409/3-3

key aspects of the risk management process and the main reporting procedures. The organization of risk management is also described here. The CFO of TUI Cruises holds the position of Chief Risk Officer. Together with the Director of Risk Management, who is supported by the Risk Manager, the CFO monitors and steers the risk management process.

Responsibility for managing individual risks is held by the specialist departments and in particular by the respective managers (risk owners). The Risk Manager supports the risk owners in identifying, assessing, evaluating and managing their respective risks. If necessary, a personal meeting with the responsible risk owner takes place, during which potential risk-mitigation opportunities are also considered. This way, existing risks are systematically recorded and evaluated every six months. The Chief Risk Officer then analyses the aggregated risks and opportunities at corporate level. The Sustainability Department also assesses current risk issues as part of this process. Possible violations of regulatory requirements are considered a risk, as are increasing requirements and stricter regulations on environmental standards, especially CO₂ emissions. In addition, a negative environmental reputation of the cruise industry might lead to declining consumer demand. Last but not least, climate change could also have a negative impact on the TUI Cruises business model. Specific risk factors include the loss of biodiversity, as well as extreme weather events.

Against this background, the company carried out a climate scenario analysis in 2023 together with TUI Group, following the recommendations of the Task Force for Climate Related Financial Disclosures (TCFD) initiative. Risks and opportunities arising from predicted climatic changes were identified and evaluated. The climate scenario analysis was an important first step for TUI Cruises in preparing the CSRD-compliant materiality analysis in the reporting year; the analysis results were a key element in assessing related impacts, risks and opportunities (IROs) and as such were also integrated in the double-materiality analysis.

Data protection and IT security

Data protection and data security are especially important to a cruise company. TUI Cruises is keenly aware of this responsibility and works continually to ensure data protection and compliance with country-specific legal regulations. This applies in particular to the personal data of the company's cruise guests, further customers, suppliers, employees and job applicants. TUI Cruises pursues a risk-based management approach to data protection and IT security. To do this, presumable damage to the affected person is compared with the respective probability of it occurring, which allows the company to derive measures that minimize or completely prevent the specific risk. TUI Cruises bases its management approach on documented processes, policies and guidelines, as well as technical and organizational measures.

The Data Protection Policy is the decisive element in TUI Cruises' data protection organization. A network of coordinators supports data protection management; alongside this, employee training courses are carried out and repeated on a regular basis. Regular awareness training and phishing simulations also ensure the necessary IT security awareness throughout the workforce. A training campaign launched in 2024 that comprised more sophisticated phishing simulations was successfully completed in September 2025. Another campaign on this topic is scheduled to go live in early 2026. Nevertheless, IT risks can never be completely eliminated; for this reason, TUI Cruises has established comprehensive business continuity measures to remain operational in the event of a major system failure or extensive IT infrastructure damage. Besides frequent data backups and further technical measures, the company has also increased its use of cloud-based systems.

Supply chains and sustainable procurement

TUI Cruises is publicly committed to sustainable and ethical business practices in full compliance with all applicable laws, conventions and regulations. Via the [Code of Conduct for Suppliers](#), the company extends its own claim to its supply chain and specifies minimum standards for its suppliers as well as their employees, subcontractors, agents and service providers.

The Code is aimed in particular at combating corruption, upholding fair working conditions, ensuring health and safety, protecting the environment, safeguarding public welfare, and information security integrity.

GRI 2-6, 2-12, 2-13, 2-23, 2-24, 2-25, 101/3-3, 201/3-3, 201-2, 205-2, 206/3-3, 301/3-3, 305/3-3, 306/3-3, 308/3-3, 401/3-3, 403/3-3, 404-2, 407/3-3, 408/3-3, 409/3-3, 414/3-3, 418/3-3

Beyond the Code of Conduct, in the environmental area TUI Cruises has published further voluntary corporate guidelines and position papers (see also “[Environment | Guidelines and voluntary commitments](#)”). Sustainable supplier management is also a core focus topic of the Sustainability Strategy 2030.

All standard TUI Cruises contracts refer explicitly to the Code of Conduct for Suppliers and require business partners’ full and constant compliance with it. Increasingly, the Code’s requirements are also being incorporated as mandatory contractual cornerstones of those business relationships that are not regulated by standard contracts. The Code is publicly available on the TUI Cruises corporate website.

Furthermore, a special sustainability clause in all standard and individually tailored contracts explicitly requires TUI Cruises suppliers to uphold all applicable national and international environmental standards and laws, to respect fundamental labor rights in accordance with the ILO Declaration (1998) and to respect human rights. Beyond this, the clause obliges suppliers to use environmentally friendly and efficiently recyclable packaging: packaging materials must be selected to ensure their reuse or recycling, as well as to minimize the environmental impact of their final disposal.

Suppliers’ compliance with these obligations is monitored on a case-by-case basis. As a general principle, the company trusts their voluntary commitment. Nevertheless, should violations of the stated standards be proven, TUI Cruises reserves the right to terminate the contractual relationship immediately. Within the ISO 14001 and 9001

certifications, regular assessments of TUI Cruises’ strategic and long-term suppliers are carried out. These supplier assessments are carried out annually by each TUI Cruises department on their core suppliers.

In the reporting year, a supplier audit was carried out at Vierke (Corporate Fashion) as an integrated environmental and quality audit. Alongside a general overview of the company, this included the Quality Management, Environmental and CSR Management areas as well as Contractual and Business Continuity Management. The audit analyzed processes in waste management and in the packaging sector from an environmental perspective; several optimization potentials were identified that support both environmental and logistical improvements. In this regard, further cooperation is planned for 2026 as part of the Futouris Circular Cruising project to evaluate innovative and environmentally beneficial packaging solutions. The next supplier audit is scheduled for 2026.

Decentralized procurement – one common goal

All TUI Cruises procurement guidelines and policies fundamentally apply to both brands’ procurement activities and define the overarching requirements for purchased goods. As there is no central procurement at TUI Cruises, sustainability requirements and related measures are managed decentrally. For example, most onboard purchasing for hotel operations is handled by the service provider sea chefs, while Royal Caribbean is responsible for a major share of procurement in the Maritime Operations area. Within new-build projects, the respective shipyard acts as the buyer and TUI Cruises assumes responsibility for Owner Supply, which mainly relates to ships’ interior fittings.

In view of the above, the Sustainability Department collaborates with various project partners to ensure that the company’s procurement is as sustainable as possible. For instance, together with Marketing, a definition of sustainable paper and print products was produced. In Ship Management, TUI Cruises’ current focus is on using sustainable materials during dry-dock periods and procuring sustainable furniture for hotel operations. After all, when it comes to new-builds, it is important to enable sustainable solutions through specifying the company’s requirements in advance to the designers and architects assigned. Regarding Product Management, TUI Cruises’ Sustainability experts work with the respective specialist departments on programs and projects to achieve more sustainable catering, for example in compliance with animal welfare standards. In addition, the range of vegetarian and vegan dishes is being continually expanded, alongside a focus on sustainable textiles and circular economy considerations.

Partnerships for greater sustainability

A key success factor in effective sustainability management is targeted cooperation with external partners and organizations. TUI Cruises therefore forms strategic partnerships to be able to offer high-quality products across its fleets and to cooperate with its partners on new, even more sustainable offerings – from natural cosmetics in the wellness areas of both fleets’ ships, to sustainable bar design on the *Mein Schiff*® fleet. Further successful examples can be found on both fleets in the area of cabin textiles, where TUI Cruises works closely with suppliers to include sustainably produced cotton products in the textile assortment.

GRI 2-6, 2-13,
2-23, 2-24, 2-29,
205-2, 206/3-3,
301/3-3, 306/3-3,
308/3-3, 401/3-3,
403/3-3, 407/3-3,
408/3-3, 409/3-3,
414/3-3

Besides this, together with the TUI Group, TUI Cruises has partnered with Cleaner Seas since 2024 with the joint goal of counteracting harmful emissions of microplastics by installing microplastic filters on ships’ washing machines. Following a successful pilot test on *Mein Schiff 3* in 2024, this cooperation was continued in the reporting year and preparations were made for the installation of microplastic filters in the Crew and Guest Laundry on *Mein Schiff 5*. In January 2026, the filters were finally installed during *Mein Schiff 5*’s drydock layover in Dubai. The performance of these filters is now being evaluated over long-term operation on *Mein Schiff 5* to decide whether further vessels should be similarly equipped.

Onboard catering is also in focus at TUI Cruises. The company is working closely with endori, a highly respected supplier of vegetarian and vegan foods among other types, to help secure healthy nutrition. It is also raising awareness of the value of sustainable nutrition by introducing plant-based meat and fish alternatives. For example, the vegetarian and vegan offer on board the *Mein Schiff*® fleet is growing steadily. Every ship’s restaurant and bistro now offers at least one vegetarian and one vegan dish. In the two large à la carte restaurants ‘Atlantik – Klassik’ and ‘Atlantik – Mediterran’, around one-third of dishes are now vegan. Furthermore, onboard catering offers a large number of sustainably produced wines.

Fair competition

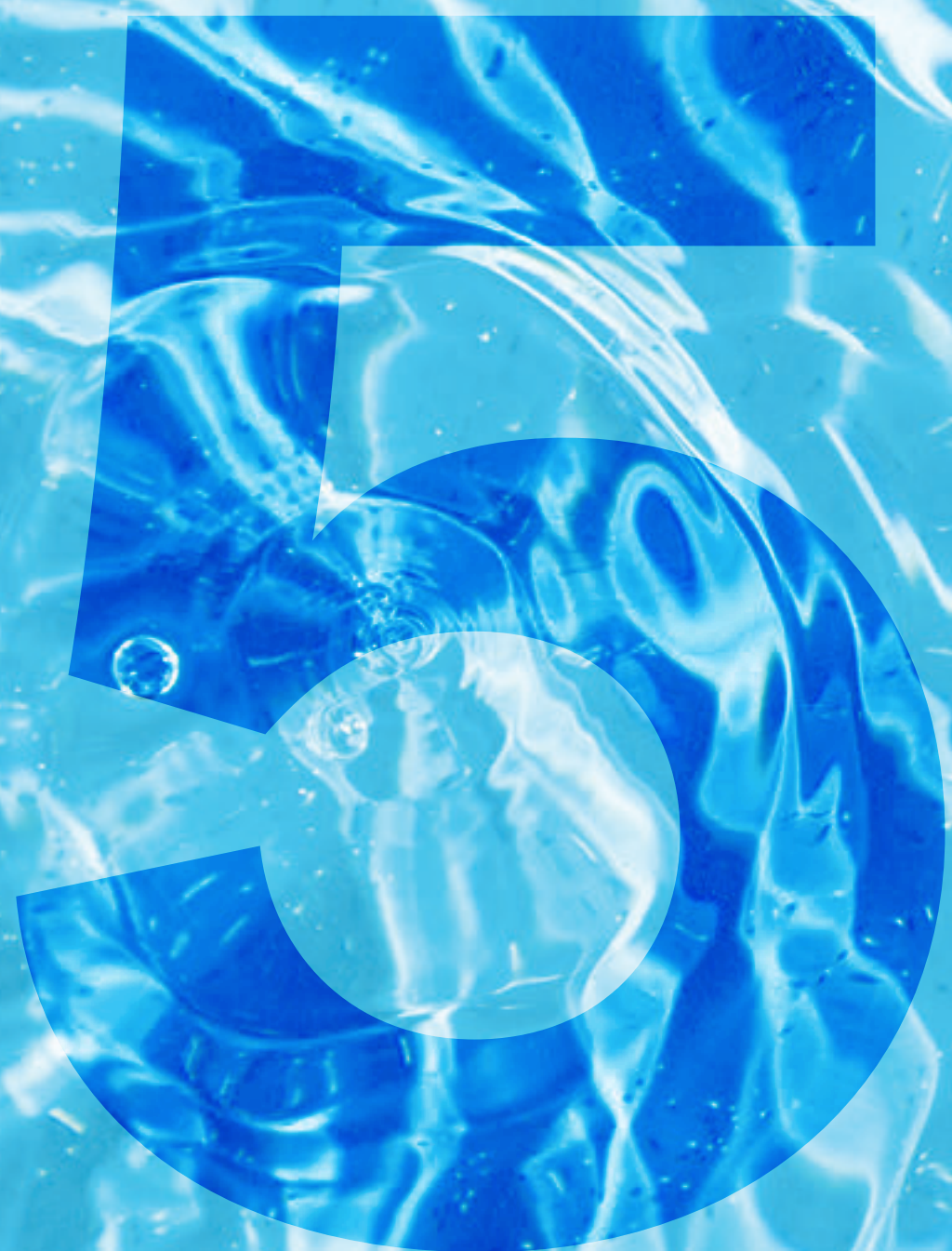
As a cruise company, TUI Cruises is active in many markets and negotiates with numerous suppliers and partners. Negotiating advantageous contracts and the best prices is also in the interest of the company’s customers. But even if there is intense competition, constantly respecting statutory requirements on competition remains a permanent priority.

In maintaining this commitment, the company also proactively meets potential challenges. Legal proceedings with a consumer protection association to examine and potentially adjust individual clauses in the travel conditions of the *Mein Schiff*® fleet were concluded in the reporting year, following minor adjustments to the General Business Terms and Conditions.

In the reporting year, TUI Cruises was not involved in any legal proceedings related to anti-competitive behavior, or violations of antitrust and monopoly law. To ensure this in future too, TUI Cruises formulated and implemented a new Fair Competition Policy in 2022. It uses workplace scenarios to explain how the company should compete fairly and in compliance with the law. This policy is binding for all TUI Cruises employees.



Eco-friendly comfort by the pool: On board the *Mein Schiff*® fleet, our pool towels are GOTS-certified and made from sustainably grown cotton.



ANNEX

GRI Index

GRI Indicator	Comment	Reference
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GRI 2: General Disclosures (2021)

The organization and its reporting practices

2-1	Organizational details	TUI Cruises is a limited liability company (GmbH) under German commercial law. The company's registered headquarters are in Hamburg, Germany. The two parent companies are Royal Caribbean Ltd., a private corporation based in Miami, Florida (U.S.A.), and TUI AG, a public limited corporation based in Hanover, Germany.	5–7; 69
2-2	Entities included in the organization's sustainability reporting	Unless otherwise indicated, this Sustainability Report refers to TUI Cruises GmbH in its entirety, i.e. to the cruise brands <i>Mein Schiff</i> ® and Hapag-Lloyd Cruises. All statements concern all TUI Cruises employees at the administrative locations in Berlin and Hamburg as well as on board both fleets.	5–7; 69
2-3	Reporting period, frequency and contact point		69
2-4	Restatements of information	There were no restatements of material information in the reporting period.	
2-5	External assurance	No external audit has been carried out of the contents of this report for the 2025 reporting year.	

Activities and workers

2-6	Activities, value chain and other business relationships		3; 5–8; 12; 14; 17; 30–31; 33; 42–43; 51–52
2-7	Employees	Contractually fixed working hours apply to all TUI Cruises employees. The key figures reported under this standard were calculated on the basis of employee figures (headcount) as at 31.12.2025.	7; 33–34; 66–67
2-8	Workers who are not employees	In the reporting year, there were no employees at TUI Cruises without a direct contractual employment relationship whose work was controlled by the organization. TUI Cruises ships' crews include people who are not in an employment relationship with TUI Cruises (neither as temporary employees); these individuals are either employed by external service providers or are hired as freelancers.	

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GRI Indicator		Comment	Reference
Governance			
2-9	Governance structure and composition		5; 8–10; 12; 46; 67
2-10	Nomination and selection of the highest governance body	Two Supervisory Board members are appointed by each of the two parent companies. The two employee representatives are voted into office by the employees in a free election.	46
2-11	Chair of the highest governance body	Since 2022, Jutta Westerburg, Director Legal Holiday Experiences at TUI AG, has been Chairwoman of the Supervisory Board of TUI Cruises. Ms. Westerburg is to serve in this role for a period of five years.	
2-12	Role of the highest governance body in overseeing the management of impacts		8–10; 12; 17–18; 31; 46; 49–51
2-13	Delegation of responsibility for managing impacts	Ashore, in addition to the roles and responsibilities described in the report, there is also a Carbon Reduction Working Group. This Working Group works closely with TUI Cruises Management in monthly management meetings to implement the annual and long-term planning undertaken by the Corporate Planning Department to achieve the SBTi targets. On board the ships, in addition to the roles and responsibilities described in the report are the onboard management positions on TUI Cruises ships: Captain, Staff Captain, Environmental Officer (<i>Mein Schiff</i> ® only), Chief Officer Safety, Chief Engineer, Staff Chief Engineer, and General Manager.	8–10; 14–17; 20–21; 29; 35–36; 38–43; 46–47; 49–52
2-14	Role of the highest governance body in sustainability reporting	Final approval for all sustainability reports rests with the CEO of TUI Cruises. Within the preparation of the report, all relevant departments including the Communications Department are involved and gather the required information.	8; 69
2-15	Conflicts of interest		43; 49
2-16	Communication of critical concerns	In the reporting year, no critical concerns were submitted to the Supervisory Board.	39; 49–50; 53
2-19	Remuneration policies	In the reporting year, a salary increase of 2.5% was implemented for all employees of TUI Cruises. For all permanent employees, in addition to the monthly fixed salary there is a bonus commitment: among other elements, this is based on business success, cruise guest satisfaction ratings, and the achievement of personal targets (for example, CO ₂ reduction targets).	33; 36; 38
Strategy, policies and practices			
2-22	Statement on sustainable development strategy		3

GRI Index

GRI Indicator		Comment	Reference
2-23	Policy commitments	TUI Cruises is explicitly committed to full compliance with the UN Convention on the Rights of the Child as well as the ILO Core Labour Standards; the company also participates indirectly through TUI AG's membership of the UN Global Compact. In addition, TUI Cruises declares its compliance with all other material environmental and social standards. In addition to its corporate values, mission statements and objectives, codes of conduct and social and environmental principles, TUI Cruises also substantiates its voluntary commitment in Works Agreements, including with regard to special leave from work, employee onboarding management, IT systems and employee profit-sharing. Hapag-Lloyd Cruises is also subject to additional Works Agreements, including those relating to working hours, further education and training, company pension schemes, work-life balance and occupational health management. Furthermore, TUI Cruises signed the Diversity Charter ('Charter der Vielfalt') in 2025.	8–10; 15–21; 23–31; 35–36; 38; 40–43; 47–53
2-24	Embedding policy commitments		10; 15–24; 27–30; 33; 39–40; 42–43; 47–49; 51–53
2-25	Processes to remediate negative impacts		12; 39–42; 48–51
2-26	Mechanisms for seeking advice and raising concerns	In addition to the stated reporting procedures, the Legal & Compliance Department also has the opportunity to discuss reports and incidents with the CFO in regular jour fixe meetings.	39–40; 49–50
2-27	Compliance with laws and regulations		49; 53
2-28	Membership associations		10; 12; 24; 26; 30–31
Stakeholder engagement			
2-29	Approach to stakeholder engagement		9; 12; 15; 24; 35–40; 43; 46; 50; 52
2-30	Collective bargaining agreements		33; 36
GRI 3: Material Topics (2021)			
3-1	Process to determine material topics		9
3-2	List of material topics		9–11

GRI Index

GRI Indicator		Comment	Reference
Economic performance indicators			
GRI 201: Economic Performance (2016)			
3-3	Management of material topics		5; 14; 18–19; 43–44; 50–51
201-1	Direct economic value generated and distributed		5; 43–44
201-2	Financial implications and other risks and opportunities due to climate change		14; 18–19; 50–51
GRI 202: Market Presence (2016)			
3-3	Management of material topics		3; 7; 10; 14; 33; 36; 38
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	All employers with employees on board TUI Cruises fleets must be MLC (Maritime Labour Convention)-certified and pay their employees at least the minimum wage for seafarers. Ashore, the statutory minimum remuneration is upheld for all employees.	36; 38
GRI 205: Anti-corruption (2016)			
3-3	Management of material topics		49–50; 53
205-2	Communication and training about anti-corruption policies and procedures	In the reporting year, TUI Cruises concentrated on preventing corruption incidents and on implementing corresponding training courses. Training of shore-based employees on anti-corruption policies and procedures at TUI Cruises took place in the reporting year; no training was provided for business partners.	48–52
205-3	Confirmed incidents of corruption and actions taken		49
GRI 206: Anti-competitive Behavior (2016)			
3-3	Management of material topics		49–53
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		53

GRI Index

GRI Indicator		Comment	Reference
Environmental performance indicators			
GRI 101: Biodiversity (2024)			
3-3	Management of material topics	The company's cruise operations comply with all relevant regulatory requirements for the protection of ecosystems. Additionally, in the reporting year, a comprehensive biodiversity assessment was carried out to identify the material impacts of TUI Cruises on biodiversity throughout its value chain. Based on the results, the development of a biodiversity strategy and an action plan was launched, led by the corporate Sustainability Department. This phase is scheduled for completion in early 2026 and specific measures will then be implemented.	3; 9–12; 14–16; 29–31; 42–43; 47; 50–51
101-2	Management of biodiversity impacts	Based on the biodiversity assessment carried out in the reporting year, a biodiversity strategy and an action plan to reduce impacts of biodiversity throughout the value chain are to be developed in 2026. The objective is to systematically identify and assess biodiversity risks and derive appropriate measures to avoid and mitigate negative impacts. The TUI Cruises Sustainability Department holds responsibility for this.	29–31; 42–43
101-4	Identification of biodiversity impacts	Within the biodiversity assessment, material impacts on biodiversity were identified throughout the entire TUI Cruises value chain. The assessment focused on those areas of impact classified as particularly relevant due to their severity, scope and long-term impact (Overall Assessment: ≥ 11 out of 15). The actual impacts were considered. A total of 21 material impacts were identified. In the supply chain, these result in particular from changes in land use (e.g. in agriculture, forestry and raw material extraction), maritime impacts on ecosystems (e.g. use of the seabed in fishing) as well as from emissions (greenhouse gases and air pollutants) and material inputs into water and soil. Other relevant impacts result from the overexploitation of biological resources, in particular fish stocks, in the production of foodstuffs, and from the production and treatment of waste in onboard operations.	30–31
101-5	Locations with biodiversity impacts	TUI Cruises does not have any permanent operating locations in protected areas or areas of high biodiversity value. As part of the biodiversity assessment, a hotspot analysis was also carried out to identify geographical biodiversity risks. With the support of the WWF Biodiversity Risk Filter, the itineraries of both fleets were analyzed, in particular on the basis of the most frequently visited ports. Regions with high biodiversity risks include the Far East, the Canary Islands, the European Atlantic coast, and the Balearic Islands, as well as individual ports in Northern Europe, the Mediterranean and Antarctica. In addition, the WWF Water Risk Filter was used to assess water-related risk regions. In particular, the Mediterranean, the Far East, the Caribbean, and Asia were identified as fleet destination regions with high water scarcity.	31

GRI Index

GRI Indicator		Comment	Reference
GRI 301: Materials (2016)			
3-3	Management of material topics		9–11; 14–16; 24–26; 30–31; 44; 51–53
GRI 302: Energy (2016)			
3-3	Management of material topics		3; 6; 10–11; 14–17; 20–23; 43; 47–48
302-1	Energy consumption within the organization	TUI Cruises reports the electricity consumption for its administrative locations in Hamburg and Berlin for 2024 and 2023; a definitive electricity consumption statement for the reporting year was not available at the publication deadline and extrapolation is not possible. For the Hamburg location, 100% of the electricity purchased is from renewable energy sources. For the Berlin location (commercial premises within an office complex), no electricity from renewables was purchased from the lessor of the premises in 2024. Electricity consumption at the Hamburg location: 2024: 389,048 kWh; 2023: 373,971 kWh Electricity consumption at the Berlin location: 2024: 137,316 kWh; 2023: 107,505 kWh In addition, around 1,692.96 metric tons of bio-LNG were consumed on board <i>Mein Schiff Relax</i> in the reporting year.	20–22
302-4	Reduction of energy consumption	At the Hamburg and Berlin sites, electricity consumption increased in the reporting year: in Hamburg by 4.03% and in Berlin by 27.73%. This can be explained, among other factors, by the leasing of additional workspace at both locations in 2024. Besides this, 2023 was still characterized by a degree of employee reticence regarding a return to the physical office in the aftermath of the Corona pandemic.	20–21
GRI 303: Water and Effluents (2018)			
3-3	Management of material topics		9–11; 14–16; 24; 27–29
303-1	Interactions with water as a shared resource	The use of water on board the fleets is primarily attributable to consumption in the cabins (guests and crew washing/showering; toilets are vacuum systems); consumption in public toilets (sinks); consumption in cleaning (housekeeping) and laundry processes; consumption in the galleys for food and drink preparation and for dishwashing; consumption in pool and spa operation; consumption in marine operations cleaning processes; engine cooling and water for exhaust-gas cleaning systems (scrubbers).	12; 27–29; 31
303-2	Management of water discharge-related impacts		27–29
303-3	Water withdrawal		27

GRI Index

GRI Indicator		Comment	Reference
303-4	Water discharge	Essentially, the report distinguishes between the following wastewater categories. - Grey water: water arising during ship operation and resulting from activities such as meal preparation, laundry and showering. - Black water: wastewater from toilets and urinals, residues from cleaning black water collection, storage and treatment systems; wastewater from sinks, showers and drains at the medical facilities. - Bilgewater: water that collects at the lowest part of the ship's inner hull and may contain oil, grease, or other contaminants that have leaked or condensed from various sources such as shaft seals, evaporators or other machinery. In the case of wastewater recirculation, neither the shoreside discharge of AEP (Advanced Emission Purification system) wastewater (closed loop) nor the discharge of AEP washwater (open loop) to the sea are currently taken into account.	27–29
303-5	Water consumption	Water consumption at TUI Cruises is calculated by water withdrawal (freshwater production and freshwater bunkering) minus wastewater recirculation.	27
GRI 306: Effluents and Waste (2016)			
306-6	Significant spills	There were no known cases of significant leakage of harmful substances in the reporting year.	
GRI 305: Emissions (2016)			
3-3	Management of material topics		3; 6; 8; 10–11; 14–23; 43; 47–48; 50–51
305-1	Direct (Scope 1) GHG emissions		18
305-3	Other indirect (Scope 3) GHG emissions	In the reporting year, indirect greenhouse gas emissions (Scope 3) were only recorded with regard to fuel consumption ('Well-to-Wake').	18
305-4	GHG emissions intensity		18
305-5	Reduction of GHG emissions		18; 23
305-6	Emissions of ozone-depleting substances (ODS)	There was no production, importation or exportation of ozone-depleting substances (coolants) in the reporting year.	
GRI 306: Waste (2020)			
3-3	Management of material topics		8–12; 14–16; 24–26; 43; 51–52
306-1	Waste generation and significant waste-related impacts		24

GRI Index

GRI Indicator		Comment	Reference
306-2	Management of significant waste-related impacts		24–26
306-3	Waste generated	The total waste volume was not broken down by components in the reporting year. As a result of expanded reporting obligations (e.g. CSRD) and the further development of digital reporting tools, a more differentiated presentation of waste data will be possible in the future.	24
GRI 308: Supplier Environmental Assessment (2016)			
3-3	Management of material topics		51–52
308-1	New suppliers that were screened using environmental data	In the reporting year, no audits of new suppliers were carried out.	
Social performance indicators			
GRI 401: Employment (2016)			
3-3	Management of material topics		3; 7–9; 11–12; 33; 35–41; 46–52
401-1	New employee hires and employee turnover		33–34; 67
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		36; 40–41
401-3	Parental leave		34; 66
GRI 402: Labor/Management Relations (2016)			
3-3	Management of material topics	The Works Council is divided into the following Working Groups: Working Hours, Further Education and Training, Public Relations, Internal Proposals/Idea Management, Occupational Health Management, Employee Onboarding Management, Workplace/Room Inspections and Occupational Safety Committee, IT Committee, Finance Committee, and Mobile Working.	11–12; 33; 35–37; 48
402-1	Minimum notice periods regarding operational changes	There is a minimum notice period of three months granted to employees and their representatives before significant operational changes may be implemented. These or other consultation and negotiation provisions have not been set out in a collective agreement, as TUI Cruises is not bound by collective bargaining regulations.	

GRI Index

GRI Indicator		Comment	Reference
GRI 403: Occupational Health and Safety (2018)			
3-3	Management of material topics		9; 35–36; 39–41; 47–48; 50–52
403-1	Occupational health and safety management system	Ashore, the occupational health and safety management system is designed by the Occupational Safety Committee based on statutory requirements. All shore-based employees at the Hamburg and Berlin locations are subject to this. On the ships, all crew members are subject to the stipulations of the onboard management systems.	39–41
403-2	Hazard identification, risk assessment, and incident investigation	As a result of the Occupational Health and Safety Act, the offer of workplace inspections generally applies, especially following internal workplace moves. Safety Officers monitor potential hazards, identify deficiencies and organize their elimination. In addition, additional awareness-raising regarding occupational health and safety protection is carried out via the company's intranet ('Logbook'); the online training courses on occupational health and safety, which must be completed annually by all employees, are being revised in the personnel management system (TUI People).	39–41; 47
403-3	Occupational health services		36; 39–41
403-4	Worker participation, consultation, and communication on occupational health and safety		38–41
403-5	Worker training on occupational health and safety		9; 39–41
403-6	Promotion of worker health		40–41
403-8	Workers covered by an occupational health and safety management system	There are no employees at TUI Cruises without a direct contractual employment relationship whose work is controlled by the organization (see statement on GRI 2-8).	
403-9	Work-related injuries	In the reporting year there were individual cases of occupational injuries among TUI Cruises employees at the locations ashore. Of 15 injury cases, one had serious consequences. On board the fleets there were three occupational injuries among TUI Cruises employees, one of which had serious consequences.	
403-10	Work-related ill health	In the reporting year, no data on work-related illnesses were collected among TUI Cruises employees or service providers' employees on board TUI Cruises ships.	
GRI 404: Training and Education (2016)			
3-3	Management of material topics		In the reporting year, five out of nine shore-based trainees were taken on by TUI Cruises after completing their training. 9; 35–38; 49

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[Further key figures from the Social chapter](#)

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GRI Index

GRI Indicator		Comment	Reference
404-2	Programs for upgrading employee skills and transition assistance programs	In the reporting year, all TUI Cruises employees were required to undergo mandatory training in the following main focus areas: occupational safety, sustainability, data protection and security, Integrated Management System, IT and information security, and compliance. Besides these, voluntary basic training on project management was available to all employees every six months and a follow-up training course was available annually, depending on their current professional activity and subject to prior budget approval.	9; 15–16; 36–41; 49–51
404-3	Percentage of employees receiving regular performance and career development reviews	All employees of TUI Cruises are entitled to regular feedback meetings. Interns and working students receive feedback based on their needs and tasks.	37
GRI 405: Diversity and Equal Opportunity (2016)			
3-3	Management of material topics		3; 11; 33; 35–36; 38–39; 46; 66–67
405-1	Diversity of governance bodies and employees		33–34; 46; 66–67
405-2	Ratio of basic salary and remuneration of women to men	Female employees earn on average 11.03% less than their male colleagues.	
GRI 406: Non-Discrimination (2016)			
3-3	Management of material topics		33; 38–39; 50
406-1	Incidents of discrimination and corrective actions taken	In the reporting year, two incidents ashore were reported. In one, an explanatory meeting with all those affected was offered, but this was not taken up. In the second case, all parties involved were questioned and the facts of the case were clarified. As a follow-up measure, employees' awareness of the respective topic was raised.	39
GRI 407: Freedom Of Association And Collective Bargaining (2016)			
3-3	Management of material topics		33; 35–36; 51–52
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	In the reporting year, TUI Cruises was not aware of any business locations or suppliers where the rights to freedom of association and collective bargaining were threatened or infringed.	

GRI Index

GRI Indicator		Comment	Reference
GRI 408: Child Labor (2016)			
3-3	Management of material topics		47; 49–52
408-1	Operations and suppliers at significant risk for incidents of child labor	In the reporting year, TUI Cruises was not aware of any company locations or supplier locations at significant risk of infringing child labor law.	
GRI 409: Forced or Compulsory Labor (2016)			
3-3	Management of material topics		47; 49–52
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	In the reporting year, TUI Cruises was not aware of any company locations or supplier locations at significant risk of infringing forced or compulsory labor law.	
GRI 414: Supplier Social Assessment (2016)			
3-3	Management of material topics		51–52
414-1	New suppliers that were screened using social criteria	In the reporting year, no audits of new suppliers were carried out.	
GRI 415: Public Policy (2016)			
3-3	Management of material topics		12; 43
415-1	Political contributions		43–44
GRI 418: Customer Privacy (2016)			
3-3	Management of material topics		9; 46; 48–49; 51

FURTHER KEY FIGURES FROM THE SOCIAL CHAPTER

33 | Employees by contract type

in absolute numbers and in percent

	2024		2025	
Employees on unlimited contracts	758	100%	792	100%
By gender				
Male	291	38.00%	299	37.75%
Female	467	62.00%	492	62.12%
Diverse	0	0.00%	1	0.13%
By deployment area				
At sea	78	10.29%	78	9.85%
Ashore	680	89.71%	714	90.15%
Employees on fixed-term contracts	139	100%	141	100%
By gender				
Male	96	69.06%	95	67.38%
Female	43	30.94%	46	32.62%
Diverse	0	0.00%	0	0.00%
By deployment area				
At sea ¹	99	71.22%	103	73.05%
Ashore	40	28.78%	38	26.95%

Includes all active employment relationships (including Nautical Officer Assistants – NOAs – and employees on maternity leave). Figures exclude shore-based trainees, interns and working students.

¹ Of whom 15 Nautical Officer Assistants in 2025 and 13 in 2024.

34 | Parental leave

by gender, in absolute numbers and in percent

	2024		2025	
Employees entitled to parental leave (all)	897	100%	933	100%
Male	387	43.14%	394	42.23%
Female	510	56.86%	538	57.66%
Diverse	0	0.00%	1	0.11%
Parental leave taken	54	6.02%	59	6.32%
Of whom male	8	14.81%	13	22.03%
Of whom female	46	85.19%	46	77.97%
Of whom diverse	0	0.00%	0	0.00%
Rückkehr nach Ende der Elternzeit	18	2.01%	33	3.54%
Of whom male	6	33.33%	11	33.33%
Of whom female	12	66.67%	22	66.67%
Of whom diverse	0	0.00%	0	0.00%
Still employed 12 months after return ¹	23	2.56%	6	0.64%
Of whom male	2	8.70%	2	33.33%
Of whom female	21	91.30%	4	66.67%
Of whom diverse	0	0.00%	0	0.00%

Includes all active employment relationships (including Nautical Officer Assistants – NOAs – and employees on maternity leave). Figures exclude shore-based trainees, interns and working students.

¹ All returnees in 2024 were considered.

35 | Diversity on the Supervisory Board and in the workforce
in absolute numbers and in percent

	2024		2025	
Persons on the Supervisory Board	6	100%	6	100%
By gender				
Male	3	50.00%	3	50.00%
Female	3	50.00%	3	50.00%
Diverse	0	0.00%	0	0.00%
By age group				
Under 30 years old	0	0.00%	0	0.00%
30 – 50 years old	3	50.00%	3	50.00%
Over 50 years old	3	50.00%	3	50.00%
Employees ¹	897	100%	933	100%
By gender				
Male	387	43.14%	394	42.23%
Female	510	56.86%	538	57.66%
Diverse	0	0.00%	1	0.11%
By age group				
Under 30 years old	157	17.50%	155	16.61%
30 – 50 years old	546	60.87%	573	61.41%
Over 50 years old	194	21.63%	205	21.97%

¹ Includes all active employment relationships (including Nautical Officer Assistants – NOAs – and employees on maternity leave). Figures exclude shore-based trainees, interns and working students.

36 | Employee turnover at TUI Cruises
in absolute numbers and in percent

	2024		2025	
Total employee exits/fluctuation rate in %	117	13.49%	103	11.08%
Average number of employees in the reporting period	867		930	
Fluctuation by gender				
Male	40	34.19%	43	41.75%
Female	77	65.81%	60	58.25%
Diverse	0	0.00%	0	0.00%
Fluctuation by age group				
Under 30 years old	31	26.50%	23	22.33%
30 – 50 years old	64	54.70%	60	58.25%
Over 50 years old	22	18.80%	20	19.42%
Fluctuation by deployment area				
At sea	22	18.80%	18	17.48%
Ashore	95	81.20%	86	83.50%

Figures exclude interns and working students.

The turnover rate is derived by comparing the number of employees leaving to the average number of employees in the current reporting year. Categorizing this by age group, gender and place of employment enables a comparison of that category to the overall number of employees leaving. The fleet area only includes the exits of employees for whom no re-entry may be expected.

LIST OF ABBREVIATIONS

ABTA	Association of British Travel Agents	ESG	Environmental, Social, Governance	MARPOL	International Convention for the Prevention of Pollution from Ships
AEP	Advanced Emission Purification System	ESRS	European Sustainability Reporting Standards	MGO	Marine gasoil
APCD	Available Passenger Cruise Days	EU-ETS	EU Emissions Trading System	MLC	Maritime Labour Convention
AWP	Advanced Wastewater Purification	GHG	Greenhouse Gas	NECA	Nitrogen Oxides Emission Control Area
BPA	Bisphenol-A	GOTS	Global Organic Textile Standard	NGO	Non-Governmental Organization
CEO	Chief Executive Officer	GRI	Global Reporting Initiative	NOA	Nautical Officer Assistant
CFO	Chief Financial Officer	GSTC	Global Sustainable Tourism Council	OSC	Occupational Safety Committee
CLIA	Cruise Lines International Association	HELCOM	Helsinki Commission	PHO	Public Health Officer
CSRD	Corporate Sustainability Reporting Directive	HIV	Human Immunodeficiency Virus	PLA	Polylactic acid
DEFRA	Department for Environment, Food & Rural Affairs (United Kingdom)	IAATO	International Association of Antarctica Tour Operators	ppm	parts per million
DMA	Double Materiality Analysis	ILO	International Labour Organization	SBTi	Science Based Targets initiative
DPA	Designated Person Ashore	IMO	International Maritime Organization	SCR	Selective Catalytic Reduction
EEDI	Energy Efficiency Design Index	IMS	Integrated Management System	SDGs	Sustainable Development Goals
EDL-G	Act on Energy Services and Other Energy Efficiency Measures	IRO	Impacts, Risks and Opportunities	SOLAS	International Convention for the Safety of Life at Sea
E-LNG	Liquefied Natural Gas from synthetic or renewable energy sources	ISM	International Safety Management	SQM	Ship's Safety and Quality Manual
		ISO	International Organization for Standardization	STI	Sexually Transmitted Infections
		KPI	Key Performance Indicators	TNFD	Task Force on Nature-related Financial Disclosures
		LNG	Liquefied Natural Gas		

ABOUT THIS REPORT

TUI Cruises GmbH (hereinafter TUI Cruises) produces a Sustainability Report every year and publishes it in German and English on the TUI Cruises corporate website. This report describes TUI Cruises’ stated sustainable business objectives, measures and achievements over the company’s 2025 financial year (01 January 2025 to 31 December 2025). The financial reporting period coincides with the period covered by the Sustainability Report. As in the previous year, this Sustainability Report has been produced with reference to the standards set out by the Global Reporting Initiative (GRI) in 2021.

Unless otherwise indicated, all statements and key figures refer to TUI Cruises as an overall entity, that is, they comprise the cruise brands *Mein Schiff*® and Hapag-Lloyd Cruises. They also apply to the entire workforce at the administrative offices in Hamburg and Berlin as well as to the TUI Cruises employees on TUI Cruises’ ships and the crew members aboard. The facts and related details reported here were compiled and approved by the specialists and departments responsible. Explanations of relevant abbreviations are provided in the [List of Abbreviations](#).

In the interests of comparability, TUI Cruises generally seeks to report comparative figures from the previous reporting year. TUI Cruises continues to work towards fully comprehensive data collation. Gaps relating to Hapag-Lloyd Cruises were closed in the 2024 reporting year, which now allows systematic year-on-year comparisons to be made. Slight variations in data calculation may occur due to rounding-off. All forward-looking statements in this report are based on carefully considered assumptions valid at the editorial deadline. Due to known or unknown risks and uncertainties, actual results, developments or company performance may differ from our forecasts, estimates and announcements.

The Sustainability Report 2025 is available online in PDF format in both German and English. For more information, please visit <https://corporate.tuicruises.com/en/sustainability>. TUI Cruises currently expects to publish the Sustainability Report 2026 in the spring of 2027.

IMPRINT

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Mein Schiff

