

Sustainability report

For our shared future



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PREFACE

A responsible approach to the future.

Gebeco has stood for much more than travelling since our foundation in 1978 – we foster intercultural exchange, build bridges between people and promote mutual understanding. This vision of exchange is what motivated us from the very beginning and continues to be reflected in everything we do today. That is exactly what our name stands for: Society for International Encounters and Cooperation.

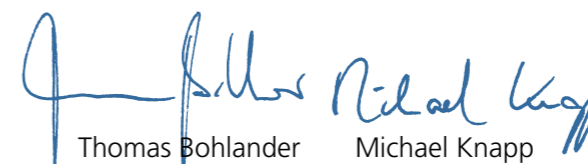
As far back as 45 years ago, in the thick of the Cold War, our trips brought people from different cultures together with the aim of creating mutual understanding through encounters and dialogue. This vision, the driving force behind our founding, is firmly anchored in every journey and in our corporate culture.

Our idea is to create intercultural exchange that not only ensures unforgettable experiences for travellers, but also benefits the local people. We work with our partners to promote responsible tourism characterised by sustainability. Sustainable management for us means including everyone involved. We develop trips together that are enjoyable and provide a living for all partners.

We are proud of the fact that our trips make a positive contribution to social and cultural projects, while at the same time ensuring sustainable standards. But our responsibility does not end there: We are constantly working towards a fairer and more sustainable world in close cooperation with the tourism industry, our international partners and through our commitment to human rights and environmental protection.

TourCert certification has confirmed our commitment since 2011 and is a reminder that sustainability is an ongoing process that we pursue with passion and pleasure. After all, sustainability is not just a challenge, it is fun and helps characterise our trips.

We are shaping a future together in which future generations can also enjoy the freedom and security of experiencing the wonders of this world – while respecting people and the environment.


Thomas Bohlander Michael Knapp

and the entire Gebeco team





COMPANY PROFILE

experience. encounter. understand.



**Our promise: Journeys that inspire.
Encounters that stay with you.**

We have been developing travel programmes with our global partners for over 45 years. We offer round trips characterised by the highest quality, responsibility and authenticity. Our multi-faceted trips are synonymous with understanding and positive interaction across borders – always conveyed by our passionate and experienced tour guides. We work together to lay a solid foundation for tolerance, exchange and encounters. Guests on our trips experience the world from a new perspective and build lasting bridges between cultures.

The conscious way of travelling.

All our trips undergo careful planning and constant optimisation by our country experts. After all, the world is changing and our travels reflect this. Our guests and their tour guides immerse themselves in the past of a country and its cultures so that they can understand the present and venture a glimpse into the future. Our guests can feel how the guiding theme accompanies them through every trip and is brought to life time and time again by our Gebeco tour guides. In places

where the artefacts from the past can no longer speak to our guests, they will hear the "story behind the story" from their tour guide, who will reveal the secrets, big and small, along the way.

Companions with a passion.

Our experienced tour guides function like conductors, bringing together the individual parts of the orchestra. They breathe life into the trip and the philosophy that the Gebeco team in Kiel has carefully put together with our worldwide partners. They make it possible to meet and interact with the people in the destination country, of which they are very familiar with the history and culture. Our guests can also always contact them locally if they have any concerns and, as talented organisers, they can resolve any situation.

The magic of encounters.

The happiness of travelling is found in the special experiences. And it's the interpersonal relationships that hold a special magic. It's the impressive encounters on location, the exchange with fellow travellers and with our tour guides as well as the reliable contact with our

"People set off on our trips to get to know other ways of life. It is our task to ensure that this is done on an equal footing and in a cooperative manner. Our corporate philosophy is not to exploit, but to shape together, and I see it as absolutely identical to my own view."

Thomas Bohlander,
Managing Director
at Gebeco

worldwide partners and Gebeco employees in Kiel. Our special way of travelling turns them all into bridge builders between cultures and contributes to exchange and understanding. This also entails being aware of our role along the entire value chain. After all, all our actions have an impact, not only on the people surrounding us and those we encounter, but also on nature, something of which we are also a part.

"Our tour guide was just fantastic! Her impressive knowledge of the country, its people, flora and fauna meant that she had the perfect answer to every question. Always in a good mood, bursting with energy and with bags of humour – she made the trip an unforgettable experience!"



Our conviction: Living responsibility.

Certified

We embrace responsibility, a fact we have confirmed with a letter and seal from the "TourCert" tourism certification organisation. Not only does the award recognise our strong commitment to more sustainable tourism and our sustainability report, it also challenges us to implement a continuous CSR improvement programme. This is not a comfortable place to rest and look back, but a commitment for us and for the future, one that we are happy to accept.

Think globally, act locally

Our sustainable behaviour originates with ourselves, since we regularly scrutinise ourselves for sustainability. We source electricity at our headquarters in Kiel exclusively from renewable energies, we work in a way that conserves resources and reduces the amount of waste we produce, our IT system

is particularly low-consumption and low-radiation, and we print our catalogues on recycled paper in an environmentally conscious print shop.

Active climate protection

Mobility and consequently travelling influence our climate. Even if we impose high standards when selecting our partners for transport and accommodation, emissions cannot be avoided. That is why we here at Gebeco make a voluntary climate contribution for all business trips, which is channelled into global climate protection projects. Our guests can also make a voluntary climate contribution for their trip. Our guests can also make a voluntary climate contribution for their trip. membership of the KlimaLink association will help us make our contribution to greater climate transparency when our guests are travelling.

Projects worldwide

Gebeco works with people all over the world on a daily basis. Respecting human rights and helping people to help themselves are our guiding principles. Gebeco is a founding member of Germany's largest tourism sustainability initiative, Futouris e.V., and the Roundtable for Human Rights in Tourism. Our support for the Apna Jatan Centre in India and the Taung Ba School in Myanmar gives a large number of children access to education and medical care.



To the complete certification catalogue

Think globally – act locally

- Gebeco has been TourCert certified since 2011
- Exclusive use of renewable energy sources
- Resource-conserving management at the Kiel site
- Environmentally conscious printing on recycled paper
- Promotion of clubs, associations and organisations that advocate sustainability

Promoting climate protection

- Reduction of the ecological footprint
- Where possible, avoiding or reducing emissions
- Transparent depiction of the climate footprint of travel
- Encouraging guests to voluntarily offset emissions

Sustainable travel

- Alternative travel options such as train to flight or rail travel
- Optimal journey duration in relation to the length of the trip
- Cooperation with certified partners in the country of destination
- Training our tour guides and partners on the issue of sustainability



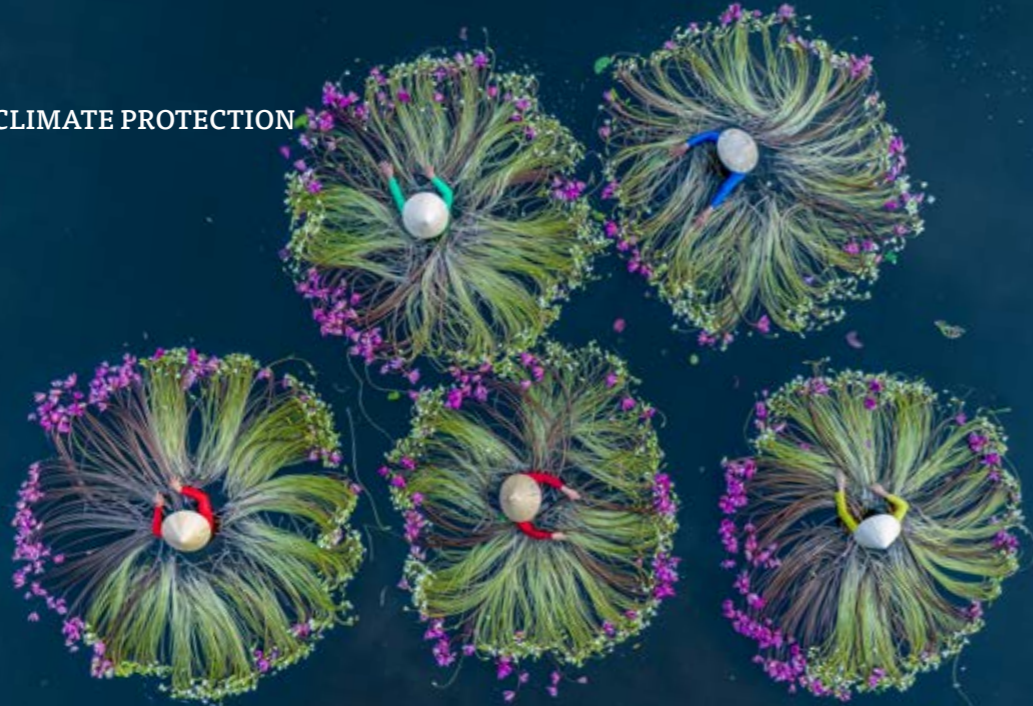
Developing destinations sustainably

- Promotion of sustainable programmes and initiatives
- Use of regional products and services
- Raising awareness among travellers
- Promotion of the exchange of experience between destinations

Taking on social responsibility

- Commitment to human rights and child protection in tourism
- Increasing local value creation
- Fair working conditions along the supply chain





Our objective is to visualise the climate footprint of travel so that consumers are more aware of their travel choices.



More transparency and comparability.

The first steps towards transforming the tourism industry

Transparency is the first step towards climate protection. This can only be accomplished if the emissions caused can be calculated in a standardised way and then presented to travellers in an understandable way. This is the

objective of the Futouris industry project "Climate-conscious travel", for which Gebeco is involved together with experts and other industry players and from which the KlimaLink association, which we co-founded, has arisen.

Futouris and KlimaLink have already achieved success in developing an industry-wide, uniform CO₂e calculation standard. It is possible with this milestone to precisely calculate and visualise the CO₂e emissions of flights, train journeys, hotels and other components of travel. Transparency and comparability of the climate impact

generated by travel programmes have thereby become possible for the first time.

We were one of the first tour operators to integrate this emissions data into our IT infrastructure. The specific CO₂e emissions per trip will be easily accessible to all our guests in 2025. This innovative approach contributes to travellers on the one hand being able to make informed decisions about which travel services they intend to use in relation to the associated emissions. On the other hand, the absolute CO₂e emissions of the tourism industry can be considerably reduced in this way, since we can only reduce what we can actually measure.

Being a founding member of Futouris and KlimaLink, we are helping to make a decisive contribution to tackling the global challenges of climate change in the 21st century thanks to our involvement in this industry project.

Our travellers are encouraged to voluntarily offset the CO₂ emissions of their trip (in line with the CDM Gold Standard). You can make your journey to the airport environmentally friendly with our included train-to-flight ticket. We also recommend extending the trip – by doing so, we can better balance the journey with the duration of the trip and have more time to get to know the destination in depth, which also benefits the local people.

We aim to inspire our guests to treat their trip not only as an unforgettable experience, but also as an opportunity to make conscious decisions. Perhaps they are considering offsetting the CO₂ emissions of their trip (in line with the CDM Gold Standard) – an option to have a positive impact on the environment. The included train-to-flight ticket means their

journey starts in an environmentally friendly way and if they extend their stay, travelling and relaxation are perfectly harmonised while they can enjoy the destination even more intensively.

We know that our guests will find their own ways to discover the world. This is why we want to give them the freedom to decide for themselves how they want to shape their ecological footprint. Transparency is a matter close to our hearts: We provide our guests with all the information they need to make an informed decision – in line with their individual views.

We invite our guests to think about sustainable travelling and find the approach that suits them best. This means they can not only enjoy their trip, but also travel with the awareness that they have made a personal contribution – entirely according to their own vision.



The project "**Climate-friendly product design**" is funded as part of the "Performance Improvement and Innovation Promotion in Tourism Programme" (LIFT) of the Federal Ministry of Economics and Climate Protection of the Federal Republic of Germany (BMWK).



PROMOTING CLIMATE PROTECTION

How can travel be made more climate-friendly?

We are resolutely determined to make our contribution to reducing emissions in tourism. We know that we have to make massive reductions in emissions if we are to achieve our climate targets. But what is often missing are clear measures as to how this reduction can be implemented in practice. It is precisely here that our 'Climate-friendly product design' project comes in, a project that we are implementing together with our project partners Futouris, NIT and forum anders reisen as well as many other players in the industry.

The objective of the project is to develop more climate-friendly travel programmes and minimise the impact of our travel on the climate. We work together with scientists and other industry partners to achieve this. This cooperation facilitates mutual inspiration and new perspectives. Jointly, we develop quantifiable key performance indicators, practical analysis tools and targeted training programmes. These tools help us to factor the climate impact of our journeys into their development.

Measures for sustainable travel production.

We recorded the database and framework conditions of our travel production and identified relevant planning tools during the course of the project. The specific analysis tools help us to measure



"Climate-friendly product design"

PROJECT OBJECTIVES:

- **Transparency:** We make the climate impact of our trips visible during their development.
- **Tools suitable for practical use:** We develop tools for actively incorporating climate impact into our product development and management.
- **Raising awareness:** We train our employees with the aim of minimising the climate impact of our products.
- **Carbon footprint:** We are improving the carbon footprint of what we offer with our travel services, from adjusting travel distances and durations to route optimisation through to the increased integration of climate-friendly forms of mobility.

the climate impact of our trips and adopt targeted measures to transform them.

Another component of the project is raising awareness among our employees. This ensures that everyone involved in the process understands how important it is to reduce the climate impact of our journeys and recognises what they can do to help and how to go about it. We offer various training formats for this purpose.

Continuous further development and optimisation.

Following the practical application, our focus for the coming months lies on the continuous optimisation

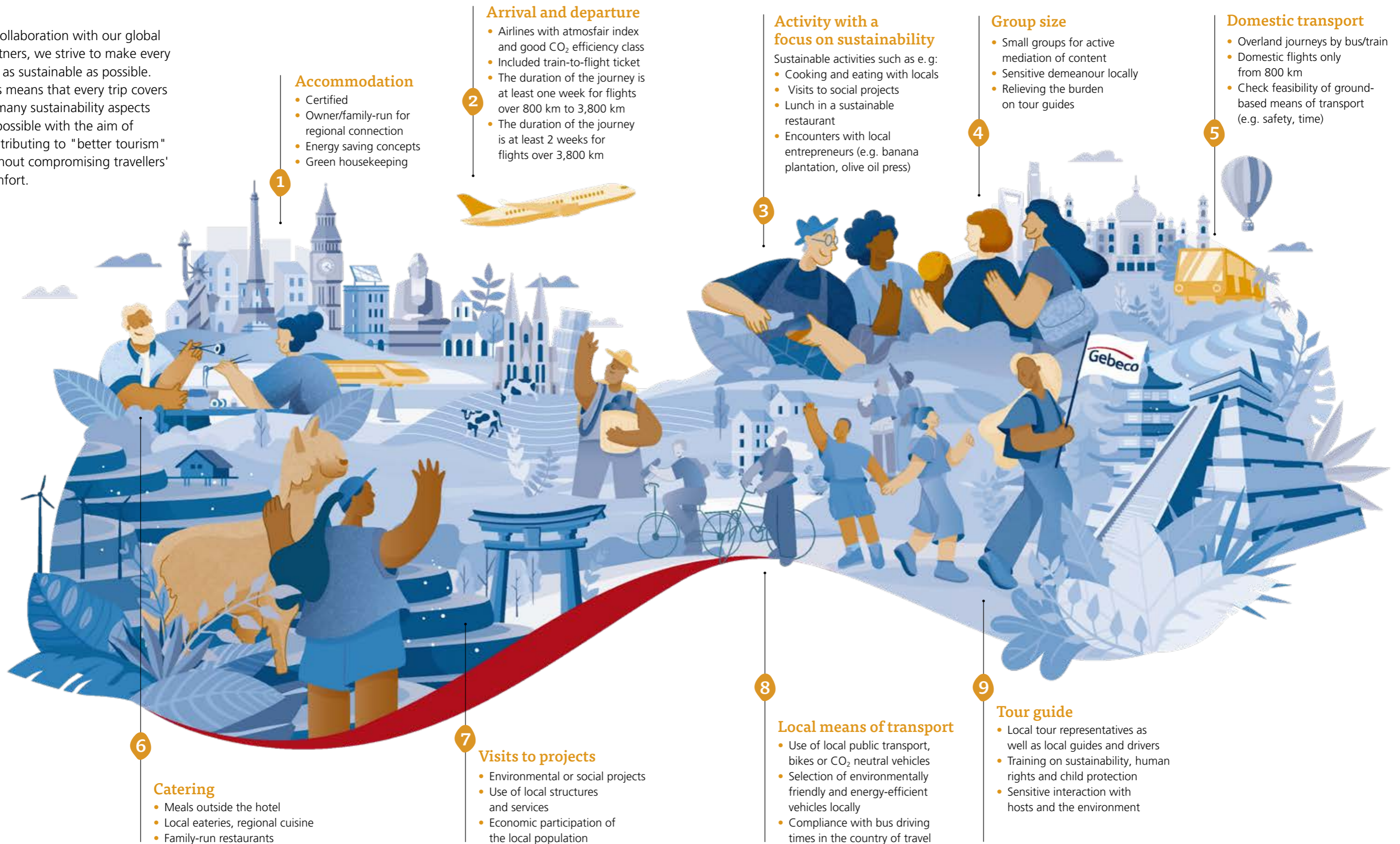
of the measures developed. Futouris publishes all findings obtained and communicates them to the industry in order to facilitate their broad application. This is how we make a significant contribution to reducing emissions across the entire tourism sector.

Our early engagement in this industry project has given us the opportunity to gain valuable insights and play an active role in shaping the project. Together, we are making an important step towards more sustainable travelling. Our work demonstrates that it is possible to generate more climate-friendly travel programmes and support the transformation towards more sustainable tourism.

The Gebeco sustainability journey.

Nine aspects of sustainable travelling with Gebeco

In collaboration with our global partners, we strive to make every trip as sustainable as possible. This means that every trip covers as many sustainability aspects as possible with the aim of contributing to "better tourism" without compromising travellers' comfort.



1 Accommodation

- Certified
- Owner/family-run for regional connection
- Energy saving concepts
- Green housekeeping

2 Arrival and departure

- Airlines with atmosfair index and good CO₂ efficiency class
- Included train-to-flight ticket
- The duration of the journey is at least one week for flights over 800 km to 3,800 km
- The duration of the journey is at least 2 weeks for flights over 3,800 km

3 Activity with a focus on sustainability

- Sustainable activities such as e.g.:
- Cooking and eating with locals
 - Visits to social projects
 - Lunch in a sustainable restaurant
 - Encounters with local entrepreneurs (e.g. banana plantation, olive oil press)

4 Group size

- Small groups for active mediation of content
- Sensitive demeanour locally
- Relieving the burden on tour guides

5 Domestic transport

- Overland journeys by bus/train
- Domestic flights only from 800 km
- Check feasibility of ground-based means of transport (e.g. safety, time)

6 Catering

- Meals outside the hotel
- Local eateries, regional cuisine
- Family-run restaurants

7 Visits to projects

- Environmental or social projects
- Use of local structures and services
- Economic participation of the local population

8 Local means of transport

- Use of local public transport, bikes or CO₂ neutral vehicles
- Selection of environmentally friendly and energy-efficient vehicles locally
- Compliance with bus driving times in the country of travel

9 Tour guide

- Local tour representatives as well as local guides and drivers
- Training on sustainability, human rights and child protection
- Sensitive interaction with hosts and the environment

"Our tour guide Tomoko was fantastic! Committed, welcoming and always on hand to offer the best tips. She would regularly surprise us with delicious local specialities and always knew exactly how to inspire us with exciting insights into Japanese culture."





Bachan Community Development Center

Strong Women, Strong Future in the Himalayas.

Together with Futouris and Poonam Rawat-Hahne, the EcoTrophea Award winner 2024, we launched a new project in India at the end of 2024. Together, we are supporting a group of women in Chamoli, in the northern part of India, in generating their own income through the production of local products and connecting them with the tourism sector to become self-sufficient and independent. The situation for women in this rural region is challenging: When their husbands move to the cities to earn money, or when they become widows, they are not allowed to remarry and must submit to their in-laws. In this structure, they have little rights and are often

subjected to domestic and sexual violence. Additionally, they lack a safe space where they can gather, discuss their future, and feel free. The goal of the project is to give these women a perspective for the future. To achieve this, we first created a meeting place for the women from the villages around Chamoli by building the Bachan Community Development Center. Here, they can exchange ideas, learn English, attend workshops, and host travelers. The center was inaugurated in January 2025 with a traditional ceremony.

Building English Skills and Earning Income Independently

In 2025, English courses and product workshops are planned at the center. The goal is for the women to be able to communicate with travelers and learn to make local products such as soap or spice blends. These products will then be sold to visitors and surrounding tourist accommodations to generate an income. The focus of the product workshops will be determined in collaboration with the women on-site. They will decide which products to produce.

Empowering women through tourism for an independent life.

Visit to the Bachan Community Development Center

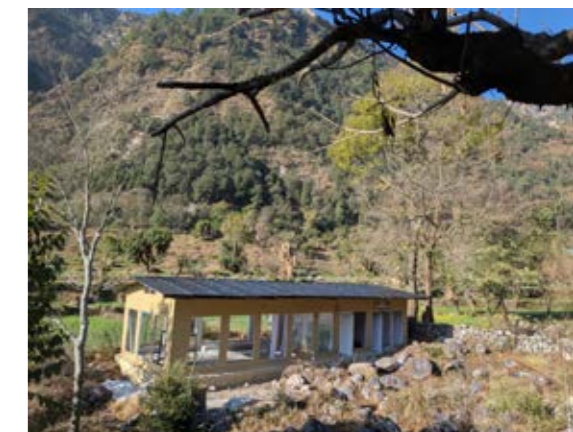
As part of the Gebeco trip "Sacred Rituals and Spirituality in the Himalayas," we visit the project: From the spiritual aura of Rishikesh to the remote Himalayan villages, our travelers experience authentic encounters, traditional ceremonies, inspiring yoga sessions, visits to a permaculture farm, and the Bachan Community Development Center. In touching conversations with the women on-site, we learn how they can change the world around them with strength and courage.

"I want every woman who dreams of changing her life, her family, or her community to know that she can do it. The world needs her passion, creativity, and strength."



Project Goals

- **Support** women in generating their own income and gaining independence.
- **Create** a meeting place for exchange, English courses, and workshops.
- **Connect** women with the tourism sector to create new opportunities for participation.
- **Strengthen** the sense of community and promote personal development.





Successful Gebeco project "Khwe Cultural Village" in Namibia.

Gebeco initiated a project to support a Khwe community in northern Namibia over 10 years ago. The project has now come to a successful conclusion and the "Khwe Cultural Village" is open to guests. Our guests can also visit the village on one of our Namibia tours and gather exciting insights into the traditional life of the Khwe.

The objective of the project, launched in 2013, is to preserve the cultural heritage of the Khwe, establish reliable sources of income and share the unique knowledge of the Khwe with travellers. This was achieved by establishing a "Cultural Village", giving visitors a deeper insight into Khwe culture

and securing a stable income for the community over the long term.

Promotion of self-sufficiency and independence within the community.

Gebeco has also provided the community with support in cultivating fields and building a chicken coop in an effort to become independent of tourism, which guarantees a stable source of self-sufficiency. Surplus produce is sold at nearby markets. Thanks in large part to the extensive support of Futouris, the project was successfully finalised. The TUI Care Foundation's financial contribution made it possible to build a well,

which is vital for the community's self-sufficiency.

The project was successfully completed and handed over to the independent administration of the Khwe community as a result of the cooperation with our partners. This has laid a stable foundation for the future development of the Khwe Cultural Village.

The Khwe ethnic group still numbers **around 4,000 Khwe in Namibia** and belongs to an original hunter-gatherer culture.

Local support: Helping underprivileged population groups to help themselves.

Our commitment demonstrates that tourism can preserve cultural heritage and create sustainable sources of income. We work together with the Khwe community and our partners to further improve this model project and boost local living conditions over the long term.



"Imagine if the one skill that your forefathers have always possessed throughout their lives and that you were convinced you would pass on to your children was taken away from you. It uproots you."

Project outcomes

- **Seven training sessions** (including agricultural courses, defence strategies against big game, management of the cultural village, communication with visitors, marketing) were conducted.
- **Information signs** and a map of the village provide visitors with guidance
- Around 150 people from the Khwe community and surrounding villages have **access to clean drinking water** following the construction of a well.



A slice of carefree childhood in India.

The Apna Jatan Centre in one of the slums of Udaipur (India) was opened in 2010 with financial and conceptual support from Gebeco. We have been supporting efforts to continue this very important educational project for the region ever since.

Udaipur, the "Queen of Lakes", is a large city in the heart of Rajasthan, surrounded by mountains and lakes and a favourite with tourists due to its many temples and palaces. Gebeco guests also pay the city a visit on their travels and are enchanted by its cultural wealth, providing reason enough to give something back to the local population.

Comprehensive care and education at the Apna Jatan Centre.

The Apna Jatan Centre caters to the needs of children, particularly

Apna Jatan is active in four slum areas of the city of Udaipur and addresses the developmental needs of children between the ages of 1 and 14.

when it comes to education and health. Around 40 children are cared for and educated at the centre. Working mothers can also use the centre as a day care centre. Improvements in medical care and the educational level of the children are among the many successes of the centre.

Children attending the Apna Jatan Centre not only participate in classes, but also benefit from other activities such as excursions, theatre groups and creative summer camps,

medical check-ups, hygiene training and regular hot meals.



Indian law prescribes that all children between the ages of six and 14 should attend school free of charge. Despite this, the country has to contend with a considerable shortage of teachers and many other challenges in the education system. This is why socially disadvantaged children especially continue to be denied access to education, with girls in particular being affected.





TAKING ON SOCIAL RESPONSIBILITY

Delicate plants of hope in the school garden at Inle Lake.

Gebeco has been supporting the Amaka Primary School on Inle Lake in Myanmar for almost a decade. We also remain steadfast in our support during and after the military coup. We have initiated the construction of classrooms, sanitary facilities, a playground and a school garden in the many years of co-operation. In spite of the very difficult conditions at present, it is flourishing and offers the school's children space in which to learn the basics of agriculture under the guidance of a professional gardener. The garden yields an abundance of fruit, vegetables and herbs for the school canteen and teaches the children the importance of a healthy diet.

Important support for education and community at Inle Lake.

Our financial support currently encompasses the gardener's salary and the maintenance of the garden itself, plus the provision of school materials for children in need. With prices rising and economic challenges mounting in Myanmar, this aid is crucial for the local community at Inle Lake.

There are currently 81 pupils at Amaka Primary School in Mine Thaut on Inle Lake, including

18 from refugee families forced to flee their home villages due to war and violence. The team of teachers is made up of eight dedicated educators, including a teacher who also had to flee from the neighbouring state of Kayah.



The violent clashes in Myanmar sparked by the military coup continue unabated.

We are appalled by the violence against the population, having maintained friendly relations with the country for many years. We are staying committed to our project despite this situation, hoping that peaceful coexistence can soon be restored.





The project is being implemented under the umbrella of the "Tourism for Sustainable Development" industry dialogue and is financed half from funds provided by the tourism companies themselves and half by the Federal Ministry of Economic Cooperation and Development (BMZ).

The project is supported by the Association for Sustainable Tourism, forum anders reisen, the German Travel Association (DRV) and ECPAT Germany.



Gebeco, as a founding member of the "Round Table for Human Rights in Tourism", recognises its great responsibility to promote and protect human rights around the world. After all, tourism creates jobs

adopted in January 2023, as well as the planned European Corporate Sustainability Due Diligence Directive (CSDDD) will initially require that large companies provide greater protection for human rights.

diligence obligations in the industry. We have the common goal of developing training programmes for our global partners, testing how applicable they are in practice and driving forward their implementation.

Strong for human rights in the tourism industry.

all over the world and boosts local economic cycles. It also plays a part in preserving nature and culture and can reduce inequalities. Tourism companies must be particularly responsible in order to maximise these positive effects and minimise negative impacts.

Pioneers by conviction, not by compulsion.

The German government's Supply Chain Due Diligence Act (LkSG),

Despite the obligation not applying to Gebeco, we would like to proactively comply with the standards and work on concrete measures for the industry.

Small steps, big impact: This is how we are shaping the future.

Together with other tourism companies and associations, we are therefore taking steps to establish human rights due

The training sessions are an easy way for our local partners to familiarise themselves with the topic of human rights due diligence. This marks the first step towards effectively protecting and championing human rights along the entire supply chain. Working together, we are committed to ensuring that tourism remains a force for positive change and a sustainable future in our holiday destinations.



The rights of the very youngest are very important.

Visible to all or behind closed doors: Children are affected by various forms of exploitation in tourism. Whether as souvenir sellers on the beach or as illegal labourers in laundries. Children also repeatedly fall victim to sexual exploitation while travelling and in tourism worldwide, while travellers themselves often become perpetrators. This is why Gebeco is a strong advocate for children's rights.

As a member of The Code and a supporting member of ECPAT along with the Schleswig-Holstein Child Protection Association, we apply a strict plan of measures in line with the "Code of Conduct for the Protection of Children from Sexual Exploitation". Compliance is reviewed and officially confirmed each year by TheCode and ECPAT.



We ask you to get active too!

Help us and report suspected cases if you notice any instances of exploitative child labour, human trafficking or sexual exploitation of children. Use the "Don't look away" online platform to report suspected offences or evidence of sexual violence against children.



We would like to express our sincere thanks for your help and for working with us to ensure that children around the world have the opportunity to grow up safely and freely.

Sexual exploitation of children involves any sexual act with or in the presence of children that results in payment – in the form of money, gifts or promises. Children in this context are all minors under the age of 18 worldwide, irrespective of their regional origin. Around 1.8 million children around the world are affected by sexual exploitation.

Help us to protect children's rights in tourism!

Gebeco is synonymous with responsibility and progress.

The TourCert certification is a strong signal that we as a company and employer are committed to sustainability and innovation – for travel that protects and brings value to the world.

Sustainability is anchored deeply in our corporate culture: Gebeco has been certified by TourCert since 2011 and most recently successfully completed the recertification process in 2023. The certification also includes an ongoing CSR improvement programme.



Regular training centred around the topics of sustainability, child protection and human rights is a fixed component for employees in Kiel, tour guides, local partners and travel agency partners. All measures are independently verified by TheCode/ECPAT and TourCert.



Think globally – act locally.

To achieve greater climate protection at the Kiel site, we are forging ahead with the energy-efficient refurbishment of the company building, working to conserve resources and reducing the amount of waste produced. Our IT systems also operate with particularly low consumption and radiation. These measures have already brought about an impressive reduction in electricity consumption: When we compared December 2019 with December 2023, we saved 30 % of our electricity consumption. In total, Gebeco draws an average of 34% of its electricity consumption from its own photovoltaic system. This saves us an average of around 300 tonnes of CO₂ every year. The remaining consumption is covered by electricity from renewable energy sources. We are also environmentally conscious in the production of our travel catalogues: All catalogues are printed on 100% recycled paper. We also make a voluntary contribution to climate protection for printing. The catalogues can also be viewed as PDF versions on the Gebeco website.

We also act as a good example when it comes to our employees' travel and endeavour to use rail for business trips within Germany. We make a voluntary contribution to climate protection for all business trips by car or plane.

Gebeco also develops attractive options for travellers who want to make their own trip as environmentally friendly as possible.

Guests will be able to travel to their departure airport in first class from 2025 with their included

a climate-friendly break. Employees will find lunch boxes and crockery in our kitchen units, along with free fruit and vegetables for a lunch free of packaging. The Gebeco sustainability partners ensure that even small environmental protection measures are implemented and further developed in the teams.

We work with our employees, partners and guests to set standards for a more sustainable travel environment from Kiel to the rest of the world through continuous improvements and innovative approaches.



Train-to-Flight ticket, including seat reservation and use of the DB Lounge. This is how we are working with our guests to reduce the number of domestic connecting flights. Our guests have been able to opt out of receiving their travel documents by post and use the purely digital version since May 2023. This means that we have already been able to cut the amount of printed material we send out by 10 %. We aim to inspire our guests to treat their trip not only as an unforgettable experience, but also as an opportunity to make conscious decisions. You may consider offsetting your flight's CO₂ emissions (in line with the CDM Gold Standard) as a way to achieve a positive impact on the environment. Further ideas for organising a climate-friendly Gebeco trip can be found on our [Blog: https://www.gebeco.de/blog/nachhaltigkeit](https://www.gebeco.de/blog/nachhaltigkeit).

Employees are also encouraged by Gebeco to do more for climate protection. We offer the option of a job bike and a job or Deutschlandticket for travelling to work. We also provide bikes to take

TourCert

TourCert provides advice and support to tourism companies and destinations in implementing sustainable and successful business practices. TourCert qualifies interested parties with consultations, seminars and online training sessions that impart expertise in sustainable tourism. TourCert certifies and awards the TourCert seal for sustainability and corporate responsibility in tourism. TourCert also offers the TourCert Qualified sustainability qualification as an initial step towards sustainability.



To the website of TourCert

Milestones

1978

Founding of Gebeco in Münster, with the objective of organising study and adventure trips to countries that are hard to reach so as to better understand people and their way of life. The first Gebeco trips to the countries of the "Eastern Bloc" and the former Soviet Union took place in the middle of the Cold War. Our vision: Breaking down walls and connecting people across borders.



1989

The crisis that hit China in June 1989 prompted Gebeco to add new destinations such as Latin America, Southern Africa and Vietnam to its portfolio, which helped make the 1990s a success.

1994

Gebeco relocates to a new, modern office building in Holzkoppelweg in Kiel and continues its development in all areas.

1998

Strategic partnership with TUI. Gebeco Reisen and Dr. Tigges are developed in Kiel under one roof and sold in the TUI distribution system.



1983

As one of the first tour operators to offer trips to China, Gebeco has established itself as a top provider of tours to China in Europe.



2000

Modern company structures are established in the millennium year and Thomas Bohlander joins the management.

2002/2003

Gebeco celebrates its most successful year in China tourism with 20,000 guests. Gebeco is also developing language and activity holidays.

2007

The first annual themed catalogue with a focus on "Religions of our world" is published, paving the way for special study trips.

2012

Gebeco becomes a founding member of the Roundtable Human Rights in Tourism and advocates human rights in tourism.



2020

Michael Knapp assumes management alongside Thomas Bohlander. Gebeco demonstrates considerable resilience during the coronavirus crisis.



2023

Gebeco celebrates its 45th anniversary with employees and their families by organising a big party that highlights the strong team spirit.



2009

Gebeco joins forces with other tour operators to found Futouris, which is a sustainability initiative dedicated to German tourism, and is committed to environmental and climate protection worldwide.



2018

Gebeco receives the "TOP Training Company" award, which underlines the outstanding quality of its training.



2019

Ury Steinweg is awarded the VDRJ Award of Honour for outstanding achievements in tourism.



2011

Gebeco becomes one of the first German tour operators to receive the TourCert sustainability seal and pledges to continuously improve its sustainable business practices.

