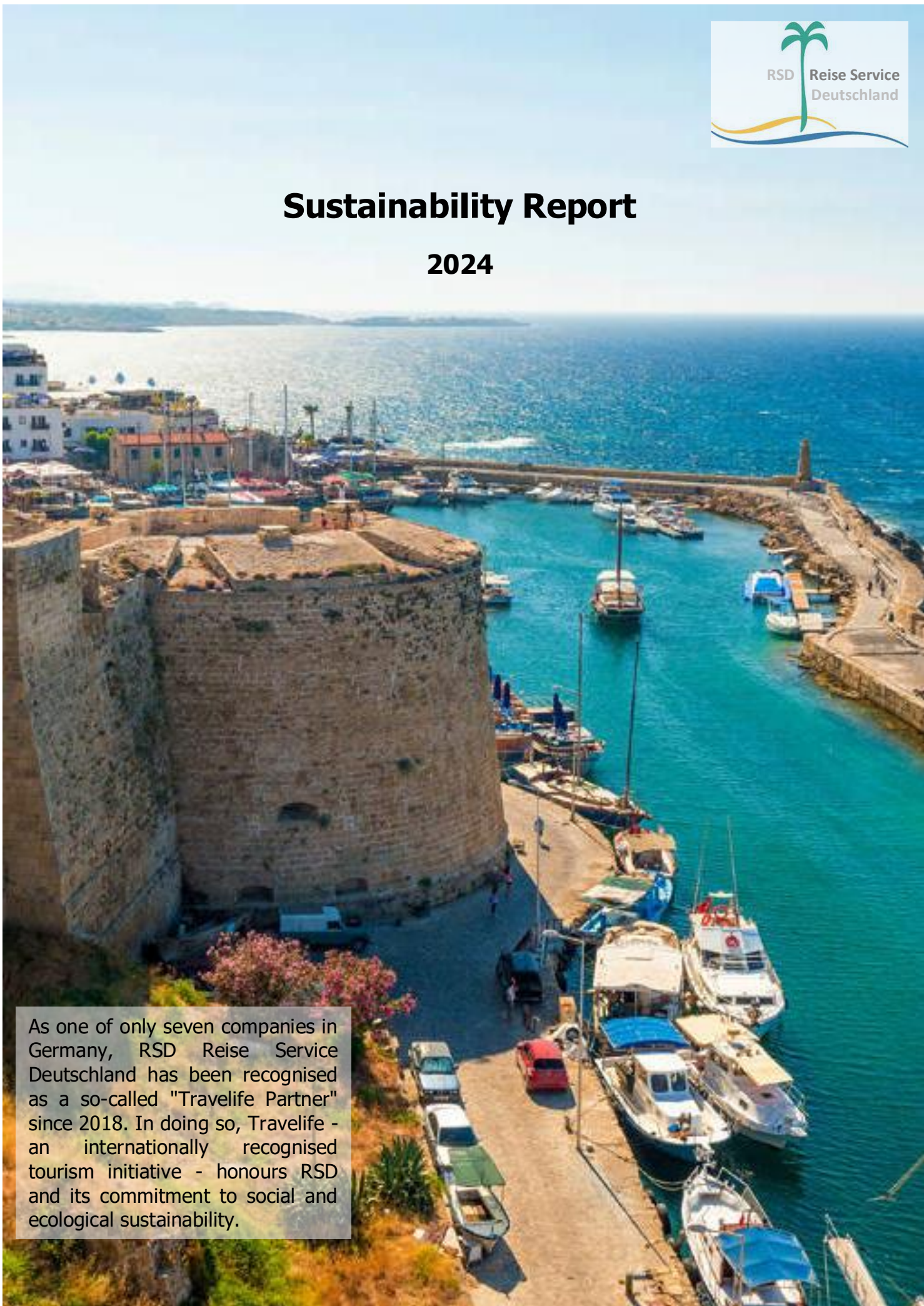


Sustainability Report

2024



As one of only seven companies in Germany, RSD Reise Service Deutschland has been recognised as a so-called "Travelife Partner" since 2018. In doing so, Travelife - an internationally recognised tourism initiative - honours RSD and its commitment to social and ecological sustainability.

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Preface

Dear Readers,

Over the past few decades, awareness of human rights, climate change, and environmental protection has significantly increased in importance. We are pleased to present to you our Sustainability Report 2024. As one of the largest educational tour operators in Europe, our responsibility extends far beyond simply offering high-quality travel experiences. We play a pivotal role in shaping a more sustainable and just world. Our current sustainability report shows what we have already achieved and where we still face challenges.

At the heart of our efforts is our continuous strive to integrate sustainable practices into all areas of our business. This includes our internal management, raising awareness among our employees, dealing with our partners in the travel countries, and during our trips. Sustainability is not a destination, but a journey that never ends. We continually improve and make a positive contribution to our planet and its people.

We are delighted that you are accompanying us on this journey. Your feedback is extremely important to us. Together we can make a difference, true to our company motto - Nobody does it like we do!

Warm regards,

Horst Zsifkovits

Gender Note

For improved readability, this report uses the generic masculine. The terms referring to people used in this report apply to all genders, unless otherwise indicated.

Company Profile

The RSD Reise Service Deutschland GmbH – or simply RSD – was founded in 2009. As a tourism company operating throughout Europe with its headquarters in Munich, we belong to a medium-sized group of companies and are among the largest study tour operators in Europe! The distribution of our educational and recreational trips is mainly direct and in cooperation with reputable newspaper and magazine publishers, mail order companies, as well as through personal recommendations from satisfied customers. The product portfolio includes European destinations, such as Cyprus, Scandinavia or Turkey, as well as destinations in the Far East, including Vietnam, Sri Lanka, Nepal and Jordan. In addition, Hurtigruten and NCL cruises are offered.

Numbers & Facts

Company: RSD Reise Service Deutschland GmbH

Product portfolio: 20 - 30 high-quality study tours worldwide

Marketing area: active in 10 European countries

Target audience: study tour enthusiasts, average age 55-80 years

Media cooperation partners: approx. 2,000 across Europe

Managing Director: Horst Zsifkovits (since 01/12/2011)

Guests corporate group fiscal year 09/2022-08/2023: over 100,000

Total guests: more than 2.2 million

Employees: 71

Tour guides: approx. 300

Corporate group:

- First Voyages France SAS
- RSD Belgium SA
- RSD Travel Ltd.
- TSS Travel Scandinavia SA

Customer satisfaction: 1.44 = very good

1. Management

1.1 RSD Mission statement

As a responsible tour operator, we see it as our duty to have a positive impact on tourism. By focusing on resource efficiency, ensuring the quality of jobs, promoting cultural richness and diversity, as well as supporting social justice and the well-being of the community, we aim to contribute to sustainable tourism.

We create not only holiday experiences – we bring people from different cultures with different traditions together, support the preservation of cultural heritage, improve the lives of locals by creating jobs and promote economic development in our travel destinations.

So far, our key goals and priorities in terms of sustainability policy have been resource efficiency, employment quality, cultural richness, social justice and community well-being. We wish to remain active in these areas and constantly improve our already implemented measures. Our management is involved in the development of our sustainability policy and supports its goals. This is also reflected in the 5 values of our company:

Appreciation – we maintain respectful interaction, take on social responsibility, pay attention to our working environment and our environment, and commit ourselves to honesty, openness and solidarity.

Enthusiasm – we work with enthusiasm and fun on good products and services. In doing so, we are active, open-minded, and solution-oriented.

Growth – we strive for continuous development and learn from our mistakes.

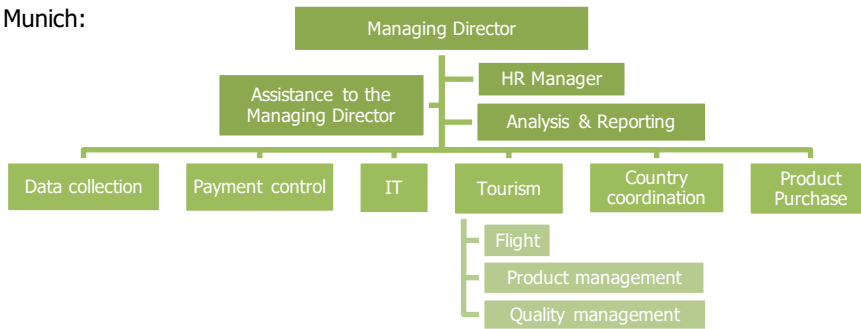
Health – we place great emphasis on health awareness and support a conscious and healthy life.

Team spirit – together we solve the unsolvable. Teamwork is fun and brings the best success.

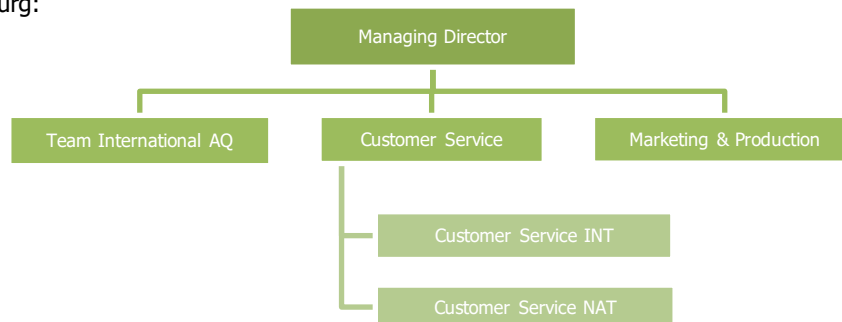
Active commitment and engagement are important to us. Therefore, we have developed a sustainability policy that is lived and recognised within the company. We work on continuous improvements and further developments, both internally and in relation to our partners and trips.

1.2 Company structure

Location Munich:



Location Offenburg:



1.3 Responsibility of the management, sustainability coordinator and CSR management system

The RSD mission statement, as well as our holding company's values, are known to all employees and are consistently adhered to in the creation of offers, as well as in dealings with colleagues, service providers and customers. The sustainability goals of RSD are designed in coordination with the management and initiated and monitored under the responsibility of the sustainability officer. The complete CSR management is carried out via the Travelife platform and includes recording, optimisation and examination of our sustainability development in all business areas. Results are communicated via the intranet to employees and via our website to customers and service providers. We strive for continuous improvements and to integrate more and more business areas and sensitise service providers/employees/customers.

1.4 Legal compliance

RSD commits to complying with all laws applicable in the respective countries. To ensure that all environmental, safety and occupational health aspects, as well as data protection regulations are complied with, we always work with local lawyers who specialise in tourism law, as well as data protection officers. Our contracts oblige our partner agencies to comply with local laws.

RSD and its affiliated corporate groups are members of the European travel associations. This means that RSD, as a tour operator, meets the highest market standards.

RSD Reise Service Deutschland	DRV – Deutscher Reiseverband ANVR – Dutch Association of Travel Agents and Tour Operators
RSD Belgium SA	UPAV – Union Professionelles des Agences de Voyages
RSD Travel Limited	ABTA – Association of British Travel Agents
TSS Travel Service Scandinavia AS	Virke (TSS in Norway) SRF – Svenska Resebyråföreningen Association of Swedish Travel Agents and Tour Operators (TSS in Sweden) SMAL AFTA – Association of Finnish Travel Agents (TSS in Finland)

1.5 Human rights and child protection

Respecting human rights and protecting children is a given for us. To place particular emphasis on this issue, we have included a clause in the contracts with our partner agencies. This obliges our partner agencies to protect children and uphold human rights. Any violation of human rights or signs of child exploitation will not be tolerated by RSD in any way and will lead to immediate termination of the contract.

In our training presentations, we wish to draw our partner agencies' attention to this issue. If suspicion arises on-site, we see it as our duty to act immediately and pass on any information to the relevant authorities to ensure thorough investigation in the target area.

1.6 Stakeholder analysis

As a company group operating across Europe, we have many national and international connections. In this, we regard each of our stakeholders as important and understand the influence they have on our daily operations. In collaboration, we place great emphasis on fair and transparent interaction. Most of our contacts are long-term relationships, be it loyal regular customers or consistent business connections. Within our closest environment, we see the employees alongside the management as internal stakeholders. External stakeholders represent our external service providers in the target areas.

1.7 Areas of action and monitoring

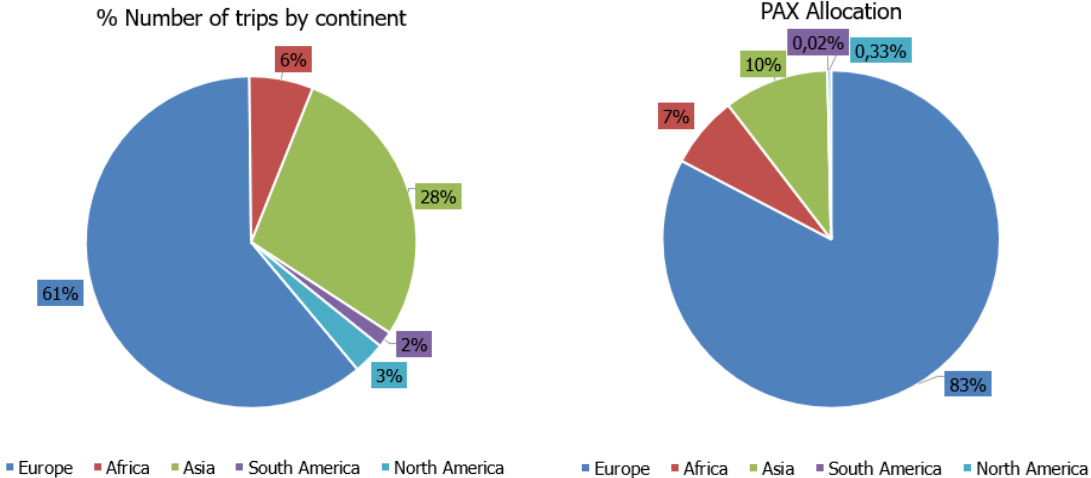
As part of the initial recognition of Travelife as 'Travelife Partner' in 2018, we demonstrated our sustainability performance using a criteria catalogue and defined measures for optimisation. Since then, we have been working with an action plan, which includes measures, ideas, responsibilities and scheduling. Progress is communicated to employees via the intranet in order to actively involve them and motivate them to take their own actions.

2. Travel offers

2.1 Offer portfolio

RSD specialises in educational and leisure travel and is considered one of the largest study tour operators in Europe. The carefully selected product portfolio is extensive and includes, among other things, study trips to Turkey, the Adriatic coast or the Far East. In addition, RSD offers various cruises, as well as spa stays and a luxury holiday in Dubai. We always aim to provide our customers with excellent value for money.

Season	2019/2020	2020/2021	2021/2022	2022/2023
Number of travel offers	27	5	11	17



2.2 Composition of the product

RSD takes pride in the fact that many of its partner agencies are long-term business partners. RSD works collaboratively with suppliers who believe in the values of sustainability. RSD is committed to the principle of responsible tourism and operates according to a conscientious tourism policy. Within this framework, we carefully select our partners and strive to design a reliable product together, thereby making a positive contribution to the economy, the environment and the people in the destination areas. Taking into account price, comfort and practical aspects, we aim to prefer more sustainable alternatives when choosing transport options for transfers and excursions at the destination. We want to ensure that vehicles used on tours do not cause above-average environmental pollution, as we believe that transport is an important aspect of sustainable tourism. Therefore, we strive to do our best to reduce the average level of pollution. We aim for a sustainable tourism supply chain. Partner accommodations play an important role in this and service providers are encouraged and motivated to adopt sustainable practices. By including a clause in contracts that provides for a joint rejection and zero-tolerance policy of the exploitation of children and workers, we want to ensure this. If the accommodation provider does not take appropriate measures to prevent the exploitation of children or workers, a clause in the contract allows us to

prematurely terminate the agreed cooperation. Furthermore, we place great value on animal and community protection and aim for tours that leave only a small ecological footprint. We protect the authenticity of the communities and the natural environment and are decidedly against the harm of wildlife and the pollution of the environment. Qualified and trained tour guides ensure that customers behave appropriately and with respect towards the local culture, nature and environment during excursions to sensitive heritage sites or ecologically sensitive destinations. Furthermore, we support the local community by introducing guests to traditional crafts and local food/products.

2.3 Dispatch

Our customers have the option to forego the postal delivery of their travel documents. 42% of our customers take advantage of this opportunity and receive booking confirmation and more exclusively as an email attachment. All national letters, as well as international letters, advertising mailings and press products are transported in an environmentally friendly manner. For this, we use the GoGreen Plus service of Deutsche Post. GoGreen Plus is based on the so-called insetting. This means that the resulting emission volumes are avoided immediately in the logistics network through investments in additional reduction measures. This avoidance corresponds in scope to the emissions that are still caused by the transport and delivery of individual letters. The shipments sent with GoGreen Plus are therefore climate-neutral. This means that all booking or travel documents are sent to customers as hybrid letters, thereby avoiding CO2 emissions during shipping.

In 2023, RSD supported measures through climate-neutral Deutsche Post GoGreen Plus products and services in letter shipping that have avoided 1,160.45 kg of CO2 emissions. In the previous year, it was 543 kg of CO2 emissions, as well as a compensation of a total of 15.03 t of CO2 through GoGreen products and services.

The Deutsche Post DHL Group has avoided greenhouse gas emissions, for example, through the use of biogas trucks and hydrotreated vegetable oil as fuel, electrically powered delivery vehicles and the feeding of biogas as an energy carrier into the German natural gas network.

3. Customers

3.1 Customer satisfaction

Customer satisfaction is our top priority. Our goal is to inspire customers for another journey with us and to win them as regular customers. For this reason, travellers receive a questionnaire at the holiday destination, and they also have the opportunity to give us their opinion about the trip after it has ended. The response rate of these surveys is on average 90%, which allows us to act promptly and make any necessary adjustments to the travel programme or give instructions to service providers and partner agencies.

3.2 Customer information and communication

On our website, all travel and country-related information is provided. Customer service is available for our German-speaking customers from Monday to Saturday, and for our international customers from Monday to Friday, both by phone and via email.

The customer receives a summary of all important information regarding the destination, health precautions and entry requirements at the time of booking. In addition to the general country information, there are also notes on cultural habits, do's & don'ts on site, and dress code (if applicable), as well as legal regulations for the import and export of personal items and 'cultural and natural assets'. Shortly before departure, in addition to the general travel information, all flight-relevant information is provided to the customer, as well as useful tips on site and a travel insurance certificate.

4. Staff members

4.1 Employment structure at RSD Deutschland

	Unit	2024
Total staff in full-time equivalents	Quantity	52
Part-time employees	Quantity	19
Proportion of women in leadership positions*	%	46

* Leadership position = Employees with at least 1 staff member or further departments under them.

Equal opportunities and equality are lived values at RSD, which are ensured both in the recruitment process and in internal promotion.

4.2 Working conditions

Our company adheres to the employment law guidelines of the Federal Ministry for Labour and Social Affairs. The obligations and procedures formulated therein are followed, including, among other things, the Youth Employment Protection Act (RSD does not employ any minors). We are also members of the German Travel Association and are therefore part of the collective bargaining community of German states. (The collective bargaining community of German states (Tarifgemeinschaft deutscher Länder - TdL) is an employers' association in the public service. It represents the federal states in wage negotiations with the trade unions.) Each employee has a written employment contract with the terms of employment and a job description.

For salary calculation, we use both internal and external benchmarking to create a fair working environment. Working hours are recorded through a digital timekeeping system. All employees have 30 days of holiday.

RSD complies with all regulations of the respective valid occupational safety regulations of the federal government (incl. Sars-Cov2 occupational safety regulation). In addition, 'Health' is a defined part of our value canon, which is why we have our own company doctor who offers vaccinations, as well as regular workplace inspections to ensure that workplace ergonomics are met. At our locations, there are always trained first aiders and first aid kits. We also offer discounts for fitness studios.

4.3 Personal development and equal opportunities

RSD supports employees in their professional as well as personal development. To enable this, regular employee discussions are held and short-, medium- and long-term goals are set, which reflect the overall company objective. The so-called STARFISH method is applied, where specific points/goals are set for the five criteria START DOING; STOP DOING; KEEP DOING; MORE OF and LESS OF. After a period of up to six months, the recorded points are discussed again and progress is tracked.

In addition, the company offers targeted training courses, depending on the individual needs of the employees. These include IT, specialist training, as well as further education in soft skills and leadership in the company.

At RSD, men and women have the same working conditions and opportunities. People from various nations and religions work together. Likewise, various working time models are offered to employees. For example, employees can continue to support on a mini-job basis even after retirement or reduce to part-time to reconcile private and professional life.

4.4 Training on sustainability and inclusion of staff

Since 2018, RSD has been a Travelife partner. As part of this, several employees have already completed the basic training on tour operators and sustainability on the Travelife platform. In addition, the company's own Sustainability Coordinator has successfully completed the training in sustainability management. Due to the Covid pandemic, the issue of sustainability has somewhat slipped into the background and has only been slowly advanced. At the beginning of 2022, the initiative was taken up again and concrete measures, primarily for the office, were implemented. These were presented to the employees in a presentation at the All Company Meeting. Progress, such as the implementation of a sustainability policy, is communicated via the intranet, thereby simultaneously raising colleagues' awareness.

Notices posted in the office are intended to remind employees of their necessary participation, such as using the dishwasher in eco-mode. Employees are motivated to use public transport or sustainable means of transport through financial support. A kitchen is available for everyone's free use. Through this, RSD wants to encourage the bringing of own food and thus reduce the daily use of to-go containers. Furthermore, there is the option to work from home, which is also intended to reduce traffic-related impacts. For business trips, the train is the preferred mode of transport or carpooling is formed for larger company events.

5. Corporate ecology

In relation to our internal management, we have set specific measures that are intended to contribute to environmental protection. These are recorded in an action plan and scheduled, as well as assigned to a responsible person. Likewise, further ideas and suggestions are collected there and the company's objective in relation to sustainability is formulated.

So far, our main goals and priorities in relation to sustainability policy have been resource **efficiency, quality of employment, cultural wealth, social justice and community well-being**. We plan to continue to be active

in these points and improve all measures that are already being used in RSD's sustainability policy. Our management is involved in the development of our policy and supports its goals. Our sustainability policy is also reflected in the company's 5 values: **Appreciation** - social responsibility, significance of our work and the natural environment; **Enthusiasm** - we are active, open and solution-oriented; **Growth** - further education and development; **Health** - health awareness and healthy working environment; **Team spirit** - teamwork is fun and brings the best success. In relation to our action plan, our planned measures and goals in the coming months until 2024 consist of short, medium and long-term achievable goals. As far as resource efficiency is concerned, we have introduced a waste separation and recycling policy throughout the office. We have always separated residual and paper waste. In 2022, we started separating plastic waste. In addition, we have installed a water dispenser to reduce waste and emissions. We communicate the importance of sustainability management and our measures even more intensively to all our employees and teach them to live these guidelines. Supporting the poorest in the world will continue to be one of our priorities. We support children in Ghana, Nepal and other needy countries with new activities to improve social justice and community well-being.

As a company, we strive for a conscious and gentle use of resources, energy and water and sustainable action. From time to time, we experience small setbacks, which we can identify in good time thanks to our monitoring and actively address. Below are key figures on energy, green electricity, paper and procurement.

5.1 Energy

We continually implement energy-saving measures. For this reason, we have, where possible, set necessary pre-sets and provided tips to our employees. The following examples can be cited: Lights and devices are switched off when not in use. Furthermore, the use of an automatic on/off system with timers and motion sensors (e.g., for desk lamps), the use of LED bulbs, and putting devices into energy-saving mode (e.g., PCs) also contribute to reducing our electricity consumption. When purchasing new electrical items, we prefer energy-saving devices.

5.2 Green energy

We are very pleased to have made significant progress in this area and to be sourcing green electricity from 1 April 2024. Specifically, this means that 100% of our electricity comes from renewable energy from Europe. This is evidenced by an official certificate of origin and is annually audited and certified by TÜV Nord.

In previous years, the electricity we sourced was 10-15% from renewable energy.

5.3 Water

The following list demonstrates the company's commitment to water conservation measures:

- Installation of water-saving sewage systems in toilets;
- Compliance with national legislation for wastewater treatment;
- Using the dishwasher in ECO mode when fully loaded, instead of washing dishes by hand;
- Installation of a water dispenser; this avoids the water consumption that was used in the production and cleaning of the originally used water bottles. In addition, by eliminating the delivery of water bottles, over 165 kg of CO2 emissions are saved.

5.4 Paper

To reduce paper consumption within the office, we have a standard setting for double-sided black and white printing on copying and printing devices. We purchase 100% printer paper with the certifications 'EU Ecolabel' and 'Blue Angel'. To reduce paper consumption and postal dispatch, we use HR Works. Here, employees can access their pay slips online and submit digital sick notes. We also strive for a paperless office; therefore, the majority of our accounting is done with DATEV.

In addition, we have a pre-selected setting that travel-related documents are preferably sent by email rather than by postal dispatch. Our brochures are, as far as possible, printed environmentally friendly by a certified printer. The printer has an integrated environmental management system according to DIN EN ISO14001, which is a central component of operational environmental protection. In addition, it has an FSC certification, which ensures that all participants, from the forest owner, through the paper mill and wholesale to the processor, are certified. To illustrate, we show an overview of the paper consumption of our advertising in the German source market in the following table.

	Unit	2019	2020	2021	2022	2023
Mailshots	Kg	121.327	41.588	16.641	71.773	62.659
Catalogues	Kg	223.160	101.939	--	14.686	138.287
Advertising inserts	Kg	1.098.844	250.294	5.732	196.358	448.209

5.5 Procurement

The procurement of food for daily use in the office is, as far as possible, unpackaged (e.g., fruit), organic, as well as locally sourced (e.g., milk) and/or Fair Trade certified. Furthermore, where possible, cleaning products with sustainable labelling are purchased, such as dishwashing liquid from the brand 'Frosch'. In this area, the company is still in the exploration phase, as some sustainable alternatives have not yet convinced with their performance (e.g., dishwasher tablets) and the price is also of importance. Our printers are leased, the contract also includes the replacement of toner and maintenance. Only recycled toner is used.

For our employees, we have installed a water dispenser. In this way, we want to reduce waste and avoid additional transport routes for the delivery of water bottles. Simply by eliminating the driving distance, approximately 165 kg of CO2 can be saved annually.

6. Service providers in the supply chain

6.1 Incoming agencies

RSD primarily works with local agencies to provide customers with an authentic travel experience. There is always a written contract between the parties with specifically formulated sustainability clauses. These include, for example:

- Clause allowing contractual partners to prematurely terminate the contractual agreement if the partner company does not take appropriate measures to prevent the exploitation of children in the direct supply chain;
- Guarantee that our partner companies comply with all relevant national laws for the protection of workers;
- Consideration and preference for more sustainable alternatives when selecting transport options for transfers and excursions at the destination, taking into account price, comfort, and practical aspects;
- Guarantee that partner accommodations also respect and protect the rights of children and employees:
 - Clause providing for a joint rejection and zero-tolerance policy of the exploitation of children and workers;
 - Clause allowing RSD or our local partner agencies to prematurely terminate the contractual agreement if the accommodation provider does not take appropriate measures to prevent the exploitation of children or workers.
- Prohibition of discrimination by the employer;
- No offer of excursions that harm people, animals, plants, or natural resources, or that are socially and culturally unacceptable;
- No offer of excursions where wildlife is kept captive;
- Guarantee that our local partners comply with all applicable international, national, and local laws and regulations, industry-standard minimum standards, and all other relevant legal requirements, whichever requirements are stricter.

In addition, RSD designed a Sustainability Policy (SP) in 2022, which is regularly revised and adapted to current conditions. The policy was then communicated to customers via our website and to employees via the intranet. A Memorandum of Understanding (MoU) was also created with the key elements of responsible tourism and examples of their practical implementation. Our current endeavour is to communicate and have the MoU signed in conjunction with our SP by our partner agencies. Through this, RSD aims to have the partner agencies agree to support responsible tourism and also commit to making a positive contribution to the economy, environment, and people in the destinations.

Already 45% of our partner agencies are sustainably active and have established sustainability principles. Furthermore, half of these agencies have registered with Travelife, thus committing to their sustainability engagement. After a review of a sustainability report and agreement with the basic prerequisites, which were checked by Travelife, the company receives the Travelife Partner status. The goal is to achieve Travelife certification through an independent evaluator during an on-site audit. The prerequisites are stricter than the basic requirements

at the Travelife Partner level. The certification standards meet the criteria of the Global Sustainable Tourism Council (GSTC) and are formally recognised by the GSTC.

6.2 Accommodations

Our partner agencies are responsible for direct contact with the accommodations. The agency also commits itself, taking into account all aspects, to favour accommodations that promote ethical and sustainable tourism and/or that already ensure standards of ethical and sustainable business management. This includes, for example, the rejection of child labour, as well as a waste and environmental management system for reducing rubbish.

6.3 Tour Guides

The majority of our tour guides participate in at least one training related to their activity annually, which is based on the objectives of RSD. A training session takes place at the start of the season. The trainings are conducted by the agency at the destination and their regional leaders, as well as by our quality management.

The training includes the following content:

- Expectations of the RSD towards their tour guides regarding customer satisfaction, quality standards and the expectations and wishes of our customers based on feedback from the previous season;
- Introduction to the course of the trip;
- Information about traditions and culture, local food, habits, development of tourism or current archaeological excavations at the destination;
- Characteristics of our customers (e.g., What do they want to learn about culture during the trip? Do they want to get in touch with the locals?);
- Admonition to observe traffic rules to ensure a safe journey for our customers;
- Behaviour in emergencies and first aid situations;
- Code of conduct towards customers, as well as emphasis on the importance of advising guests about behavioural standards on excursions and activities with a focus on respect for local culture, nature and environment.

RSD demands a high level of education from the tour guides. On our Greece trip, for example, all tour guides have a university degree, in France and Spain city tours are exclusively conducted by local guides with the appropriate authorisation. In the main destinations Cyprus, Turkey, Croatia and Greece, all our tour guides have completed an academic education.

In addition, monthly customer satisfaction statistics are transmitted by our quality management to our partner agencies and local tour guides. During the winter season, regular personal feedback discussions take place. In these discussions, our tour guides are informed about their strengths and weaknesses and they receive instructions on how to improve the quality of their work. In addition, it is checked whether contractual agreements, such as the zero-tolerance policy towards child exploitation, are adhered to and legal labour rights are respected.

7. Social commitment

RSD promotes medical care in third countries, for example through regular donations to the aid project 'Westcoast Kids', which was initiated by the International Institute for Caries Prophylaxis e.V. Thanks to these donations, it is possible for the volunteer dental specialists from Berlin to travel to the village of Paternoster and treat a total of 119 children.

In order to support people, including those in our target destinations, a donation of €25,000 was made to the earthquake victims in Turkey and Syria. This allowed several vans full of urgently needed relief supplies such as nappies, food, hygiene items, clothing, blankets and cooking utensils to be delivered to the people on the ground.

In addition, RSD has donated 5,000 trees as part of the children's and youth initiative Plant-for-the-Planet. The initiative was launched at the beginning of 2007. In 2011, the United Nations Environment Programme (UNEP) handed over the traditional 'Billion Tree Campaign' to Plant-for-the-Planet - and thus the official world tree counter. At that time, it was still about a billion trees. The ambitious goal of the children is now, however, the 'Trillion Tree Campaign' - so it should be 1000 billion trees.

Furthermore, we support the ASHA school, as well as a boarding school in Nepal. The ASHA school was founded in Nepal in 2005 to give the poorest children the chance to attend a school and thus create the prerequisite for a better life for themselves and their families. Currently, 170 children are being taught at this school. In addition, a

boarding school was opened in 2008, where 32 school children from difficult family backgrounds live. The children receive lessons in two languages (Nepali and English) six days a week. In addition, everyone receives a warm, substantial lunch every day, as well as a medical check-up once a month.

8. The future of RSD

In our pursuit of sustainability, we have made considerable progress, but we know our journey is not yet complete. We wish to deeply embed our commitment to sustainable action within our core values and regard it as part of our corporate philosophy.

Therefore, we have already planned further measures, which we will document and schedule with the help of an action plan. Topics we are currently tackling include animal welfare on our journeys, communication and awareness-raising on the subject of sustainability (employees and partners), and collaboration with partner agencies and hotels that implement environmentally conscious practices.