

# Studiosus

## Company Profile 2016

Figures, facts and data

Intensiverleben

# Studiosus

## Company Profile 2016

*Studiosus is the European market leader in the cultural tours segment and has been for years, thanks to the superb quality of our programmes, our excellent tour leaders and our continual innovations.*

## The 2016 Season

Strong results in a difficult environment: In 2016 the Studiosus Group generated a turnover of roughly 262 million euros, thereby setting a new record. Sales revenue increased by 1.7 percent compared with the previous year (2015: 257.4 million euros). In total, 99,583 guests entrusted their holidays to Studiosus in 2016 (2015: 103,509). In light of the many crises, which characterised the year, and a continuing lack of demand for destinations in the Arab world, Studiosus is very pleased with these results.

In 2016 the growth engines turned out to be classic holiday destinations in the western Mediterranean like Spain and Portugal. Studiosus also enjoyed success with its "green destinations" in northern Europe, for example Iceland and Scandinavia. In the eastern Mediterranean, however, Studiosus experienced a decrease in business: In Greece the number of tour participants fell by double-digit percentages because of the media coverage of the refugee crisis. Demand for Turkey practically came to a halt due to the terror attacks, domestic political troubles and the low overseas approval ratings of the Turkish government.

For long-haul destinations, the situation could not have been more different: Holidays to southern

Africa (up 18 percent), to Cuba (up 31 percent) and Japan (up 40 percent) contributed disproportionately to Studiosus' success.

### **Studiosus "smart & small" goes from strength to strength**

The first "smart & small" brochure was published two years ago. It featured offers for guests who would find a beach holiday too boring and a study tour too demanding. The popularity of these tours in small groups, with a maximum of 15 participants, remains undiminished. Consequently, Studiosus has once again expanded its "smart & small" brochure for 2017 – by 32 pages. Forty tours are now being offered from Sicily to South Africa, and from Andalucía to Vietnam.

### **A new look for Marco Polo**

All four Marco Polo brochures – adventure and discovery tours, mini-group tours, individual tours and YOUNG LINE TRAVEL – were redesigned in 2016 and sport a new look for the 2017 season. The design of the brochures was updated and the imagery now clearly shows what Marco Polo tours are all about, with the pages of the brochures laid out like a photo album full of travel photos and personal souvenirs.

The look reflects the perfect Marco Polo blend of destination highlights, travel experiences that are close to the real lives of local people, and fascinating discoveries. The Marco Polo brochure for the adventure and discovery tours 2017 has also been expanded by 16 pages to comprise 21 new tours to Ethiopia, Australia, Alaska, Iceland, Colombia and Tibet, among other destinations.

YOUNG LINE TRAVEL, the Marco Polo product aimed at travellers between the ages of 20 and 35, was a hit with guests and Facebook fans alike in 2016. Great travel photos, interviews with tour leaders, personal tips from travel professionals and

the chance to get to know fellow travellers before setting off – these are the reasons why the YOUNG LINE TRAVEL Facebook page has been such a great success and has been “liked” by more than 26,000 fans. Since August 2016, “YOUNG LINERS” are also able to whet their appetite for travel via the Pinterest and Instagram social media platforms on which people primarily communicate through images. YOUNG LINE TRAVEL regularly posts pictures of holiday destinations, information about new tours and now and again, a behind-the-scenes look into what a tour operator does on both of these social media platforms.

## The Studiosus Vision

Extract from the company’s mission statement:

“Studiosus is an independent business entity committed to improving awareness and understanding of foreign countries, peoples and cultures.

We see it as our duty to build bridges across internal and external borders in terms of understanding foreign countries and their cultures. This can only be achieved together with our customers, who we see as our partners. It is our wish that they should appreciate ever-changing cultural diversity and the natural beauty of our Earth as something valuable and worth preserving for all people and their descendants.

We want our tours to reduce reservations, prejudice and rejection with regard to alien cultures. We strive to promote integration in our role as ambassadors of

tolerance and openness, dismantling xenophobia and discrimination at home and abroad.

Our aim is to further enhance our status as market leader through innovation and quality, and by setting benchmarks both in matters of safety as well as long-term sustainable growth.

Every Studiosus package that we offer has to meet the high expectations of our customers.

We seek to foster recognition of human rights in the countries we visit. The tours we offer create opportunities for personal encounters, exchange of views and information and therefore public awareness. This is why we believe that responsible, sustainable tourism makes a positive, long-term contribution to improvement of the global human rights situation.”

# What We Offer

## *The Studiosus Tour*

### **Right where life is being lived**

One of the great things about travelling with Studiosus is the opportunity it gives you to meet people. You might attend a barbecue with Australian life-guards, have a chat with Greek nuns, take part in a wine-tasting at a local vineyard or even visit the kitchens of a maharajah's palace to pick up culinary tips from the chef. The Studiosus tour leader will always be there – to make sure you get to know the country as it really is, with its history enlivened by local lore, some of it exciting and thrilling, some of it calm and peaceful, but always full of surprises and unforgettable moments.

### **From the Mona Lisa to the Grand Canyon**

Machu Picchu, the Great Wall of China, the Mona Lisa – it goes without saying that Studiosus will take you to see all the classic sights. But that's not all. Your tour leader will introduce you to present-day culture too – things like the local pop music scene, the in restaurants or modern buildings designed by star architects. And you'll get interesting background on local politics, the economic situation or perhaps what the country is doing in the field of renewable energy. Also on the programme: natural wonders like the Grand Canyon or South Africa's Kruger National Park.

### **Extratours – a Studiosus exclusive**

Had a late night and feel like sleeping in, maybe spend the day relaxing on the beach? Or want to go on a nice long bike ride instead of visiting a museum with the group? That sort of option is now available on a regular basis. We call them Extratours. Studiosus regularly offers pre-arranged alternatives to the group programme that enable customers to plan in activities that suit their personal taste. The Studiosus tour leader helps you decide how to spend your day.

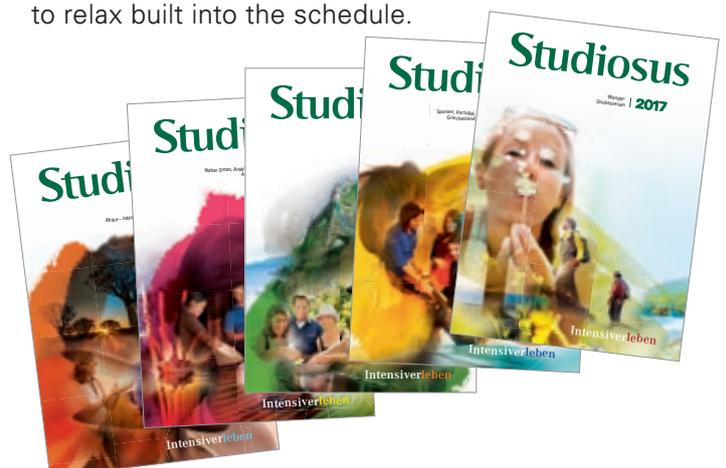
### **Enter a stress-free area**

Hard at work in the office yesterday, vacation at its best today. Everything goes like clockwork and you don't have to worry about a thing. You are met at the airport and driven to the hotel. You meet your tour leader and drink to a successful tour. The programme has been arranged – including the Extratours for those who want them. Tickets for visits to museums and events have been reserved and you walk straight in past queues of waiting people. Just relax and enjoy the total absence of stress.

### **Regard for local customs**

Studiosus tour leaders brief customers on important items of local etiquette – like never stroking a child's head in China, using the right hand only when eating in India or never drinking alcohol on the street in New York. And they explain the background to these local customs too. Studiosus also recognises a responsibility for supporting local cultural, social and ecological projects in the countries to which its tourists travel, and for minimising environmental pollution and avoiding conflict with the interests of the local population.

Cultural tours come in many varieties, depending on the target group and individual customer preferences: There are low-price cultural tours, classic cultural tours, hiking tours, expeditions, nature tours and cruises, as well as cultural tours with extra time to relax built into the schedule.



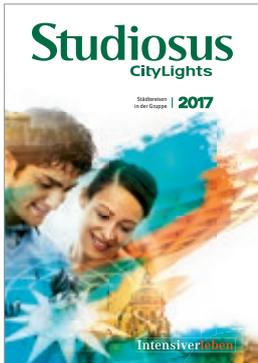
Studiosus also offers other attractive packages modelled on its current cultural tours.

# Studiosus

## Produktlinien

Studiosus Studiosus CityLights Studiosus me & more Studiosus family Studiosus smart & small kultimer Studiosus Incoming

Cultural tours City tours Singles tours Family holidays Holidays with a dash of culture Event tours Incoming tours



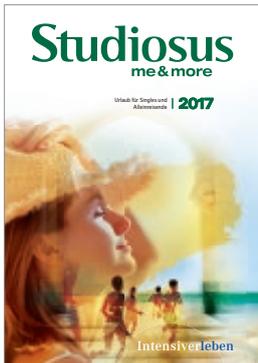
### Studiosus CityLights – City tours

For customers who want to get to know a particular city through a carefully prepared programme of sightseeing, accompanied by a first-rate Studiosus tour leader.



### Studiosus smart & small – Holidays with a dash of culture

For people who find beach holidays too boring but aren't looking for a full-scale cultural tour: Studiosus smart & small – small groups, charming hotels, a leisurely programme. Accompanied by a first-rate Studiosus tour leader.



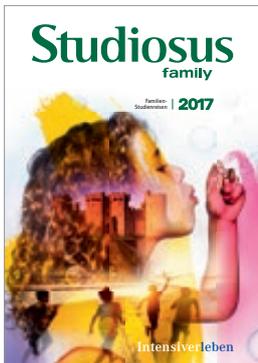
### Studiosus me & more – Singles tours

Holidays for singles or anyone travelling alone who would like to enjoy their vacation in the company of other cosmopolitan travellers. With first-class Studiosus tour leaders.



### kultimer – Event tours

kultimer offers tours to specific events such as classical concerts, opera performances, exhibitions and festivals, as well as tours with a culinary or botanical theme and trips to the natural wonders of the earth. The eye-catching, narrow-format catalogue comes out six times a year and is sent automatically to all Studiosus customers. The kultimer concept features an attractive supporting programme for each event. A first-rate Studiosus tour leader will take you to museums connected thematically to the event, accompany you on a stroll through an interesting city district and introduce you to the most important sights wherever the event is being held.



### Studiosus familii

A family holiday with a cultural and adventure programme – interesting sightseeing for young and old organised by a first-class Studiosus tour leader.



### Studiosus Incoming

In addition to offering tours for customers from German-speaking countries, Studiosus has always offered tours for incoming international customers, mostly students from North America in the early days, but now for interested travellers from all around Asia. From customised trips for small groups to Meetings, Incentives, Conferences and Events (MICE) for more than 1000 people, Studiosus Incoming organises tours regardless of size.

# Studiosus Tour Leaders

*Studiosus tour leaders are said to be the best in the sector by customers and travel agents. This is because they are carefully selected and receive in-depth basic-level and on-going training. We give it to you under hand and seal that our quality standards are superb. The quality management system we have in place for the selection, basic training and on-going training of our tour leaders is DINENISO 9001 certified. Studiosus is the only cultural tours operator in Europe that can produce such certification.*

## **Applicant profile, job description**

Studiosus customers want to experience their place of destination with all their senses and expect their Studiosus tour leaders to be not only personally competent, but also very well informed on all matters relating to "their country". They must radiate enthusiasm on the sights seen and the subjects discussed and act as an intermediary between the cultures. The wide range of knowledge and personal skills required from Studiosus tour leaders is defined in the applicant profile and the job description.

## **Selection process**

Studiosus receives a steady stream of enquiries from people seeking employment as a Studiosus tour leader. Those fitting the applicant profile and convincing us of their personal competence at the subsequent interview are invited to attend an assessment center, where the candidates complete practical, interactive tests enabling us to identify those possessing the optimal profile for work as a Studiosus tour leader.

## **Training**

The successful graduates of the assessment centre subsequently attend a week-long introductory seminar, at which they acquaint themselves with the tools of their trade as a Studiosus tour leader. This involves a mixture of factual information and knowledge relating to their future role interspersed with practical exercises reflecting actual operating conditions on a Studiosus tour. These give the trainees an idea of the sort of situations and problems they will be expected to handle in their everyday work.

The next step is for trainee tour leaders to accompany an experienced tour leader on an actual tour, during which they will also be responsible for the design and organisation of an entire day. Afterwards, they will document the valuable experience and factual knowledge they have gained in a comprehensive report. This will be their personal logbook for future tours.

Each new tour leader has a telephone link with an experienced colleague who can give them advisory backup during their "maiden tour". On their return from this tour, the freshly-baked "Studiosi" meet their trainers for detailed analyses of feedback on the tour and jointly review possibilities for improvement in performance.

The first season is rounded off with a two-day seminar at which new tour leaders can exchange experiences and seek further guidance and clarification pertaining to their new job.

## **On-going training**

Studiosus tour leaders are the company's "visiting cards" and make a key contribution to the quality of the tours they conduct. This is a weighty responsibility which can benefit from support in the form of regular seminars organised by Studiosus on a wide range of subjects, e.g. refinement of intercultural skills, natural history or use of modern media techniques, to name just a few. Studiosus held more than 40 events of this kind, both in Germany and elsewhere, over the past year alone. This kind of broad-based on-going training is unique in Europe.

# Studiosus Quality Management

Studiosus operates superbly organised, first-class tours. In order to maintain its high standards, it developed a quality management system for the entire Group that was DIN EN ISO 9001 certified in 2004. The environmental management system Studiosus developed years ago and which received DIN EN ISO 9001 certification in 1998, has since been integrated into the quality management system.

Every year, the quality management system is put to the test by an external auditor. In March 2016, it was re-certified according to the current DIN standards 9001 and 14001 and validated by EMAS.

Customers' high level of satisfaction with tours is convincing proof that the quality management system works.

## Customer satisfaction with Studiosus tours in 2016

Willingness to recommend a specific tour	91.2 %	Satisfaction with the last tour	96.5 %
Willingness to recommend Studiosus	95.2 %	Satisfaction with the last tour leader	96.7 %

Based on customer feedback ("yes, without reservation" and "yes"/"met" or "exceeded" expectations) from questionnaires distributed at the end of their trip. Return rate approx. 60%. 30<sup>th</sup> September 2016.

## Innovation

Studiosus is, and strives to remain, market leader in the field of cultural tours. After quality, its most important corporate strategy is innovation. In the words of the company's mission statement: We seek to fulfil our customers' wishes and are always ready to try out new ideas. As Studiosus continues to develop, innovation and the introduction of new products and services are essential. Studiosus has always been a trendsetter in the industry.

A few examples:

1979: Studiosus creates the first hiking cultural Tours

1990: Studiosus is the first company to introduce a catalogue of cultural tours for citizens of the GDR as it was then

1995: Studiosus introduces YOUNG LINE TRAVEL for customers aged 20 to 35.

1996: Studiosus launches Studiosus me & more for singles and people travelling on their own.

1996: Studiosus is the first German tour operator to include a "Rail-&-Fly" ticket in the package

1998: Studiosus is the first cultural tour operator in Europe to establish a certified quality management system for the selection and training of its tour leaders and a certified environmental management system

2002: Studiosus develops a safety and security management system following the attacks in New York on 11th September 2001.

2003: The integration of budget flights into package tours is unprecedented in the field

2004: Studiosus introduces family cultural tours for the first time

2005: Studiosus introduces the kultimer, a catalogue of exciting musical and other events

2010: Studiosus introduces "Extratours" for greater flexibility and freedom

2012: Studiosus is the first cultural tours operator to make the production of its entire catalogue carbon neutral, as well as all the bus, rail and boat travel connected with tours all over the world by offsetting carbon emissions through donations to a climate protection project.

2015: Studiosus launches Studiosus smart & small for small groups who find beach holidays too boring and cultural tours too intense, but are interested in getting to know a country and its inhabitants.

2015: Studiosus opens up new markets in Asia by introducing Studiosus Incoming – customised travel for international customers.

# Studiosus Safety and Security Management

In 2002, Studiosus established a safety and security management system. Part of the Studiosus quality management system, it is DIN EN ISO 9001 certified and encompasses all levels of planning and execution of tours. A top priority for Studiosus is to maintain open lines of communication for all tour destinations – for instance by posting the latest security information on the Studiosus website.

One key aspect of safety and security management is the on-going analysis of the safety situation in all of the countries visited by Studiosus tour groups. This includes the continuous evaluation of data from a variety of sources, first and foremost the recommendations on travel and safety issued by the German Foreign Office. To obtain a detailed picture of the situation in individual countries, our experts comb national and international media for reports on these countries and take into account evaluations

made by international think tanks when creating medium and long-term forecasts. We also draw on information from local contacts, tour leaders and business associates.

In addition to focusing on safety in individual countries, the Studiosus safety and security management system covers safety and security in hotels and on tour transportation worldwide. Studiosus has, for example, devised its own flight security list, which is more comprehensive than the European Union's "blacklist", which contains all the airlines whose safety and security standards are deemed unsatisfactory by the European aviation authorities. Studiosus also insists that all its bus and coach operators worldwide abide by the EU's strict regulations on driving and rest periods. Another pillar of the safety and security system is the SMS emergency service for customers.

## Sustainable Tourism

Being a source of interesting cultural tours is a creditable aim for any tour operator, but Studiosus wants to offer more than that. It wants its tours to be socially responsible and environmentally sustainable. This means fair dealing with business associates and service providers, acceptance of social responsibilities and constant awareness of the need to protect nature and the environment.

In order to help it achieve these aims, Studiosus introduced an environmental management system in 1998. In 2004, this system was integrated into the certified Studiosus quality management system. In 2010 Studiosus was awarded the German Sustainability Prize for "most sustainable strategy for the future". This was followed in 2013 by the Federal German government's CSR (corporate social responsibility) prize for responsible corporate management and the European CSR award. In 2016,

Studiosus CEO Peter-Mario Kubsch received a B.A.U.M. environmental award for his commitment to environmental protection and sustainable development.

### **Socially responsible tourism**

In 2007 Studiosus became a member of the UN Global Compact, which requires an undertaking to respect the principles of conscientious observance of human rights and work standards, and to ensure sustainability and combat corruption in its global business activities.

Not that this was at all new for Studiosus. The company has always endeavored to make its tours socially responsible and observe human rights, for example, by introducing forums for service providers and local opinion leaders, which have been standard practice for the last 18 years. These are attended by

a wide selection of invited guests from selected tour destinations, e. g. hoteliers, representatives of nature conservation and tourism authorities, local politicians, religious leaders, teachers and tradespeople, and addresses the risks and opportunities presented by tourism in their region. For many years, Studiosus has been requiring its service providers worldwide to sign contracts obliging them to respect human rights in their business practices and comply with the guidelines set down in the code of conduct for the protection of children against sexual exploitation, which Studiosus has also signed and follows to the letter. Customers are encouraged to report any behavior that contradicts these guidelines by using the red button on the Studiosus homepage. The “Kleine Seelen” (young souls) flyer that is sent out to all new customers provides information on the need to protect children from such exploitation. Studiosus went one step further in 2012, when it expanded its service contracts with new clauses on respecting human rights in work conditions, working hours, leisure time, wage payment and unfair discrimination of hotel personnel, bus drivers and ships’ crews, and also other core demands of the International Labour Organisation ILO. Studiosus also set up the email address [HumanRightsAlert@studiosus.com](mailto:HumanRightsAlert@studiosus.com) for addressing questions relating to human rights within the ambit of Studiosus tours.

In 2013 Studiosus, together with other tour operators and players in the tourism sector, signed a Commitment to Human Rights in the Tourism Sector undertaking to respect human rights and observe its social responsibilities in its tourism business. Since then, Studiosus has been continuously observing its corporate responsibilities and is focused on improving its socially conscientious planning and execution activities aimed at creating socially sustainable tours.

### **Environmental commitment**

Conscientious planning of its tours, plus a series of other precautions, enables Studiosus to keep Environmental pollution resulting from its business activities as low as possible. For many years now

Studiosus has been concentrating on reducing energy consumption and CO<sub>2</sub> emissions resulting from its tours to a minimum. Other environment-conscious initiatives include:

- Rail-and-Fly tickets enabling environmentally-compatible rail transport to the airport (included in the tour price since 1996)
- Ride-and-Fly enabling environmentally compatible local public passenger transport to the airport (included in the tour price since 1999)
- Extensive energy-saving measures in our offices
- Protection of the environment with a carbon offset scheme: Since 2007, Studiosus has been offering customers the option of calculating the carbon emissions caused by their flights and making a donation to a climate protection project financed by the Studiosus Foundation e.V.
- Automatic offsetting of the carbon emissions caused by bus, train and boat travel on Studiosus tours since 2012 by investment in biogas plants in Tanzania
- Offsetting of carbon emissions caused by the printing and distribution of Studiosus catalogues and other advertising materials to a climate-neutral level, also since 2012.

### **Studiosus Foundation e.V.**

Studiosus has been sponsoring global projects for improvement of quality of life, nature conservation and preservation of cultural heritage in its tour destinations ever since 1993. The Studiosus Foundation founded in 2005 has now taken over responsibility for our long-standing commitment to sponsoring projects that will help to enable minimally invasive tourism over the longer term. This charitable institution is currently sponsoring more than 50 social, cultural and ecological projects throughout the world. Almost all of these projects are available for inspection by participants of Studiosus tours. The Studiosus Foundation has held the DZI Seal of Approval from the German Central Institute for Social Issues since 2010.

[www.studiosus-foundation.com](http://www.studiosus-foundation.com)

## Subsidiary Companies

*Studiosus primarily offers cultural tours. Through its subsidiary companies, Studiosus also implements a range of related travel concepts, such as “tailor-made” group tours, which enable groups to bring their own ideas on board, or, under the Marco Polo label, adventure and discovery tours that focus on the “value for money” aspect.*

### Studiosus Gruppenreisen GmbH

One field of activity for Studiosus Group Travel is the planning, organisation and execution of customized group travel. These tours are created specially by group travel experts for a particular client. The holidays are tailored to the client’s exact wishes – from point of departure to the duration of the trip, travel budget, theme, tour leader qualifications and itinerary. For many years, Studiosus Group Travel has also published an immensely popular catalogue of tour ideas for special groups.

Customers of Studiosus Group Travel are respected media companies, newspapers and magazines such as Der Spiegel, Die Zeit or Stern magazine, TV and radio, commercial businesses, book clubs, organisations and associations, adult education centres, companies and private customers in German-speaking countries – and many travel agencies.



# Marco Polo Reisen GmbH

Marco Polo products are reasonably priced tours. They are aimed at those wishing to explore the most important highlights of a country, as well as meet people and learn about their living circumstances – without the level of content expected of a full cultural tour.

Marco Polo is priced considerably lower than Studiosus, its competitors being round-trip operators and Specialists for particular destinations. In spite of being relatively inexpensive, the tours still offer a genuine opportunity to get to know a country and its people.

A Marco Polo scout, usually a resident of the country with excellent first-hand knowledge of the region, will guarantee an authentic travel experience. Typical local hotels ensure that customers can immerse themselves in the flair and culture of the country visited, and “Marco Polo Live”, the discovery highlight of each tour, promises a unique experience: customers can come right up close to or even get a taste of the action themselves– catching fish in Vietnam or picking tea in Sri Lanka.

## Marco Polo presents its tours in four catalogues:



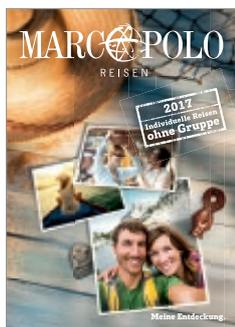
### Adventure and Discovery Tours

*Europe, Africa, the Americas, Asia and Australia*

Small-group travel and great value for money. The Marco Polo scout introduces customers to foreign cultures, and customers travel in groups of no more than 22, sometimes only 18.

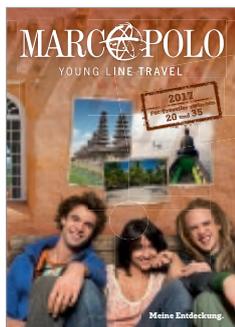
### Mini-group adventure and discovery tours

Mini-group tours with between 6 and a maximum of 12 persons are described in a brochure insert in the Adventure and Discovery Tours catalogue. By using quite small hotels and lodges for overnight accommodation, tuktuks and taxi boats for local transport in the cities and minivans or small buses on longer trips, these mini-groups give customers an opportunity to get closer to the host country. Away from the well-beaten coach tour routes they can get glimpses of local life and make fascinating discoveries.



### Individual tours

Perfectly organised non-group tours – customers travel with their life partner or family and are accompanied by their personal Marco Polo scout. They travel by car or jeep with their own personal driver or even, in some cases, drive themselves in a hire car. A Marco Polo scout is waiting for them at the sightseeing destination.



### YOUNG LINE TRAVEL

Affordable discovery tours for travellers between the ages of 20 and 35. The Marco Polo scout knows where to go – to the beach, to a club or sightseeing.

## Europe's No. 1 cultural tours operator

- Meaningful encounters with a country and its people
- Excellent Studiosus tour leaders trained according to a certified programme
- Expert organisation
- Comprehensive travel package included in the tour price
- Pre-planned Extratours, an alternative to the group programme

## Intensiverleben

## The expert for affordable discovery tours

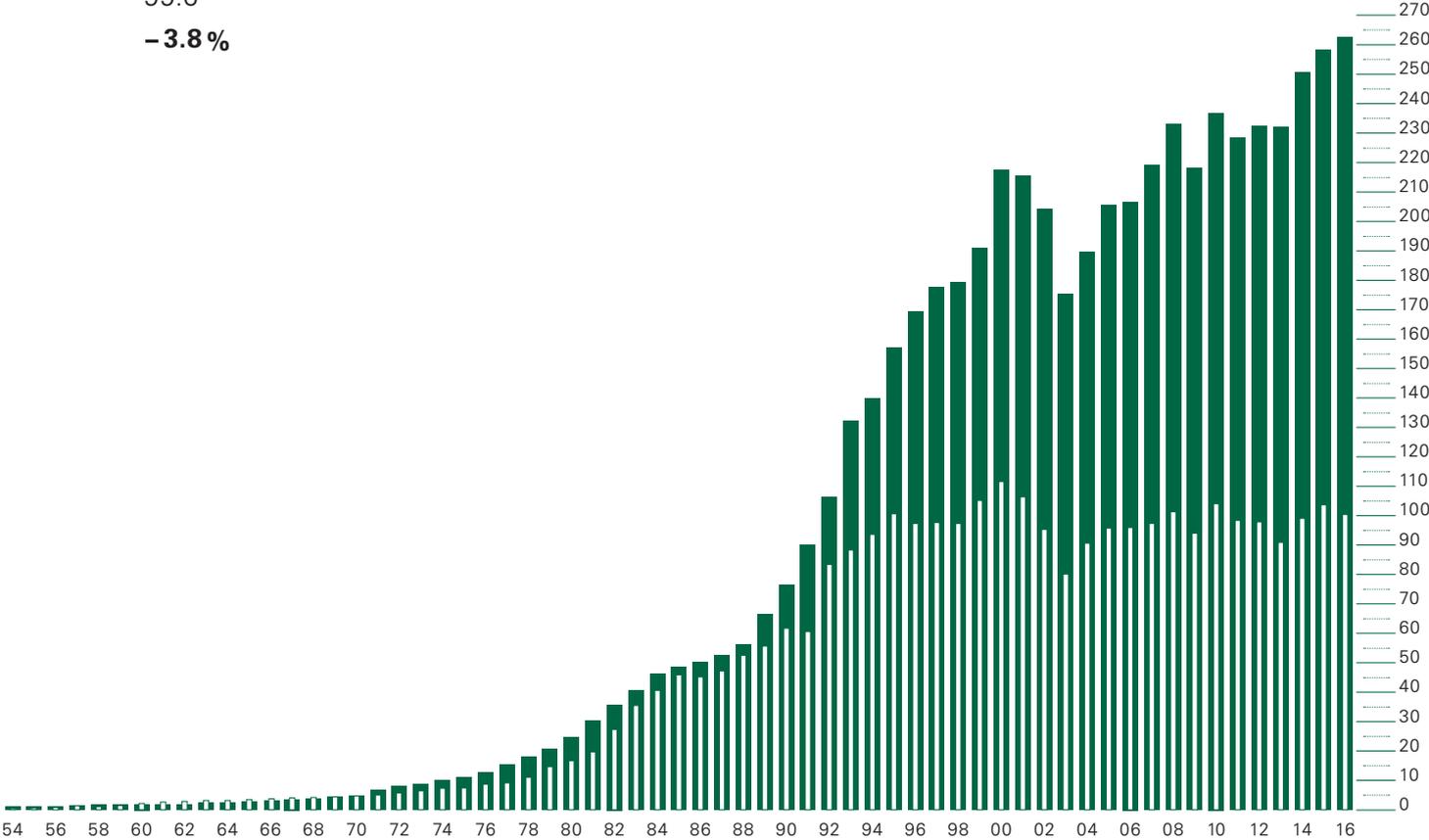
- Small groups of around 18 – and Marco Polo mini-groups of not more than 12
- Excellent value for money
- Find out what makes a country tick
- Marco Polo Live, a very special kind of discovery tour: get close to the action, be part of it
- Local, well-informed Marco Polo scouts
- Basic travel package plus optional extras

## Meine Entdeckung.

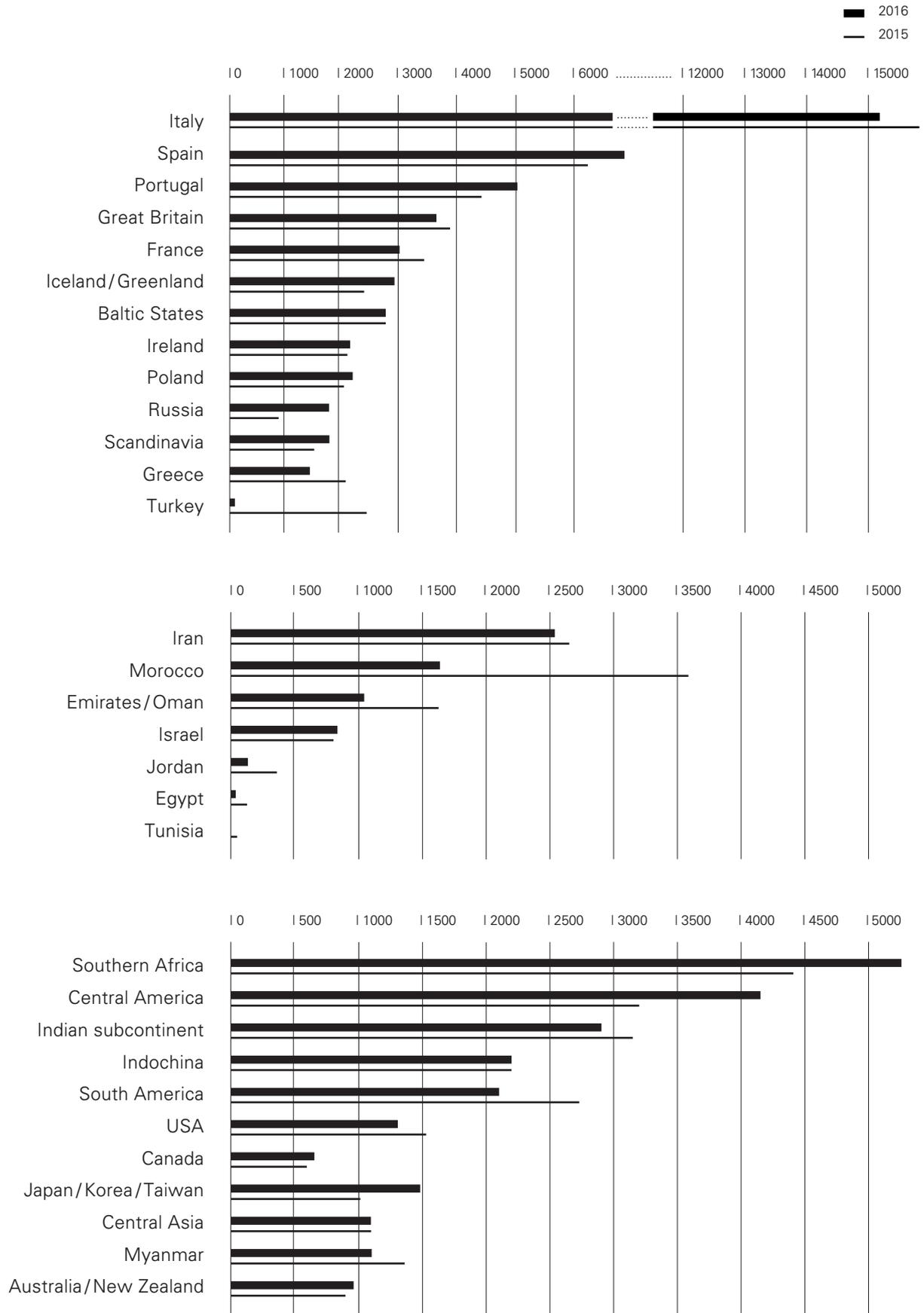
# Business Development in Figures

■ Sales in euro millions in 2016:  
 261.9  
**+ 1.7%**

□ Number of customers in thousands 2016:  
 99.6  
**- 3.8%**



# Number of Customers in 2016



## Corporate Data

<b>Founded:</b>	1954
<b>Purpose of Business:</b>	Operating intelligent holiday tours all over the world: the sophisticated way to travel
<b>Board of Directors:</b>	Peter-Mario Kubsch (Managing Director), Hans-Dieter Lohneis (Chief Operating Officer), Peter Strub (Chief Operating Officer), Guido Wiegand (Chief Marketing Officer)
<b>Shareholders:</b>	Peter-Mario Kubsch, Melanie Kubsch, Florian Kubsch, Sebastian Kubsch, Tatjana Kubsch
<b>Employees:</b>	325 in the entire Group, including 25 trainees
<b>Tour leaders:</b>	570
<b>Subsidiaries:</b>	Studiosus Gruppenreisen GmbH; Marco Polo Reisen GmbH
<b>Sales:</b>	Around 6,500 travel agencies in Germany, Austria and Switzerland
<b>Share capital:</b>	EUR 1,000,000

## Memberships

<b>DRV</b>	Deutscher ReiseVerband e.V.
<b>F.U.R.</b>	Forschungsgemeinschaft Urlaub und Reisen e.V.
<b>IATA</b>	International Air Transport Association
<b>StfT&amp;E</b>	Studienkreis für Tourismus und Entwicklung e.V.
<b>UN Global Compact</b>	United Nations Global Compact for Responsibility
<b>Roundtable Human Rights in Tourism e.V.</b>	

The Studiosus management system is certified according to DIN EN ISO 9001, DIN EN ISO 14001 and EMAS III (The European Union's Eco-Management and Audit Scheme).

The Studiosus Sustainability Report is drawn up according to Global Reporting Initiative (GRI) guidelines and in accordance with the new "Comprehensive" option. It has been certified by TÜV Rheinland.

# Studiosus Group

## Studiosus Reisen München GmbH

### Studiosus

#### Cultural tours

The no. 1 provider of cultural tours in Europe

### Studiosus family

#### Family cultural tours

with adventure programme for adults with children aged 6–14

### Studiosus me&more

#### Group tours for single people and single travellers

### Studiosus incoming

#### Destination Management Europe

### Studiosus CityLights

#### City tours in groups

### Studiosus smart & small

#### Holidays with a dash of culture

### kultimer

#### Events and cultural trips

## Marco Polo Reisen GmbH

### MARCO POLO REISEN

Adventure and Discovery Tours

- Discovery Tours in groups of no more than 22 persons
- Mini-group tours with a maximum of 12 persons

### MARCO POLO REISEN

Individual tours

### MARCO POLO YOUNG LINE TRAVEL

Discovery tours for travellers between the ages of 20 and 35

## Studiosus Gruppenreisen GmbH

### Studiosus Gruppenreisen

Tailor-made tours for clubs, companies and groups of friends

### GESELLSCHAFT FÜR MEDIENREISEN

Tailor-made trips for clients from the media sector