



Sustainability Report

2022

Executive Summary



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A COMMON SUSTAINABLE FUTURE



In Parques Reunidos, we work as a team to provide authentic memorable experiences and happiness to our guests across generations contributing to the growth of our communities and partners.

Serving this purpose means that we commit to make today's memorable experiences possible tomorrow by actively protecting the planet, and we genuinely care for people by supporting the teams we work with and strengthening the communities and partners we bring together everyday.

PASCAL FERRACCI

Parques Reunidos CEO





01

Parques
Reunidos at a
glance

Who we are

01



Parques Reunidos aspires to remain a global benchmark in the leisure sector, in which it is distinguished by offering safe, educational, and sustainable leisure experiences.

Sustainability is a fundamental pillar in our business strategy, ensuring performance in the long term and reinforcing the trust of our stakeholders.

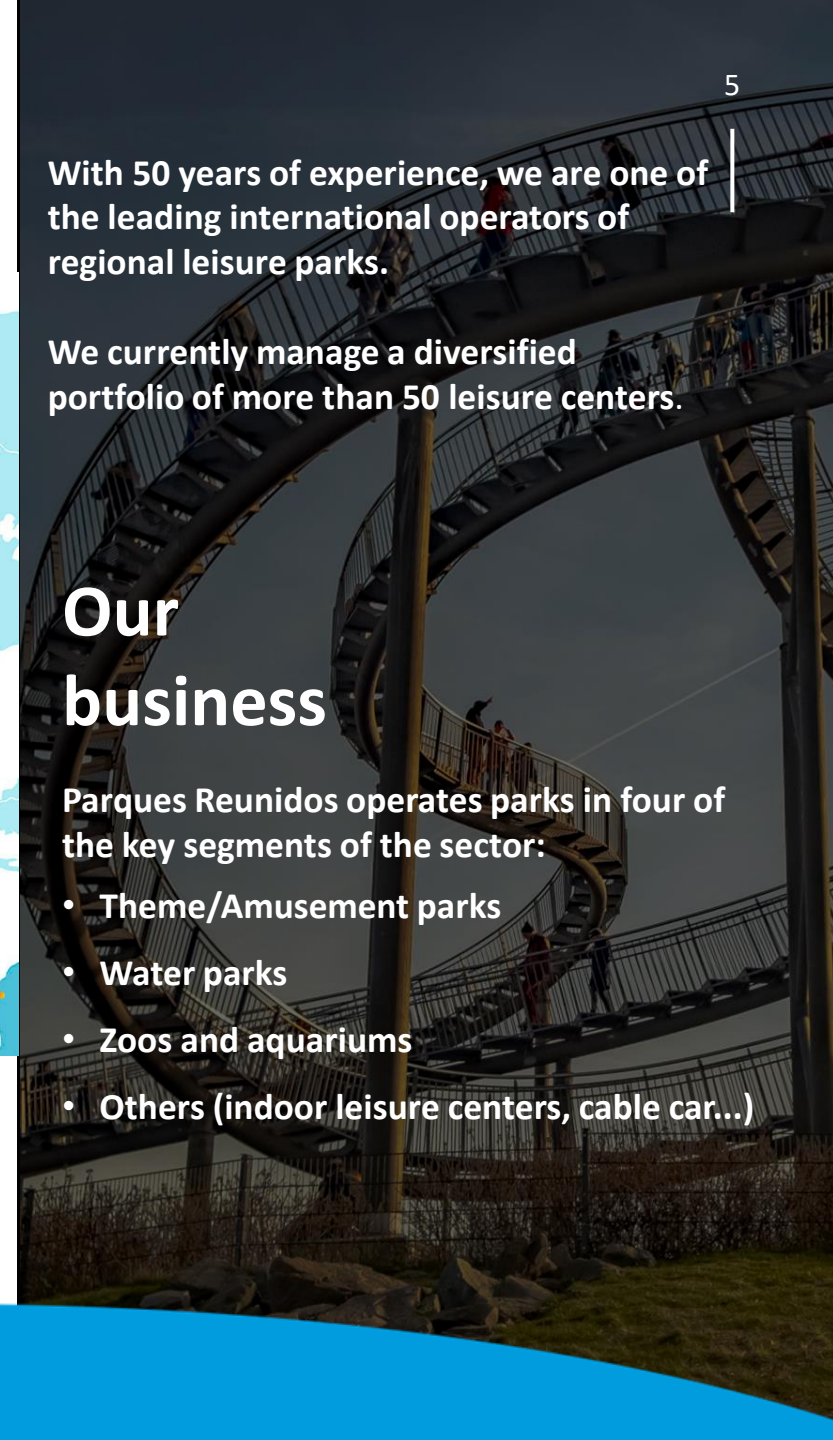
With 50 years of experience, we are one of the leading international operators of regional leisure parks.

We currently manage a diversified portfolio of more than 50 leisure centers.

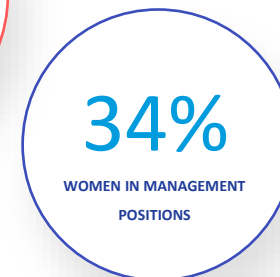
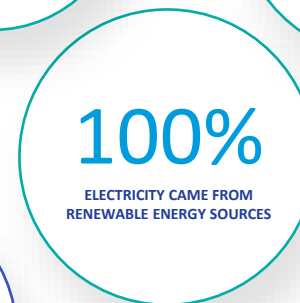
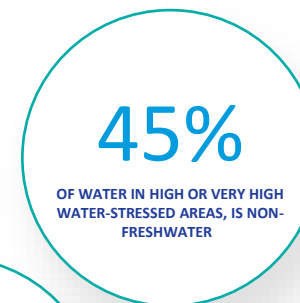
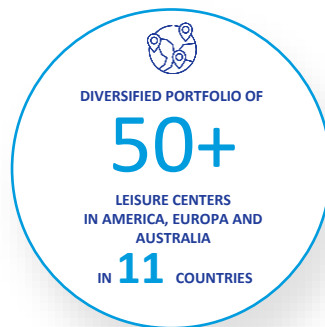
Our business

Parques Reunidos operates parks in four of the key segments of the sector:

- Theme/Amusement parks
- Water parks
- Zoos and aquariums
- Others (indoor leisure centers, cable car...)





























What we are proud of





02

Our Strategy

PILLAR	AREA OF ACTION		SUSTAINABLE DEVELOPMENT GOALS
 <p>PLANET Making today's memorable experiences possible tomorrow by actively protecting the planet and its biodiversity</p>	Climate change		
	Resource Management	Energy management	
		Water management	
		Responsible consumption and waste management	
Conservation of biodiversity and animal welfare		 	
 <p>PEOPLE Safely bringing people together everyday and strengthening communities</p>	Health and safety (workers and guests)		 
	IDEAs (workers and guests)	Inclusion, Diversity and Equity	
		Accessibility	
	Employee engagement		 
Social impact projects		      	
 <p>PRINCIPLES OF GOVERNANCE Committing ourselves to operate ethically, with integrity and responsibility as the foundation for all business practices</p>	Ethics and anti-corruption		
	Sustainable procurement		  

Planet

Climate change

Resource Management: Energy management

Resource Management: Water management

Resource Management: Responsible consumption and waste management

Conservation of biodiversity and animal welfare





While we are confident in our current climate strategy, we understand that we must continue to anticipate the possible impacts of climate change on our activity, the possible new regulations and demands from our stakeholders, and prepare for future compliance challenges.



OBJECTIVES

1. Minimize Greenhouse Gas (GHG) emissions associated with our entire value chain
2. Address the demands of our stakeholders related to GHG emissions and the possible impacts of climate change on our operations



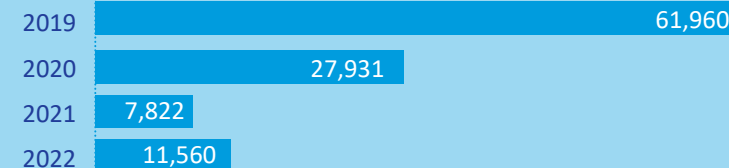
The group's commitment to the Science Based Targets Initiative

[Learn more in our Sustainability Report 2022]



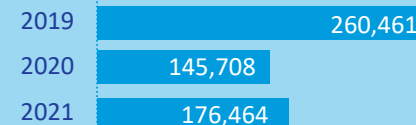
INDICATORS

Greenhouse Gas Emissions (GHG) (Ton CO2 Equiv- Scope 1+ Scope 2) (*)



(*) Scope 1 are direct greenhouse (GHG) emissions that occur from sources that are controlled or owned by Parques Reunidos (e.g., emissions associated with fuel combustion) and Scope 2 are indirect GHG emissions associated with the purchase of electricity

Greenhouse Gas Emissions (GHG) (Ton CO2 Equiv- Scope 3 (**))



(**) Scope 3 is calculated using a hybrid methodology of primary data and secondary financial data, so it is calculated once the year's consolidated accounts have been completed and audited. Therefore, year N Scope 3 figures will be reported on year N+1 sustainability report. Since it is mostly based on secondary financial data, the year-to-year

Resource Management: Energy management



The Group's responsible energy consumption reduces its carbon footprint and has other environmental benefits, such as reducing air pollution and protecting biodiversity.



OBJECTIVES

1. Minimize energy consumption
2. Foster the use of renewable energy sources



Bobbejanland “Electric chargers” (Belgium)

[Learn more in our Sustainability Report 2022]

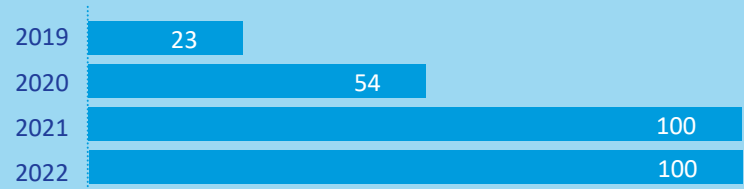


INDICATORS

100%

of the **electricity used** in 2022 in our parks comes from **renewable sources**

Electricity from renewable sources (%)



Electricity backed by EACs (Energy Attribute Certificates).

Resource Management: Water management



We recognize that the activities of some of our parks are water intensive and are committed to a rational use of water resources through effective water management practices.



OBJECTIVES

1. Minimize water consumption
2. Foster the use of non-freshwater where possible, with special focus on areas classified as high or very high water-stressed areas



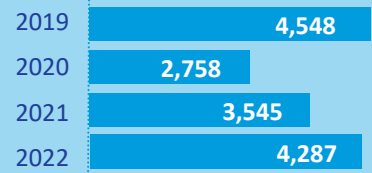
Movie Park “Night-time Irrigation” (Germany)

[Learn more in our Sustainability Report 2022]

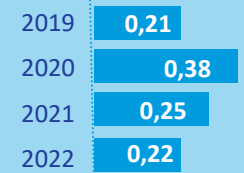


INDICATORS

Total water consumption (1,000 m³)

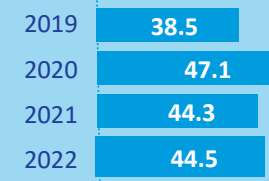


Intensity of water consumption (1,000 m³ / 10³ visitors)



Figures refer to water withdrawal including third party water, ground water, surface water and sea water

Non-freshwater water (recycled water from third parties and groundwater) in high or very high-water stressed areas (% vs total consumption)



Resource Management: Responsible consumption and waste management



Through environmental awareness campaigns, we foster the awareness of both employees and partners, as well as guests, regarding responsible consumption and waste reduction.



OBJECTIVES

1. Minimize the amount of waste produced
2. Reduce the use of single-use plastics
3. Reduce food waste in catering activities
4. Minimize the amount of waste sent directly to landfill



Parque de Atracciones “Reusable Cups” (Spain)

[Learn more in our Sustainability Report 2022]

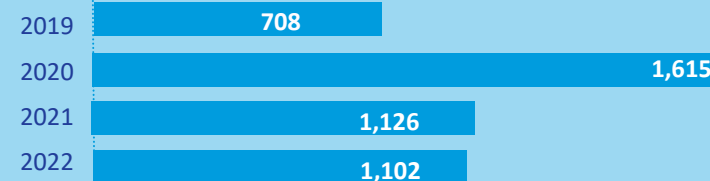


INDICATORS

Waste generated (Ton)



Waste generation intensity (Kg/10³ visitors)



Conservation of biodiversity and animal welfare



We work to guarantee the future of biodiversity, both in the wild, with programs for endangered species, and in the zoos, through education, raising conservation awareness and participating in research projects in collaboration with different research entities, and universities. As part of the continuous improvement process, an Animal Welfare Program is being carried out in collaboration with ZAWEC (the Zoo Animal Welfare Education Center)



OBJECTIVES

1. Foster the protection of biodiversity, and the conservation of natural heritage
2. Foster knowledge of the different animal species, the different ecosystems and their conservation, as well as the conservation and protection of threatened or endangered species
3. Achieve high standards of animal welfare in support of our goals as a modern conservation organization by providing environments that focus on the physical and behavioral needs of the animals



Marineland “ObsTortueMed” (France)

[Learn more in our Sustainability Report 2022]



INDICATORS

Births, rescue, rehabilitation and release of endangered animals:

7 articles in which the parks has participated

40 harbours in south east France engaged in marine turtles observation

2 wild turtles saved and released

3 barn owl chicks were reintroduced in nature

People

Health and safety (workers and guests)

IDEAs (workers and guests): Inclusion, Diversity and Equity

IDEAs (workers and guests): Accessibility

Employee engagement

Social impact projects



Health and safety (workers and guests)



We work to prevent and mitigate possible impacts related to health and safety through the inclusion of criteria related to health and safety in all Parques Reunidos work centers and all activities. The Group's commitment to safe leisure starts from the design of activities, facilities, and equipment and is based on rigorous operation and maintenance.



OBJECTIVES

1. Provide safe and healthy workplaces for the Group's employees and collaborators
2. Provide safe leisure for all visitors to the Group's parks
3. Zero harm



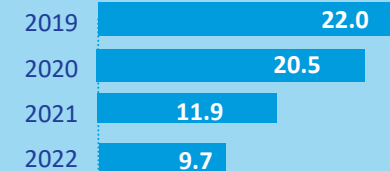
Zoo Aquarium "Exoskeletons" (Spain)

[Learn more in our Sustainability Report 2022]



INDICATORS

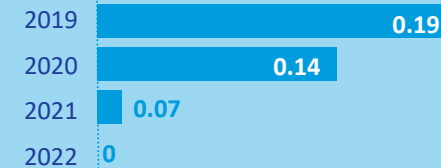
Injury frequency rate
(occupational injuries / 10⁶ hours worked)



Occupational illnesses

0 illnesses in 2022
(0 in 2019-2021)

Incidents related to the activity of the parks and its attractions
(incidents/10⁶ visitors)





IDEAs (workers and guests): Inclusion, Diversity and Equity



Our Code of Conduct foresees that everyone who works for Parques Reunidos Group must be treated with the utmost dignity and respect and may not suffer physically or psychologically as a result of their work. It also establishes that no employee may be discriminated among other reasons, due to their origin, ethnicity, color, gender, sexual orientation, language, civil status, religion, political opinion, physical appearance, ideology, nationality, social origin, social condition, disability, age, belonging to any association or any other condition.



OBJECTIVES

1. Foster equal opportunities
2. Foster talent without gender distinctions
3. Foster the inclusion of underrepresented groups



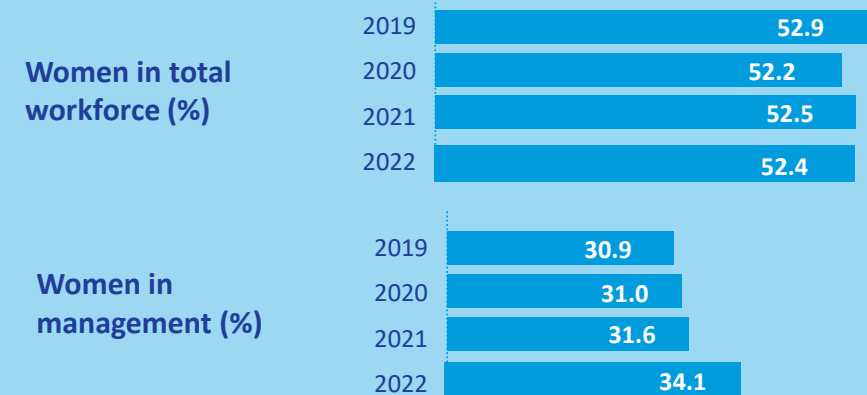
Spanish Parks “Hiring staff with disabilities” (Spain)

[Learn more in our Sustainability Report 2022]



INDICATORS

Distribution by gender





IDEAs (workers and guests): Accessibility



Parques Reunidos facilitates access to leisure for people with disabilities.

For this purpose, our parks have discounts and preferential access, as well as information and accommodation services for guests with particular requirements.



OBJECTIVES

1. Provide inclusive and accessible leisure to the Group's parks for all visitors



Mirabilandia “Field test for visually impaired people” (Italy)

[Learn more in our Sustainability Report 2022]



INDICATORS

100% of our European parks offers discounts for guests with a disability and/or their companions



Measuring and monitoring employee engagement enables Parques Reunidos to anticipate issues and prevent potential scenarios that could affect the workforce and the Group.

High employee engagement helps retain and attract talent.



OBJECTIVES

1. Create an optimal workplace place to develop the professional career for any employee of the Group
2. Foster quality and flexible employment capable of providing the parks with the human resources needed at any time
3. Foster work-life balance and employee wellbeing.
4. Foster free-flowing and transparent communication
5. Improve the performance of our teams through an increase in knowledge and skills



Active Listening Employee Voice (ALEV)

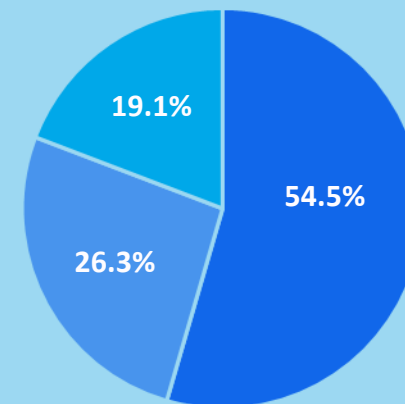
[Learn more in our Sustainability Report 2022]



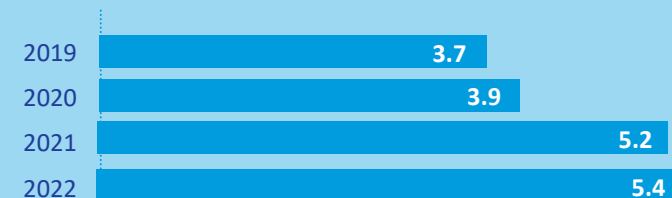
INDICATORS

Distribution by age

- <25
- 25-45
- >45



Hours of Training (hours/worker)



Social impact projects



The “Parques Reunidos Spirit” acts as an umbrella program for all the social, educational, environmental awareness and biodiversity promotion and conservation actions carried out by the parks, central offices and Parques Reunidos Foundation.



FOUR PILARS

CHILDHOOD AND HEALTH

Bring leisure to children and adults with serious or chronic childhood illnesses. Promote healthy habits to avoid the emergence of illnesses.

SOCIAL INCLUSION

Facilitate access to leisure for families with scarce resources or at risk of social exclusion, as well as to people with disabilities.

EDUCATION AND AWARENESS

Develop programs and activities to give visibility to our environmental commitment and involve visitors in efforts to generate awareness.

CONSERVATION AND RESEARCH

Create original programs and participate in international projects in situ and ex situ for the conservation of biodiversity, ecosystems, and threatened species.



Splish Splash “Certified Autism Center” (USA)

European parks “Free tickets for Ukrainian refugees”

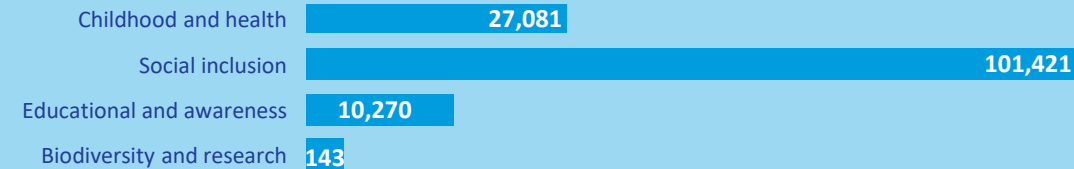
[Learn more in our Sustainability Report 2022]



INDICATORS

In Spain, all the actions and projects mentioned are carried out with the coordination of the [Parques Reunidos Foundation](#).

Total number of Beneficiaries **



Weight of total economical valuation (% vs total valuation)*



*The number of beneficiaries has been calculated based on the number of tickets donated (1 ticket= 1 beneficiary) and for donations that are not tickets, an estimate has been made

**It includes the value of tickets and other goods donation, as well as direct financial contributions. Due to the characteristics of the Education and awareness and Biodiversity and research projects, it may not always be possible to value their economic impact so only those in which there is a ticket donation, or a direct financial contribution are included.

Principles of Governance

Ethics and anti-corruption

Sustainable Procurement





Prevent corruption and bribery Combat money laundering

Ethics and anti-corruption

We are firmly committed in the fight against unethical behavior and have a zero tolerance to it.



OBJECTIVES

Zero incidents related to our Code of Conduct



INDICATORS

Serious ethical breaches proved
(number of breaches per 103 employees)



Serious breaches are those that end with criminal proceedings and/or employee's dismissal.

Training sessions for criminal risk prevention to 314 employees

Sustainable procurement

We ensure sustainable management of the supply chain and the use of products and services with low environmental impact.



OBJECTIVES

Foster environmental and social sustainability throughout the supply chain
Promote relationships with suppliers that contribute to achieving the Group's sustainability objectives



INDICATORS

In 2022, Parques Reunidos approved a new Procurement Policy to optimize and standardize procurement processes.

The Group's suppliers must sign the Supplier Code of Conduct, in which they undertake to always act ethically and have the appropriate mechanisms to detect and combat fraud, bribery and corruption in all its forms

To assess Parques Reunidos' suppliers beyond the technical and economic criteria, a questionnaire is sent to each supplier at the end of each tender. The questionnaire enables Parques Reunidos to obtain a quantitative view of the suppliers' environmental, social and governance performance through a self-assessment in order to continue moving towards a more sustainable and socially responsible supply chain throughout the Group



03

Creating value
for stakeholders



03

03 Creating value for stakeholders

Creating value for stakeholders

We have a commitment — to our employees, customers, suppliers, investors, shareholders and local communities, and to the environment and the society in general— to operate our business in a way that balances our social, environmental and economic objectives.



Provide safe and healthy workplaces, promote diversity, equity and inclusión as and team development

Employees



Offer quality services and products guaranteeing inclusive, safe, and healthy leisure

Customers



Ensure sustainable management of the supply chain and the use of products and services with low environmental impact

Suppliers



Generate value and profitability through responsible and sustainable management.

Shareholders



Contribute to the development of the communities in which we operate and of the society in general

Local Communities



04

A common
sustainable
future

A common sustainable future

“Despite the progress, there is still work to be done to deliver on our environmental, social and governance commitments. We maintain our participation in the United Nations Global Compact and continue working to achieve the Sustainable Development Goals in order to generate a positive impact on the business, on the environment, on people and society”

Sustainability Report 2022



Making today’s memorable experiences possible tomorrow by actively protecting the planet and its biodiversity

TARGETS 2025

- 100% electricity from renewable sources
- 0 tons greenhouse gas emissions scope 2
- 50% non-freshwater (vs total consumption) in areas of high or very high water stress
- 10% waste (vs total waste) sent directly to landfill



Safely bringing people together everyday and strengthening communities

TARGETS 2025

- 50% women in total staff
- 40% women in management
- 0 serious worker related incidents
- 0 serious guest incidents related to the activity of the park and its attractions
- >1 % of sales contributing to Social Impact Projects



Committing ourselves to operate ethically, with integrity and responsibility as the foundation for all business practices

TARGETS 2025

- 0 serious breaches of Parques Reunidos Code of Conduct

