

TUI BLUE ADRIATIC BEACH

Sustainability Report

Prepared by: Kresimir Sabo, Head of Technical Department Deputy November 2025.

Introduction

This report presents a comprehensive overview of our sustainability outcomes from October 2023 to September 2025. It offers a comparative analysis of our environmental performance over the past years and highlights the progress made toward meeting the sustainability objectives and initiatives established at the start of each year.

Additional Attachments: EPIT report

Environmental Performance

Energy

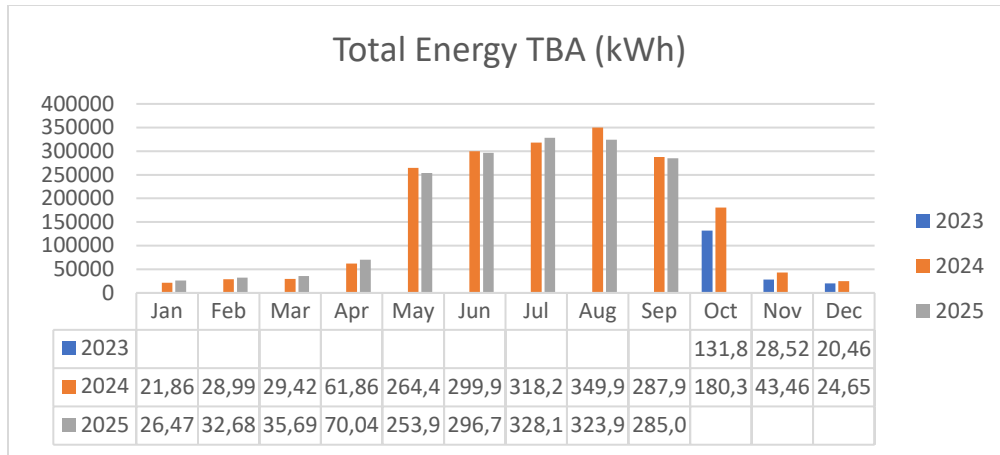
A recent report shows that our energy consumption, measured in kWh, increased by an average of 3.12% in 2025. Additionally, in 2024, we installed a photovoltaic power plant with a capacity of 330.08 kW, which significantly reduces our reliance on grid electricity and contributes to lower CO₂ emissions.

Central to our energy optimization efforts is the cultivation of a sustainability-focused culture. By raising awareness of energy-efficient practices, we empower our team to actively contribute to reducing our overall energy footprint.

We can report that during the observed period we achieved a 1.6% reduction in CO₂ emissions. Although this result is not yet sufficient to meet our defined targets, we remain strongly focused on further progress and on implementing additional measures that will support their achievement.

Our focus continues to be on reaching a total reduction of 20% in CO₂ emissions by 2030, compared to 2024 levels, alongside the ongoing implementation of energy-efficiency and sustainable business practices.

Graph 1 illustrates a comparison in electricity consumption from Oct 2023 till Sep 2025.



Graph 1. Total energy in TUI Blue Adriatic

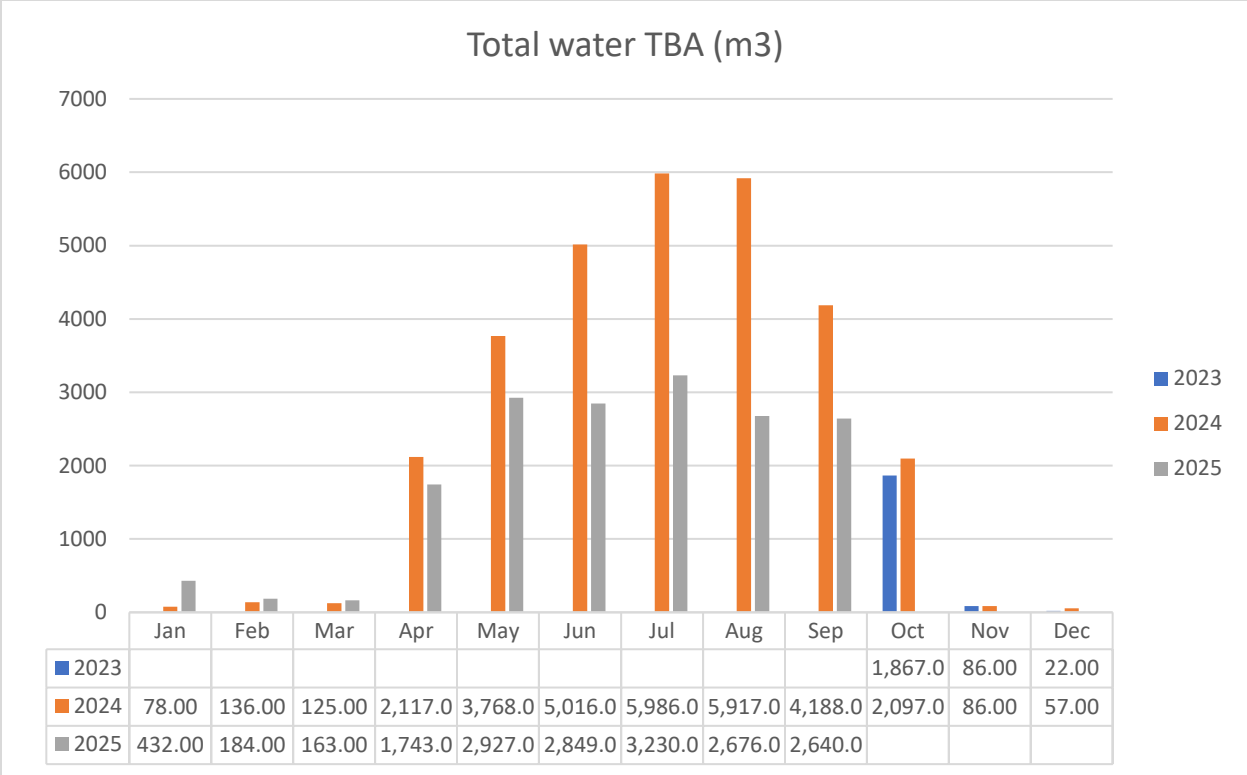
Water

In period from October 2024 till September 2025, we observed a 33% decrease in water consumption per guest night compared to the previous period (October 2023 - September 2024). We have made substantial efforts to counteract rising consumption by replacing all faucets and showers throughout the hotel with modern, water-saving models designed to optimize water flow without compromising guest comfort. These upgrades are part of our ongoing strategy to reduce both water and energy usage across our property.

We recognize the critical importance of water conservation, not only as part of our corporate responsibility but also for the preservation of the island's delicate ecosystem. To support this, we continually educate and remind both employees and guests about the essential role they play in conservation efforts. By fostering a culture of environmental awareness, we aim to inspire all stakeholders to actively contribute to our sustainability initiatives.

In line with our commitment to further reduce water consumption by an additional 4% by the end of 2026, we are actively exploring innovative solutions to enhance our sustainability efforts.

As shown in Graph 2, the upward trend in water consumption growth is slightly more pronounced than in previous years, highlighting the need for continued focus on this area.



Graph 2: Water Consumption Trends at TUI Blue Adriatic

Waste

According to the EPIT report, waste emissions per guest night decreased by 1.6% during the 2024/2025 operating period. This reduction was achieved through improved waste separation processes, more efficient resource use, and stricter control over material consumption. Despite the rise in guest numbers, we successfully met the expected reduction, underscoring the effectiveness of the measures we implemented.

However, continued efforts to reduce solid waste emissions are crucial to achieving our long-term sustainability goals. The 2026 action plan introduces a range of targeted initiatives to address this challenge. A key focus will be diverting as much organic waste, particularly food waste, from landfills to composting, thus significantly lowering our environmental impact. Additionally, we plan to adopt advanced waste management techniques aimed at minimizing the amount of non-recyclable waste, further contributing to our sustainability objectives.

Recommended Improvements

In addition to the measures described in the previous sections regarding energy, water, and waste, we recommend developing and implementing communication strategies that will better engage staff, guests, and visitors in supporting our efforts to reduce emissions. For example, we plan to organize workshops, distribute informative leaflets, and utilize digital platforms to raise awareness. These strategies will be a key component of our sustainability action plan for 2026, ensuring that all stakeholders actively participate

in achieving our environmental goals. We invite all interested parties to share their ideas and suggestions so that together we can create a more sustainable future.

Biodiversity

We committed to reducing our use of single-use plastics by 15% by the end of September 2025., and we exceeded that target, achieving a 23% reduction. This progress was driven by the installation of additional water dispensers and a shift to larger-volume water containers, significantly reducing the reliance on single-use plastic bottles.

Building on this momentum, our objective for the next season is to eliminate single-use plastic water bottles entirely. To support this transition, we will install 23 additional water dispensers and provide durable, reusable metal bottles to both guests and staff. Through these measures, we expect to achieve a further 25% reduction in single-use plastic consumption in 2026

In addition, we continued to strengthen our sustainability efforts by planting a diverse selection of herbs in line with our internal planting guidelines. This initiative supports local biodiversity and enhances the overall environment for both guests and employees.

Through our responsible procurement policy, we ensure that harmful personal care products—known to negatively affect ecosystems and biodiversity—are avoided. We also encourage our guests and visitors to choose eco-friendly alternatives during their stay, contributing to a cleaner and healthier environment for all.

Local community engagement

TUI BLUE Makarska and TUI BLUE Adriatic Beach maintain strong, long-term cooperation with the local community through initiatives that support the social, environmental, and economic development of the destination. Our approach is based on regular communication and joint community-focused projects.

Collaboration with Local Stakeholders

We hold regular meetings with local councils and tourism organizations to align community needs with tourism development and to enhance services and infrastructure across the destination.

Contribution to the Destination

We support the upkeep and appeal of the local area by planting and maintaining flowers, maintaining beach showers, and helping with beach cleaning—benefiting both guests and residents.

Donations to Local Associations and Events

The hotels continue to support key community events and organizations:

- Fishermen’s Evenings – €2,903.85 in 2025 (previously €2,866.25 in 2024)
- Volunteer Fire Department Podgora – €667.41 in 2025 (previously €378.79 in 2024)
- Water Polo Club Zale, Igrane – €603.97 in 2025 (similar to €604.00 in 2024)

- Advent in Podgora – €700.00 in 2025 (previously €663.61 in 2024)

These contributions reinforce our ongoing commitment to local tradition, sports, and community safety.

Support for the Local Economy

We rent 13 beds from local families and collaborate with numerous regional suppliers, including Filip d.o.o., Apfel Makarska, Pekara Babić, local taxi operators, and rent-a-car companies. Local products—such as olive oil from the “Bepo” artisan producer—are promoted through hotel activities.

Community Assistance

Our technical team frequently assists the community during urgent situations, such as repairs or weather-related incidents. During the winter months, our sports field is available to the local school, and our outdoor platform is regularly used by guests and community groups for yoga and meditation sessions.

Conclusion

We remain committed to strengthening partnerships that enhance the economy, culture, and quality of life in Igrane, Živogošće, and the surrounding area—ensuring a sustainable and supportive environment for both the community and our guests.

Human Rights Protection at TUI BLUE Adriatic Beach and TUI BLUE Makarska

At TUI BLUE Adriatic Beach and TUI BLUE Makarska, we uphold equality, integrity, and respect for diversity as core principles of our workplace culture. In line with the TUI Group’s commitment to human rights, we ensure that every employee—regardless of nationality, religion, gender, age, sexual orientation, race, political views, or disability—works in an environment where they feel valued, safe, and respected.

Throughout 2025, we continued to strengthen our human rights approach through the following key actions:

Diversity, Equity & Inclusion (DE&I) Live Stream Event – Building on previous years, both hotels participated in the annual DE&I session, reinforcing awareness of inclusive behaviours and equal opportunities.

TUI Big Picture Presentation – Presented as part of onboarding for all new employees, highlighting our responsibility to foster a respectful and inclusive workplace.

Complaint Procedure Training – Employees were reminded of their right to report harassment, discrimination, or misconduct, and were trained on the formal process for doing so confidentially and safely.

Human Rights and Child Rights Training – Ongoing training ensures staff understand their role in protecting human rights, safeguarding children, and recognising early signs of risk.

TUI Integrity Passport – All employees received updated guidance on ethical conduct, aligned with TUI’s global standards of integrity and responsible behaviour.

Guest Awareness and Reporting Channels – We continue to encourage guests to report any concerns related to child exploitation or abuse directly to local authorities. Clear guidance is available through our guest communication channels, including the TUI app.

By continuously investing in training, awareness, and clear reporting mechanisms, we ensure that both TUI BLUE Adriatic Beach and TUI BLUE Makarska remain safe, inclusive, and supportive workplaces where human rights are actively protected every day.

Animal Welfare

At our hotels, we are firmly committed to animal welfare and do not support or participate in any activities that exploit, endanger, or mistreat animals. We actively promote responsible interactions with wildlife and provide guests with clear guidance on how to engage with animals in an ethical and respectful way.

To raise awareness, we use multiple communication channels, including the BLUE App, digital screens, in-hotel information points, and guest interactions with our team, to share recommendations, highlight best practices, and encourage responsible behaviour. Guests are also invited to support reputable animal welfare initiatives through voluntary donations.

Through these efforts, we aim to protect local wildlife, promote ethical tourism, and empower our guests to make responsible choices during their stay.

TUI BLUE ADRIATIC BEACH

Izveštaj o održivosti

Pripremio: Krešimir Sabo, zamjenik voditelja tehničkog odjela

Studen 2025.

Uvod

Ovo izvješće daje sveobuhvatan pregled naših rezultata u području održivosti za razdoblje od listopada 2023. do rujna 2025. Donosi usporednu analizu našeg okolišnog učinka kroz protekle godine te ističe napredak ostvaren u odnosu na ciljeve i inicijative održivosti definirane na početku svake godine.

Ekološki Učinak

Energija

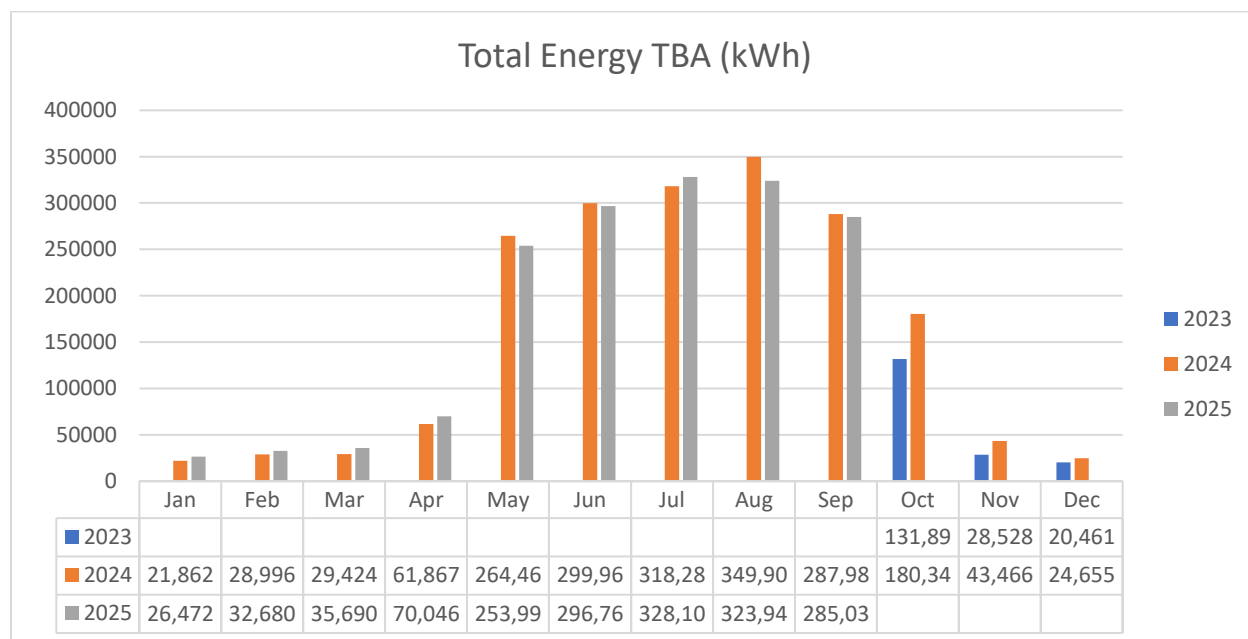
Najnovije izvješće pokazuje da je naša potrošnja energije, izražena u kWh, porasla u prosjeku za 3,12% u 2025. godini. Također, 2024. godine instalirana je fotonaponska elektrana snage 330,08 kW, koja značajno smanjuje našu ovisnost o električnoj energiji iz mreže te doprinosi smanjenju emisija CO₂.

Ključan element optimizacije potrošnje energije jest njegovanje kulture održivosti. Podizanjem svijesti o učinkovitim energetske praksama osnažujemo naš tim da aktivno doprinosi smanjenju ukupnog energetskeg otiska.

Možemo izvijestiti da smo tijekom promatranog razdoblja ostvarili smanjenje emisija CO₂ od 1,6 %. Iako taj rezultat još uvijek nije dostatan za ostvarenje zacrtanih ciljeva, ostajemo snažno usmjereni na daljnji napredak te na provedbu dodatnih mjera koje će doprinijeti njihovom ispunjenju.

Naš fokus i dalje je na postizanju ukupnog smanjenja emisija CO₂ od 20 % do 2030. godine, u usporedbi s razinama iz 2024. godine, uz kontinuirano provođenje mjera energetske učinkovitosti i održivog poslovanja.

Graf 1 prikazuje usporedbu potrošnje električne energije od listopada 2023. do rujna 2025.



Graf 1. Ukupna potrošnja energije u TUI BLUE Adriatic

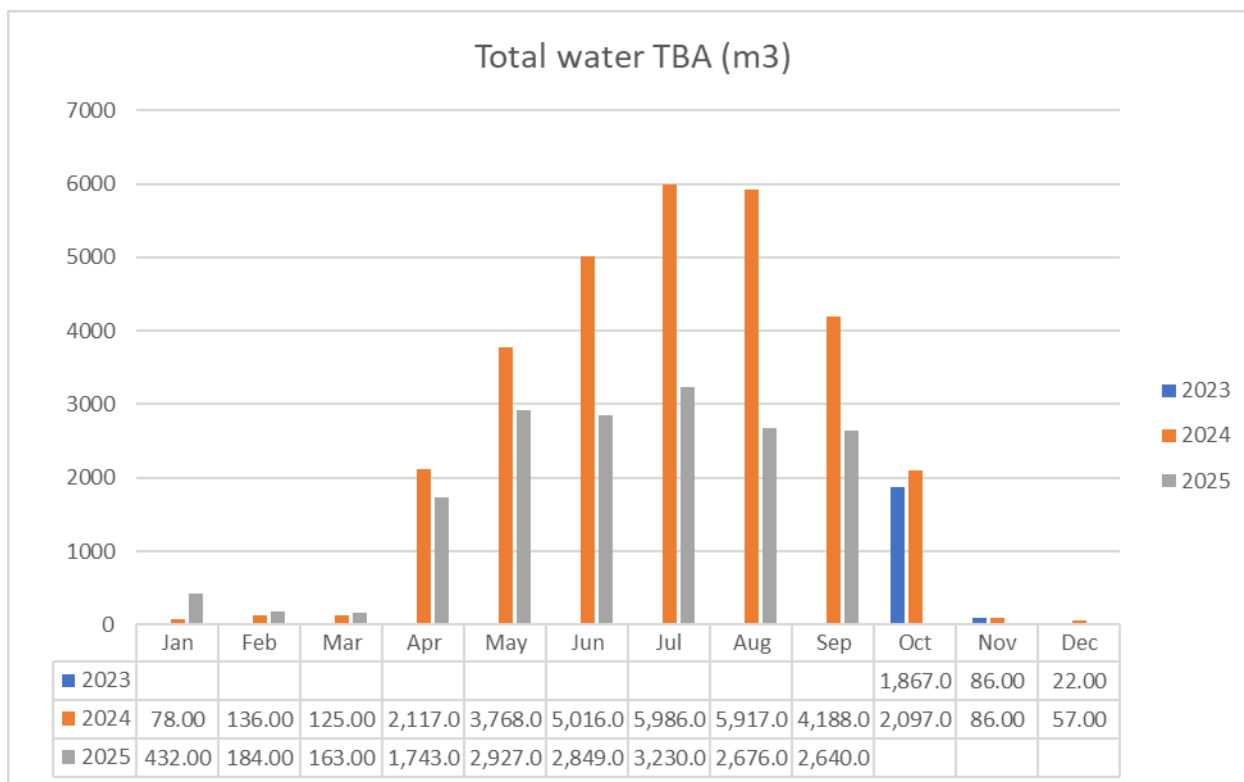
Voda

U razdoblju od listopada 2024. do rujna 2025. zabilježili smo smanjenje potrošnje vode po noćenju gosta od 33% u usporedbi s prethodnim razdobljem (listopad 2023. – rujna 2024.). Postigli smo značajne rezultate zamjenom svih slavina i tuševa modernim, štedljivim modelima koji optimiziraju protok vode bez umanjavanja udobnosti za goste. Ove nadogradnje dio su naše dugoročne strategije smanjenja potrošnje vode i energije.

Svjesni smo ključne važnosti očuvanja vode, ne samo kao dijela korporativne odgovornosti već i radi očuvanja osjetljivog otočnog ekosustava. Stoga kontinuirano educiramo i podsjećamo zaposlenike i goste o njihovoj ulozi u zaštiti resursa, potičući kulturu ekološke odgovornosti.

U skladu s našim ciljem dodatnog smanjenja potrošnje vode za 4% do kraja 2026., aktivno istražujemo nove održive pristupe.

Kao što prikazuje Graf 2, blagi porast ukupne potrošnje vode ukazuje na potrebu za daljnjim fokusom u ovom području.



Graf 2. Trendovi potrošnje vode u TUI BLUE Adriatic

Otpad

Prema EPIT izvješću, emisije otpada po noćenju gosta u razdoblju 2024./2025. smanjene su za 1,6%. Ovo smanjenje rezultat je poboljšanih procesa razdvajanja otpada, učinkovitijeg korištenja resursa i strože kontrole potrošnje materijala. Unatoč rastu broja gostiju, uspjeli smo ostvariti očekivano smanjenje, što potvrđuje uspješnost provedenih mjera.

Ipak, daljnje smanjenje količine čvrstog otpada ostaje ključno za ostvarenje dugoročnih ciljeva. Akcijski plan za 2026. uključuje niz ciljanih inicijativa, među kojima je prioritet preusmjeravanje što veće količine organskog otpada, posebno biootpada, s odlagališta prema kompostiranju. Planiramo i primjenu naprednih tehnika gospodarenja otpadom kako bismo smanjili količine nereciklirajućeg otpada.

Preporučena poboljšanja

Uz već opisane mjere u područjima energije, vode i otpada, preporučujemo razvoj komunikacijskih strategija koje će snažnije uključiti zaposlenike, goste i posjetitelje u smanjenje emisija. Planiramo

organizirati radionice, distribuirati edukativne materijale te koristiti digitalne platforme za širenje informacija. Ove strategije bit će ključni dio akcijskog plana za 2026. godinu.

Pozivamo sve dionike da podijele svoje ideje kako bismo zajednički stvarali održiviju budućnost.

Bioraznolikost

Obvezali smo se smanjiti upotrebu jednokratne plastike za 15 % do kraja rujna 2025., a taj smo cilj i premašili, ostvarivši smanjenje od 23 %. Ovaj napredak postignut je ugradnjom dodatnih aparata za vodu te prelaskom na spremnike za vodu većeg volumena, čime smo značajno smanjili potrebu za jednokratnim plastičnim bocama.

Nadovezujući se na postignute rezultate, naš je cilj za sljedeću sezonu u potpunosti eliminirati jednokratne plastične boce za vodu. Kako bismo podržali ovu tranziciju, instalirat ćemo dodatna 23 aparata za vodu te osigurati izdržljive, višekratne metalne boce za goste i zaposlenike. Ovim mjerama u 2026. godini očekujemo dodatno smanjenje potrošnje jednokratne plastike od 25 %.

Nastavili smo i s inicijativama sadnje raznovrsnog bilja u skladu s internim smjernicama, čime doprinosimo lokalnoj bioraznolikosti i ugodnijem okolišu za goste i zaposlenike.

Kroz odgovornu nabavu izbjegavamo proizvode štetne za ekosustave i potičemo goste da biraju ekološki prihvatljive opcije tijekom boravka.

Suradnja s lokalnom zajednicom

TUI BLUE Makarska i TUI BLUE Adriatic Beach održavaju snažnu i dugoročnu suradnju s lokalnom zajednicom kroz projekte koji podupiru društveni, ekološki i gospodarski razvoj destinacije.

- Suradnja s lokalnim dionicima

Redoviti sastanci s lokalnim vijećima i turističkim organizacijama omogućuju usklađivanje potreba zajednice i turizma te razvoj kvalitetnijih usluga i infrastrukture.

- Doprinos destinaciji

Doprinosimo izgledu mjesta sadnjom i održavanjem cvijeća, održavanjem plažnih tuševa i čišćenjem plaža, što koristi gostima i lokalnom stanovništvu.

- Donacije lokalnim udrugama i događanjima

- Ribarske večeri – 2.903,85 € (2025.) / 2.866,25 € (2024.)
- DVD Podgora – 667,41 € (2025.) / 378,79 € (2024.)
- VK Zale, Igrane – 603,97 € (2025.) / 604,00 € (2024.)
- Advent u Podgori – 700,00 € (2025.) / 663,61 € (2024.)

- Podrška lokalnom gospodarstvu

Unajmljujemo 13 ležajeva od lokalnih obitelji te surađujemo s dobavljačima kao što su Filip d.o.o., Apfel Makarska, Pekara Babić, lokalni taksi prijevoznici i rent-a-car tvrtke. Lokalni proizvodi, poput maslinovog ulja obrta „Bepo“, predstavljaju se kroz hotelske aktivnosti.

- Pomoć zajednici

Tehnički tim pruža pomoć u hitnim situacijama, sportsko igralište zimi koristi lokalna škola, a naš vanjski plato služi za aktivnosti joge i meditacije.

Zaštita ljudskih prava u TUI BLUE Adriatic Beach i TUI BLUE Makarska

U oba hotela njegujemo kulturu jednakosti, integriteta i poštivanja različitosti. Sukladno obvezi TUI Grupe prema ljudskim pravima, osiguravamo sigurno i uključivo radno okruženje za sve zaposlenike.

Ključne aktivnosti tijekom 2025.:

- DE&I online događanje
- TUI Big Picture prezentacija u onboarding programu
- Trening o procedurama prijave pritužbi
- Obuka o zaštiti ljudskih i dječjih prava
- TUI Integrity Passport – smjernice etičkog ponašanja
- Jasni komunikacijski kanali za goste, uključujući TUI aplikaciju, za prijavu sumnje na dječju eksploataciju

Kontinuiranim ulaganjem u edukaciju i jasne mehanizme prijave, osiguravamo sigurno i uključivo radno okruženje.

Dobrobit životinja

U našim hotelima snažno podupiremo dobrobit životinja te ne podržavamo aktivnosti koje bi mogle iskorištavati ili ugrožavati životinje. Aktivno promičemo odgovorno ponašanje prema životinjama i gostima pružamo jasne smjernice o etičkoj interakciji s njima.

Za podizanje svijesti koristimo različite komunikacijske kanale, uključujući BLUE App, digitalne ekrane i informacijske točke u hotelu, kao i izravnu komunikaciju s gostima. Gosti se također potiču na dobrovoljno doniranje u svrhu podupiranja inicijativa za dobrobit životinja.

Na taj način doprinosimo zaštiti lokalne faune, promičemo etički turizam i osnažujemo goste da čine odgovorne izbore tijekom boravka.