



HSE AND SUSTAINABILITY MANAGEMENT SYSTEM

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SUSTAINABILITY POLICY

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1. PURPOSE

At Parques Reunidos Group (“Parques Reunidos” or the “Group”), we recognize that we have an obligation — 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. To do this, sustainability considerations are woven throughout a suite of interdependent policies and their standards and procedures, which are implemented collectively in order to deliver the objectives of this Policy (the “Sustainability Policy” or the “Policy”).

The Sustainability Policy, together with the Code of Ethics and Conduct, forms the foundation for the Group continued sustainability engagement and aims for the following objectives:

- To provide a framework for realising Parques Reunidos commitment towards sustainability by addressing impacts, risk and opportunities in relation to environmental, social, and governance sustainability matters.
- To facilitate the integration of sustainability in the Group business model and strategy.
- To foster operating in ways that meet fundamental responsibilities in the areas of human rights, labour, environment, animal welfare and anti-bribery and corruption.
- To promote an actively ethical culture and a responsible businesses approach.
- To increase transparency in the above-mentioned matters.

This Policy further outlines the principles for how the Group works and carries out its activity in the context of sustainability and includes the commitment by the Group to the application of best practices across its whole value chain.

2. SCOPE

The Policy covers the whole life cycle of all the activities of the Group, in all the countries where it is present, whether directly or indirectly, with full management control. Where Parques Reunidos has no full management control, the Group will use its influence and reasonable endeavours to apply the spirit of this Policy.

This policy applies to all Parques Reunidos employees, contractors, subcontractors, agency staff and third parties who undertake activity for and on behalf of the Group. It applies to the goods and services we procure, our direct operations and the services we provide to our customers.

The commitments of the Policy include our own operation and our value chain (including suppliers, guests and other customers, communities and business relationships)

3. PRINCIPLES

Parques Reunidos Group engages in their business with the aim of creating sustainable value, taking into consideration the interests of its employees, guests, customers, suppliers, shareholders, investors, and in general all the entities or individuals that can reasonably be expected to be significantly affected by the Group or the Group’s products and services, or whose actions can reasonably be expected to affect the

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ability of the organization to successfully implement its strategies and achieve its objectives (the "Stakeholders").

In order to integrate the sustainability approach into the Group's business model, the Group recognises and adopts the following basic principles, applicable across all its lines of action:

Governance Principles

- Complying with the applicable law in the countries and territories in which it operates, voluntarily adopting as complementary any international commitments, rules and guidelines where there are no adequate or sufficient legal provisions.
- Creating a governance model and management structures that promote a culture of compliance.
- Setting sound ethical and appropriate environmental, social and governance principles through relevant sustainability-related policies, standards, procedures and guidelines.
- Having a defined and documented corporate governance structure with clear roles, responsibilities and appropriate internal control mechanisms, including but not limited to Criminal Risk Prevention Programmes, Health and Safety and Environmental Management System, model of Tax Risk Control and Management, System of Internal Control over Financial Reporting, System of Internal Control over Sustainability Reporting, and Risk Control and Management Policy.
- Adopting a due diligence approach regarding actual and potential human rights adverse impacts and environmental adverse impacts, with respect to their own operations, the operations of their subsidiaries, and the value chain operations carried out by entities with whom the company has an established business relationship.
- Maintaining a high level of business ethics in all types of transactions and interactions, including no acceptance, under any circumstances, of offering or receiving bribes to or from any person or entity in relation to their business and fair competition practices, having a zero tolerance against any type of unethical behaviour.
- Promoting anti-corruption in all its forms, including extortion and bribery, including the commitment to report any practice of corruption that is discovered within the Group in any of the territories where they operate.
- Ensuring the protection and respect for universally recognised fundamental human rights, within the scope of influence of the Group across the whole life cycle of its activities, guaranteeing it is not involved in their violation and, where appropriate, remedying any damage caused.
- Achieving high standards of animal welfare in support of our goals as modern conservation organization by providing environments that focus on the needs of the animals under our care, including those related to nutrition, physical environment, health, behavioural interactions and mental state.
- Creating a systematic approach to choose business partners who are able to support the Group's principles on sustainability and prioritising suppliers who have embedded sustainable and ethical practices within their organisation and who drive such practices within their own supply chain.

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- Behaving in a tax transparent manner under strict compliance with the Group's tax obligations and conducting decision-making based on business criteria that take into account the tax aspects associated with them.
- Conducting financial and sustainability reporting which allows for accuracy and transparency.
- Conducting root causes analysis and investigations related to sustainability incidents and changing organizational policies, processes and practices accordingly and leveraging learnings to influence both internal and external stakeholders.

Environmental Principles

- Supporting value creation potential from developing the Group companies as environmentally resilient and regenerative.
- Supporting a precautionary approach to environmental challenges, including those related to climate change, deforestation, and conservation of biodiversity.
- Improve constantly Group's environmental practices, including but not limited to those related to waste reduction and waste management, energy and water usage control, use of renewable sources and promotion of circular economy.
- Limiting the emissions of substances and waste, including emissions of greenhouse gases and other pollutants (e.g solid waste, plastics, etc) with the aim to protect oceans, land, forest and biodiversity.
- Limiting consumption of environmentally scarce and non-renewable resources
- Promoting environmental and biodiversity protection and conservation of the natural heritage.
- Promoting knowledge of the different animal species and the different ecosystems and their conservation, as well as the conservation and protection of species that are threatened or in danger of extinction
- Promoting educational activities within the scope of the Group's business in order to contribute to the social and environmental awareness.

Social Principles

- Supporting ethical labour practices, upholding the freedom of association and the effective recognition of the right to collective bargaining, avoiding all forms of forced and child labour and eliminating any kind of discrimination in respect of employment and occupation.
- Guaranteeing the right to effective equal opportunities and treatment of all workers, which allows them to develop personally and professionally, without exception.
- Promoting diversity, equity and inclusion and having a zero tolerance against any type of discrimination.
- Ensuring the health and safety of the Group's workers, including own workforce and workers in the value chain, and guests.

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- Complying with international conventions on human rights, including supporting the elimination of child or forced labour in their own operations and in the supply chain and ensuring that the Group is not complicit in human rights abuses, including but not limited to, those related to freedom of expression, right to participate in cultural life, access to water and sanitation, digital security and privacy, gender equality and women's rights, rights of indigenous people, and rights of refugees and migrants
- Respecting employees' and contractors' rights to decent working conditions, including but not limited to minimum wages, working hours, health and safety and right to collective bargaining.
- Addressing customers' interests, including customer health and safety, accessibility to our parks and services, data security and customer privacy, and responsible marketing practices
- Encouraging free market practices, rejecting any type of illegal or fraudulent practice, implementing effective preventive mechanisms, vigilance and sanctions against irregularities.
- Seeking positive involvement with stakeholders, e.g. employees, customers and suppliers, and the communities in which we operate in order to contribute to solving social and environmental challenges and build stakeholder trust.
- Promoting a philanthropic approach to enhance the protection of childhood and the protection of persons that may be affected by chronic illness and/or disabilities, promote integration of individuals and other vulnerable communities that may find themselves at risk of social exclusion, foster education and raise awareness about sustainable development and natural heritage conservation, and contribute to the preservation of threatened and endangered species and collaborate in scientific research to benefit biodiversity
- Promoting communication channels and dialogue and foster the Group's relations with its shareholders, investors, employees, suppliers, customers and, in general, all its stakeholders.

4. ROLES AND RESPONSABILITIES

- The Board of Directors is responsible for the approval of this Policy and its sponsorship to facilitate a sustainability culture throughout the organization.
- The Audit and Control Committee, in accordance with the powers it has been assigned in its Regulations, is the body responsible for monitoring, promoting, guiding, supervising and evaluating the degree of compliance of the Group's strategy and practices on sustainability.
- The CEO and Executive Committee members are responsible for executing the strategy and running the daily operations of the Group according to the principles set in the Sustainability Policy, as applicable in their areas of responsibility.
- The Chief HSE and Sustainability Officer is the owner of the Sustainability Policy and is responsible for reviewing and updating the Policy to keep it relevant for the Group, and for providing information on sustainability to the Audit and Control Committee and Board of Directors.
- Regional and local directors and line managers, at all Group companies, are responsible to integrate this Policy in their Group company operation and to make sure that sustainability is considered and



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assessed during Group company activities as well as continuously monitored in each companies and with regard to the business that each of them carry out or is responsible for, taking into account their characteristics and singularities. They shall support the Chief HSE and Sustainability Officer in the evaluation and monitoring of sustainability aspects and sustainable practices.

- The most senior executive of each operational site must ensure that internal regulations are developed and implemented in accordance with this Policy and the applicable law.
- Line management is responsible for enabling employees to contribute to the sustainability principles and to implement this Policy.
- All employees are responsible for implementing this Policy in their area of influence.

5. MONITORING AND CONTROL

A strategic Board of Directors discussion on sustainability will be held at least once a year.

A report on sustainability ('Sustainability Report') will be prepared every year. The report will be public in nature and prepared in accordance with applicable law, and internationally accepted principles, standards and methodologies on this matter. The whole organisation will participate in the process of gathering data and evidence of progress in sustainability. This report will be verified by an independent third party.

The Group will publish the Sustainability Report and other relevant sustainability information on its website.

6. DISCIPLINARY PROCESS

All employees must inform their supervisors of any conduct that, in good faith, they considered to be an infringement of this Policy. If their direct supervisor is involved in the situation that is being reported or may not or has not shown sufficient concern about their suspicions, then employees must report the situation through the portal <https://parquesreunidos.integrityline.com>.

Parques Reunidos will guarantee full protection, including but not limited to against retaliation, of employees who, in good faith, communicate any of the breaches referred to in herein.

When potential malicious activity has been identified it shall be followed by an investigation of what has happened. The results of the investigation will determine if the Group's general disciplinary process is to be applied.

7. APPROVAL AND REVIEW CYCLE

This Policy has been approved by the Board of Directors on February 14, 2024, coming into effect at the same date.



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The Policy will be reviewed at least on an annual basis as well as any time when the changes in the internal or external environment of the Group require a review of its content. Based on such review, the Policy may be amended with the approval of the Board of Directors.

8. CONTROL REVIEW

REVISION	DATE	SECTION	CHANGE
0	20/01/2021		New document
1	14/02/2024	1. Purpose 2. Scope 3. Principles 4. Roles and Responsibilities 7. Approval and review cycle General (whole document)	Inclusion of reference to Code of Ethics and Conduct Inclusion of reference to value chain - Governance: Inclusion of reference to due diligence - Animal Welfare: Inclusion of five domains model. Moved to Governance (in alignment with European Sustainability Reporting Standards (ESRS)) - Governance: Inclusion of reference to incidents analysis and investigation Inclusion of reference to all employees Review cycle adapted to align with Risk Policy Wording review to adapt to the terminology used in Corporate Sustainability Reporting Directive (CSRD), European Sustainability Reporting Standards (ESRS) and UN Global Compact Communication of Progress (CoP)
2	15/09/2025	6. Disciplinary process	Inclusion of the integrityline portal in substitution of previous email address (change doesn't qualify for BoD new approval, as such approval date referred in section 7 remains unchanged)