



SUSTAINABILITY REPORT 2025

Piolin Bidco, S.A.U. and subsidiary companies
(Parques Reunidos Group)

Non-Financial Information Statement, in accordance with Law 11/2018

[Free translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails]

March 2026

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INTRODUCTION

About this Report

In accordance with Law 11/2018 of December 28, regarding non-financial information and diversity (“**Law 11/2018**”), the Board of Directors of **Piolin Bidco, S.A.U.** (hereinafter, “Piolin Bidco”), the parent company of the Parques Reunidos Group (hereinafter, “Parques Reunidos Group”, “Parques Reunidos” or the “Group”) issues this Sustainability Report (Non-Financial Information Report) for the fiscal year 2025 as an annex to the consolidated Management Report that is presented with the respective consolidated annual accounts.

As shown in Table of Contents I, “Index of content according to Law 11/2018”, the Sustainability Report has been prepared in accordance with Global Reporting Initiative Standards (“GRI”), for those requirements considered as material for the business. The definitions and content criteria provided by GRI (sustainability context, stakeholder inclusion, materiality, and completeness) are an integral part of our reporting process.

Additional criteria and guidelines have been applied for certain performance indicators. If additional criteria and guidelines are used, this is explained in the applicable section of the report.

Time scope

The reporting period for this report covers the period from January 1 to December 31, 2025.

Geographical scope

This report includes information from the headquarter offices and all the parks operated by Parques Reunidos Group during 2025.

During 2025, Parques Reunidos divested its parks located in the United States, as well as Belantis park in Germany. This report includes information for all these parks up to the effective date of their divestment.

To facilitate comparability in future periods, the data tables present both the aggregate values of all parks, including the divested parks, and the aggregate values referring exclusively to the parks operated by the Group as of December 31, 2025.

The parks and the companies included within this scope of the report are listed in Annex I.

If the geographic scope is different for any of the indicators or information presented, this is mentioned in the corresponding indicator or data table.

Public nature of the report

This report is of public nature and can be consulted on the Parques Reunidos Group's corporate website.

Letter from the Legal Representative

*I am pleased to present the **2025 Sustainability Report** of Parques Reunidos Group. This report reflects our **performance, commitments, and progress** in environmental, social and governance matters, as well as our long-term vision for sustainable growth.*

The year 2025 was a significant one for the Parques Reunidos. Following the divestment of the United States parks and the German park Belantis, our operating perimeter now comprises more than 30 leisure centers across 10 countries. Throughout the year, 13.6 million visitors enjoyed our parks in Europe and Australia, supported by an average workforce of 4,010 employees committed to delivering safe, memorable and inclusive experiences.

*Aligned with our purpose—to **deliver unforgettable experiences today while safeguarding those of tomorrow**—we continued to strengthen our strategy built on three pillars, and their associated objectives and targets.*

*In the **Planet** pillar, we have advanced our decarbonization efforts through our Climate Transition Plan and have achieved the highest score, A, in CDP Climate Change. This positions Parques Reunidos as the first international operator of regional parks to reach this level of environmental leadership. We also maintain 100% renewable electricity across all our sites. Our circular economy initiatives continue to grow through waste reduction, the expansion of reusable cup programs, and actions to reduce food waste. In addition, we remain committed to biodiversity and ecosystem conservation, with more than 50 ongoing in-situ projects.*

*Under the **People** pillar, we uphold our aspiration of zero harm, strengthening robust health and safety systems for both employees and visitors. We have reinforced our culture of diversity, equity and inclusion, supporting it through updated policies, training programs, and practices that encompass employees, visitors, and society at large. Our social inclusion initiatives, in collaboration with local organizations, benefited more than 24,000 people in 2025.*

*In the **Principles of Governance** pillar, we have reinforced our governance structure by creating the Sustainability (ESG) Committee, reporting directly to the Board. We have also improved environmental and human-rights due diligence across our supply chain, implementing a new due-diligence standard for suppliers and achieving an A rating in CDP's Supplier Engagement Assessment. Alongside this, we continue to uphold a strong culture of ethics and compliance, supported by transparent reporting channels.*

The challenges arising from climate change, accelerated digitalisation, evolving social expectations, and regulatory shifts demand foresight, discipline and agility. Yet we are convinced these challenges also present opportunities to consolidate a more sustainable, inclusive and resilient leisure model.

I would like to thank all the people who work at Parques Reunidos, suppliers, visitors, and local communities, as well as our shareholders, for their constant commitment, dialogue and collaboration. Their contribution is essential to shaping the responsible future we aim to build.

We reaffirm our commitment to generating shared value, protecting the planet, caring for people and ensuring a strong governance system that guarantees the long-term sustainability and resilience of the Group.

Sincerely,



Pascal Ferracci
Chief Executive Officer - Piolin Bidco, S.A.U.
(Parques Reunidos Group)

1. GENERAL

1.1. PARQUES REUNIDOS GROUP

About us

Piolin Bidco, S.A.U. is the parent company of the Parques Reunidos Group.

The **Parques Reunidos Group** is one of the main international operators of regional leisure parks. Its main activity consists of operating amusement parks, water parks, zoos and aquariums, and other leisure centers.

Its history goes back to Spain in 1967 under the name of Parque de Atracciones Casa de Campo de Madrid, S.A. Currently, it manages a diversified portfolio of over 30 leisure centers in Europe (9 countries) and Australia.

Parques Reunidos Servicios Centrales, S.A., the headquarters of the Group's central services, is located in Madrid.

Since September 16, 2019, the Swedish group EQT exercises control over the Parques Reunidos Group. In addition to the Swedish EQT Group, Alba Europe, S.à r.l. ("Alba Europe") and Miles Capital, S.à r.l. ("Miles Capital") are also shareholders of the Group.

Our business

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

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

Some of these parks are owned by Parques Reunidos and others are operated as leases (in most cases the lease is solely of the land) or as administrative concessions.

For more information about our parks see

<https://www.parquesreunidos.com/en/our-parks>

Figures and Significant Events in 2025:

- Divestment from the US and Belantis (Germany) park
- 100% of the electricity used came from renewable sources.
- Parques Reunidos included in the CDP A List Climate Change.

Including only the parks that are part of the Group on 31.12.2025

- Diversified portfolio of more than 30 leisure centers in 10 countries
- 13.6 million people visited the Group's parks.
- €549.4 million of consolidated ordinary revenue.
- The total number of Group employees¹ at year-end was 3,155 employees.
- The average staff was 4,010 employees¹.
- 47.8 % women in the total workforce¹.

¹ Expressed as FTEs- Full Time Equivalents

Our purpose

The purpose of Parques Reunidos is to provide unforgettable experiences to its customers² throughout generations, contributing to the growth of its communities and partners.

Delivering on this purpose means Parques Reunidos commits to making memorable experiences today possible tomorrow by actively protecting the planet, supporting the people we work with, and strengthening the communities and business partners we collaborate with.

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.

For more information about our purpose see

<https://www.parquesreunidos.com/en/the-group/our-purpose>

Our principles and values



Principles

- **Customer experience:** We focus on guest's experience as much as we focus on financial performance.
- **Collaboration:** We collaborate between parks and central to make $1 + 1 = 3$.
- **Sustainability:** We embrace sustainability in our daily behaviours.
- **Excellence:** We have a test and learn mindset.
- **Data:** We use data to make decisions.

Values

- **Guest Satisfaction, our core commitment**

² The terms 'customer', 'guest', 'visitors' are used as interchangeable terms within this report.

- We think as guests to enhance the experience.
- **Think big, achieve together**
 - We dare to challenge our own limits.
 - We take ownership.
- **Caring for each team member, succeeding together**
 - We listen to team members and we take action.
 - We recognise individual efforts as well as collective achievements.
 - We warmly welcome you as you are.
- **Continuous improvement, our signature attraction**
 - We deliver through multidisciplinary teams.
 - We try new ideas, not afraid to fail, every little improvement matters.
- **Integrity**
 - We never compromise on fairness and ethics.

Cultural Pillars

- **Together we are committed and inspiring.** Parques Reunidos advocates for a culture of commitment to foster collaboration, innovation and pride of belonging.
- **Together we echo all voices.** Parques Reunidos celebrates diversity, equity and inclusion to create an environment where everyone feels welcome, respected and valued.
- **Together we seek balance and move forward.** Parques Reunidos encourages a balance between personal and professional life to create a positive culture that attracts talent and contributes to the success of the organization.
- **Together we lead change.** Parques Reunidos transforms its culture and invites its employees to align themselves with corporate values and to continue improving to achieve collective success.
- **Together we take care of each other.** Parques Reunidos promotes health and well-being and takes care of its employees.



1.2. MANAGEMENT OF SUSTAINABILITY

Code of Ethics and Conduct

Parques Reunidos' **Code of Ethics and Conduct** defines the principles for the effective implementation of the purpose and values of Parques Reunidos and serves as a guide to conduct the relations with its stakeholders (employees, customers, shareholders, business partners, suppliers and, in general, with any person or organization in the social environment of the countries where Parques Reunidos operates or expects to do so).

Parques Reunidos is committed to developing its business with the highest levels of integrity and ethics. Parques Reunidos understand that working with integrity and transparency allows us to create relationships of trust and credibility with all those with whom the Group interacts.

The guidelines for behaviour of Parques Reunidos include the **International Labour Organisation**

(**ILO Declaration on Fundamental Principles and Rights at Work** and its Conventions, the **OECD Guidelines for Multinational Enterprises**, the **Universal Declaration of Human Rights**, the **United Nations Guiding Principles on Business and Human Rights** and the **United Nations Global Compact initiative** with the aim of making a positive contribution to economic, environmental and social progress.

Parques Reunidos supports the **Ten Principles of the United Nations Global Compact** and establishes principles of action in the areas of Human Rights, Working Conditions, Environment and Anti-Corruption practices. These principles guide both the Code of Ethic and Conduct and the rest of the Group's policies, standards and procedures.

Sustainability Policy

The Group's **Sustainability Policy** recognizes Parques Reunidos' obligation to its employees, customers, suppliers, investors, shareholders, and local communities, and to the environment and society in general, to operate its business in a way that balances social, environmental, and economic objectives. To do this, sustainability considerations are structured through a set of **interdependent policies and their standards and procedures, which are collectively implemented** to meet the objectives of said Policy.

The principles of the Sustainability Policy are included in Annex II. The list of interdependent policies and associated standards is included in Annex III.

The Sustainability Policy, together with the Code of Ethics and Conduct, forms the basis of the Group's ongoing commitment to sustainability and includes the following objectives:

- To provide a framework for realizing 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.

The Policy also 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 in the countries where it operates.

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 endeavors to apply the spirit of this Policy.

This Policy applies to all **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** that Parques Reunidos procures, and to the products and the services offered to its customers.

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

Parques Reunidos' strategy integrates environmental, social, and governance criteria. This strategy also integrates the interests and expectations of its stakeholders, the principles of the United Nations Global Compact and the **Sustainable Development Goals (SDGs)**.

Sustainability action is structured around **three pillars**, each of which has associated specific **areas of action** linked to the list of material issues, as well as **objectives and targets**, with the ultimate goal of creating **shared value**.

Parques Reunidos is committed to report on the progress achieved in these areas in the sustainability reports that will be prepared annually.

In addition to the initiatives associated with these strategic areas, the Group's parks carry out other actions of a social and environmental nature appropriate to the business segment and/or the social and environmental context in which the park operates.

Double materiality assessment

Background

Parques Reunidos carried out a first materiality assessment in 2019 following the methodology defined by Global Reporting Initiative standard GRI-101-Foundations. The starting point for topic selection was the topics identified by Global Reporting Initiative standards. The results of that materiality assessment, together with the considerations from Law 11/2018 on non-financial disclosures were used to define the **Parques Reunidos Sustainability Areas of Action** and to elaborate the first Sustainability Report **in accordance with the GRI (Global Reporting Initiative) Standards**.

Since then, the list of material topics has been **reviewed annually** to determine i) if the topics identified in the previous year were still relevant, ii) if their relevance for Parques Reunidos or its stakeholders have been modified or iii) if there are new topics that must be incorporated into the inventory of material topics.

This process (**'materiality assessment Year n'**) ensure that the topics selected as material topics represent the Parques Reunidos **most significant environmental, social and governance impacts, risks and opportunities** across **three time horizons (short, medium and long term)**, and, as such, informs i) what must be disclosed in the Year n Sustainability Report and ii) which areas are to be prioritized as part the Year n+1 Sustainability action implementation.

Following the approval of the **European Sustainability Reporting Standards (ESRS)**, and the publication of the **Implementation Guidance for the Materiality Assessment** issued by EFRAG, the materiality assessment was reviewed in 2023 to include the topics addressed by the ESRSs and to apply the **double materiality** methodology described in the Implementation Guidance. The same list of topics and methodology was used to prepare the 2024 Materiality Assessment. After the publication in 2025 of the

Omnibus package, the European Sustainability Reporting Standards are expected to become simplified however, from the available ESRS drafts, the list of topics addressed as well as the double materiality approach are expected to remain, as such **the same list of topics and methodology used in the previous two years has been used to prepare the 2025 Materiality Assessment.**

Scope

The materiality assessment includes **own operation and value chain** (including suppliers, guests and other customers, communities, and business relationships)

Review of the Organization's Context

Activities

There is no change versus previous year in the activities or the types of products and services that Parques Reunidos offers.

Geographic location and markets

After the divestment in 2025 of the US parks and Belantis (Germany), there is a **change in the geographic locations of the activities and the markets** Parques Reunidos serves, moving from presence in 11 countries (9 countries in Europe, Australia and US) to presence in 10 countries (9 European countries and Australia).

The divestment reduces exposure to US-specific challenges (e.g. different regulatory approach versus Europe regarding environmental or diversity, equity and inclusion matters). However, at the same time, the **European regulatory landscape continues to evolve rapidly and is becoming more complex**, covering not only environmental but also social and governance matters. This increasingly complex European regulatory framework creates **higher compliance pressure** but is also an opportunity to further **standardize practices, consolidate sustainability strategies** and strengthen environmental, social and governance performance and risk-management frameworks to align with evolving expectations.

Environmental considerations:

This materiality assessment serves also to assess human rights risk, labour rights risks, environmental risks and corruption risks in alignment with Parques Reunidos commitment with the **Ten Principles of the UN Global Compact.**

- **Shift in environmental risk exposure:** With operations now concentrated in Europe and Australia, Parques Reunidos no longer faces US-specific environmental challenges such as landfill diversion. While the exposure to waste related risks has decreased after the US divestment, the exposure to water related risks has increased due to both the higher % of locations in water stress and water risk areas (19 parks and headquarters are located in high/very high water stress areas; 11 parks and the headquarters are located in high/very high water risk areas) and the increased focus on water of the European regulation.
- **Energy dependency:** European parks rely more heavily on natural gas compared to the US portfolio. The concentration of operations in Europe increases the challenges related to Scope 1 greenhouse gases (GHG) emission reduction targets in alignment with Science Based Targets initiative (SBTi) commitments.
- **Greater regulatory pressure:** Parques Reunidos faces greater regulatory pressure in Europe, where environmental legislation is becoming increasingly demanding in areas such

as energy efficiency, carbon footprint reduction, and circular economy practices. This intensification creates both risks and opportunities: while compliance costs may rise, aligning with European sustainability frameworks can strengthen the Group's reputation and resilience in the long term.

- **Opportunity for harmonization:** Fewer geographic regions allow for more consistent environmental strategies, potentially improving monitoring and reporting of emissions and resource use.

Social considerations:

- **Greater regulatory pressure:** The greater regulatory pressure affects also the social domain in areas like diversity, equity and inclusion (e.g. Pay Gap Directive to be transposed across all EU countries in 2026) or supply chain due diligence (e.g. Corporate Due Diligence Directive and country specific regulations). As happens in the environmental domain, regulatory pressure creates both risks and opportunities: while compliance costs may rise, aligning with European sustainability frameworks can strengthen the Group's reputation and resilience in the long term.
- **Community expectations:** European consumers are increasingly sustainability-conscious, expecting parks to demonstrate commitments to circular economy, biodiversity protection, climate action or diversity and inclusion.
- **Employee engagement:** Employees across Europe and Australia often have high expectations regarding environmental and social practices, influenced by strong regional regulations and societal norms. This presents not only a challenge but also a significant opportunity to demonstrate responsible leadership and strengthen employee

Business relationships

Apart from the usual changes in suppliers that are part of the business-as-usual, and the discontinuation of local suppliers in the United States following the divestment, there has been no change in Parques Reunidos' business relationships

engagement. By embracing robust environmental and social practices, Parques Reunidos can meet these expectations while fostering a sense of pride, trust, and shared purpose among its workforces.

- **Guest experience:** Sustainability initiatives (e.g., renewable energy use, waste reduction programs, guest accessibility and inclusion programs) can enhance brand reputation and attract eco/social-minded visitors, particularly in Europe where 'green tourism' as well as expectations about inclusion and accessibility, in particular for guest with disability are growing.

Governance considerations:

- **Resubmission of SBTi targets:** Parques Reunidos has resubmitted its Science Based Targets initiative (SBTi) targets to reflect the new park portfolio and the new emissions profile after the divestments.
- **Increased compliance oversight:** As the portfolio becomes mainly concentrated in Europe, the Management at Group and at park level will need to strengthen the consistency and depth of environmental, social and governance related controls to meet increasingly stringent EU-wide regulations as well as diverse national requirements. This provides an opportunity to streamline processes, enhance internal accountability, and ensure that all parks operate under a harmonized, forward-looking compliance structure.
- **Transparency and accountability:** Concentration in Europe raises expectations for increasingly comprehensive sustainability reporting, stakeholder engagement, and alignment with additional disclosure frameworks.

compared to the previous year. The types of business relationships it has and the types of activities undertaken by those with which Parques Reunidos has business relationships are similar to previous year.

Sustainability context (Europe and Australia scenario)

Parques Reunidos keeps its responsibility regarding the **authoritative intergovernmental instruments** (Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD); Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and Declaration on Fundamental Principles and Rights at Work of International Labour Organization (ILO); United Nations Guiding Principles on Business and Human Rights) and the **voluntary instruments** (United Nations Global Compact Principles) to which Parques Reunidos adheres.

Economic, environmental, human rights and other social challenges at the local, regional and global levels related to Parques Reunidos, the geographical location of its activities and its business relationships (e.g. climate change, social inequality, political conflicts, water stress) continue to be of increasing relevance.

The trends identified in previous years continue to be relevant although there are some changes related to the divestments and the ongoing regulatory changes in several sustainability related matters. In addition, new trends are identified.

Main trends:

- Regulatory uncertainty in sustainability is currently shaped by shifting timelines and evolving requirements.

Stakeholders

Parques Reunidos has identified the following stakeholders. Some, but not all, stakeholders may belong to both groups.

- a) **Affected stakeholders:** individuals or groups whose interests are affected or could be affected – positively or negatively – by Parques Reunidos’ activities and its direct and indirect business relationships across its value chain. This includes:

- Internal stakeholders: shareholders, employees.
- External stakeholders: guests, other customers (tour operators, distribution platforms), suppliers (of products and

- Sustainability (environmental, social and governance) reporting regulation for companies across Europe, including their subsidiaries even if located outside Europe, remains mandatory.
- Investors, lenders and rating agencies are increasingly seeking and relying on sustainability data.
- Environmental, social and governance risks are recognized as financial risks.
- The growing focus on biodiversity topics is likely to continue.
- Product traceability and circular economy are becoming more relevant.
- Talent and employee retention continue to be key to long-term success.
- Pay transparency is expected to come into force.
- Mental Health, as part of a wider wellbeing at work, is becoming increasingly important to attract and retain talent.
- Value chain transparency and value chain risks will become significant areas of focus for companies.
- Cybersecurity and data security remain as evolving risks.
- Sustainability related litigation and regulatory enforcement is expected to expand.

services), including their workers working on-site in Parques Reunidos premises, social and environmental non-profit organizations, local, regional and national authorities, educational institutions, animal and nature related organisations, and local communities.

- b) **Users of sustainability statements:** primary users of general-purpose financial reporting (existing and potential investors, lenders and other creditors, including asset managers, credit institutions, insurance companies), and other users of sustainability statements, including the Parques Reunidos’ business partners, trade unions and social partners, civil society and non-

governmental organisations, governments, analysts and academics.

The criteria used to prioritise stakeholders to engage with to identify actual and potential impacts and assess the significance of those impacts, risks and opportunities is the frequency of interaction with them over the year and the direct and indirect economic impacts on them of Parques Reunidos. The selected key stakeholders are ‘employees’,

‘guests’, ‘other customers’ ‘suppliers of products and services, including their workers working on-site in Parques Reunidos premises’, ‘shareholders’, and ‘animal and nature related organisations’. For the other groups, with which the organisation does not constantly exchange information, a process was identified to take into account their opinions when determining whether a topic is material or not.

Materiality Assessment Process and Methodology

Identification of topics

For the purpose of 2025 materiality assessment, the topics (and their sub-topics and sub-sub-topics) included in the ESRS have been reviewed and, based on the context in which Parques Reunidos operates and the results of previous materiality assessment, some of the topics have been aggregated, disaggregated, or renamed. In the same way, although Parques Reunidos recognizes that some topics are globally relevant, some of the topics included in the ESRS have been excluded from the list of topics to be prioritized as Parques Reunidos operates in a context where the impacts, risks and opportunities related to that topic are assessed as not material (e.g. own workforce child labor).

As a result, **the following topics were identified to carried out the prioritization exercise. There is no change in 2025 versus the topics selected in 2024**

1. Climate change adaptation
2. Climate change mitigation
3. Energy management
4. Pollution of air, water and soil
5. Water management
6. Protection of biodiversity and ecosystems
7. Circular economy, efficient use of resources and waste management
8. Working conditions (employees)
9. Health and safety (employees and contractors)
10. Gender equality and equal pay for work of equal value (own workforce)

Assessment

11. Training and skills development (own workforce)
12. Diversity, equity and inclusion (own workforce)
13. Measures against violence and harassment (own workforce)
14. Health and safety of products and services offered to guests / customers
15. Diversity, equity and inclusion for guests/customers
16. Responsible marketing practices
17. Access to quality information
18. Privacy
19. Social impact projects
20. Corporate culture and business ethics
21. Protection of whistleblowers
22. Anti-corruption and anti-bribery measures
23. Animal welfare
24. Responsible supply chain management, including payment practices (and any other supply chain topic)

In addition to those topics, Employee Engagement and Changes in law and regulations-Increased regulatory pressure (non ESRS topics) are included in the assessment. Adverse Weather (linked to climate change) is not is considered as an ‘stand-alone topic’ but is evaluated from financial and impact point of view given its relevance for Parques Reunidos’ business.

Parques Reunidos materiality assessment follows a “double materiality” approach, that is, to determine the list of material topics, the analysis considers:

- **financial materiality:** how sustainability (environmental, social, governance) related matters influence the business via risks and opportunities (**outside-in** view), and
- **impact materiality:** which is the company's impact on people and planet (**inside-out** view).

The assessment of how sustainability related matters influence Parques Reunidos’ business (outside-in view) has been conducted using the responses of the Executive Committee to the Corporate Risk Map questionnaire issued by Internal Audit; the questionnaire is based on European Sustainability Reporting Standards and assess short, medium, and long-term time horizons from both inherent and

residual perspective. The materiality is evaluated based on inherent risks.

The assessment of how Parques Reunidos’ activities impact people and society (inside-out view) has been conducted using the methodology described in the Implementation Guidance for the Materiality Assessment issued by EFRAG (European Financial Reporting Advisory Group). The impact is evaluated as current impact based on performance data. In subsequent years, the impact will be reevaluated taking into consideration additional implemented controls and the evaluation of the effectiveness of existing ones

As a result of this exercise a preliminary list of priority topics is identified.

Validation

The validation of the preliminary list of priority topics has been conducted using an online questionnaire that was distributed to employees, suppliers, experts, and other stakeholders, including shareholders, peers, animal related associations and sector associations to identify actual and potential impacts and assess their significance.

The validation of topics haven been complemented with other information sources (e.g. customer claims and complaints, requirements from applicable laws and regulations, practices within the sectors, expectations from specific stakeholders, ...) as well

SASB (Sustainability Accounting Standards Board) sector standards and external sources (e.g. global sustainability risk and trends studies) to assess and prioritize topics.

This process allowed to identify the opinions of each stakeholder group on the topics that, in the context of sustainability, must be reported by the company and those that are most relevant for them, in order to i) validate the priorities identified in the assessment step and, if applicable, ii) include any other topic that may show up as material during the validation step.

Prioritization and selection of material topics

The criteria to identify the **material topics for Parques Reunidos** is to consider a topic as material if

- it has been identified in the top 50% of topics by priority according to the outside-in assessment
- it has been identified in the top 50% topics by priority according to the inside-out assessment
- it is included in the SASB sector specific standard
- it has been identified as material by at least three of the stakeholder groups, or by employees and customers at the same time

- it has been identified as material by most of the peers.

If the topic does not meet any of the above criteria, then the topic is not classified as material for Parques Reunidos. This does not mean that the topic doesn’t need to be managed or disclosed, as for some stakeholders there will be information that represent an essential requirement that must be disclosed in sustainability reports; in other cases, Parques Reunidos is obliged to disclose information about that topic due to reporting requirements (Law 11/2018 on non-financial information disclosures) or to specific regulatory requirements. Parques

Reunidos can also decide to work as part of its medium or long-term sustainability strategy on certain topics that, although not currently material, are expected to become material in the medium or long term.

This selection (list of material topics) means that these are the essential topics that should appear in

the sustainability reports as they are topics of general interest for our stakeholders that represent the company's impact on people and the environment and how sustainability matters influence risks and opportunities for the business.

Approval

After review by Executive Committee and Audit and Control Committee, Parques Reunidos' highest governance body (Board of Directors) oversee the

process and review and approve the list of material topics.

Results of Materiality Assessment. Changes from the previous period

Following the review carried out in 2025

- No new material topics are identified
- Sustainability Areas of Action continue being applicable.

Short term (applicable for 2025 Sustainability Report preparation and 2026 Action implementation):

- **The following topics identified as 'very high priority' in previous year continue being 'very high priority' topics**
 - Health and Safety (guests and workers), Animal Welfare, Climate Change (adaptation), Employee Engagement, Privacy.
- **All the topics identified as 'high priority' in previous year continue being 'high priority' topics**
- **No topics moved from high to very high or from non-material to material or vice versa versus previous year.**
- **The following topics moved from one high priority quadrant to another due changes in the**

type of materiality, although both are still considered high priority topics

- Corporate culture and business ethics remains high priority as in previous year, but its financial materiality (outside-in perspective) becomes more relevant versus previous year.
- Training and skills development remains high priority as in previous year, but its impact materiality (inside-out perspective) become more relevant versus previous year.

Medium (2 to 5 years) and Long Term (> 5 years)

- No topics move in the medium or long term from non-material to material or vice versa versus short or medium-term (i.e. there is no change in the list of material topics in the medium and long term).
- Water Management and Training and skills development increase their relevance in the medium term and move from high to very high priority.
- Energy management, Circular economy and Responsible supply chain management become high-priority topics in the long-term.
- Water Management keeps their relevance in the long term (very-high priority), while Training and skill development that is assessed as very-high priority in the medium term become high-priority

in the long-term (i.e. priority similar to that in the short term).

Material topics

Some material topics could be classified in multiple categories. For example, health and safety that is classified as a social topic because it protects people from physical and mental harm, has also a governance component as it requires clear accountability and risk oversight. At the social level, health and safety is linked to a culture where everyone plays a role in preventing harm and protect workers and guests. On the other hand, strong governance is required to ensure that health and safety is managed systematically and is embedded in

daily behaviours and decisions across all levels of the organization.

In the same way, sustainable procurement, that is classified as governance topic due to its transversal nature, can address social issues like health and safety of contracted workforce, human rights related issues in the case of suppliers from high-risk countries, or environmental issues like procurement of items that could potentially be associated to deforestation and loss of biodiversity (coffee, palm oil,...).

The list of material topics remains the same as in previous year.

Environmental topics

- Climate change *
- Energy management *
- Water management *
- Circular economy and waste management *
- Protection of biodiversity and ecosystems * [relevant as opportunity for positive impact]

Social topics – Own Workforce

- Occupational health and safety (including employees and contractors' workforce)*
- Diversity, equity and inclusion *
- Employee engagement *
- Working conditions (wellbeing, work life balance, compensation and remuneration, labour rights)
- Training and skills Development

Social topics – Value chain and Society

- Guest health and safety *
- Guest Diversity, equity and inclusion *
- Social impact projects * [relevant as opportunity for positive impact]

- Privacy [including employee, guests and other stakeholders related privacy]

Governance topics

- Corporate culture and Business ethics *
- Animal welfare *
- Sustainable procurement³ *
- Changes in law and regulations. Increased regulatory pressure

Topics marked with * correspond directly to one of the **Areas of Sustainability Action of Parques Reunidos**. Topics not marked with * are consolidated within one of the areas of action, in particular:

- The topics 'working conditions (well-being, work-life balance, compensation and remuneration and labor rights)' and 'training and skills development' act, together with 'health and safety', 'measures against violence and harassment' and 'diversity equity and inclusion', as the foundation of employee engagement, so they are covered under 'employee engagement' area of action.
- 'Privacy' (compliance with data protection regulation) and management of 'changes in law and regulations and regulatory pressure'

³ Procurement related practices have impact not only on social and human rights related issues but also on environmental related

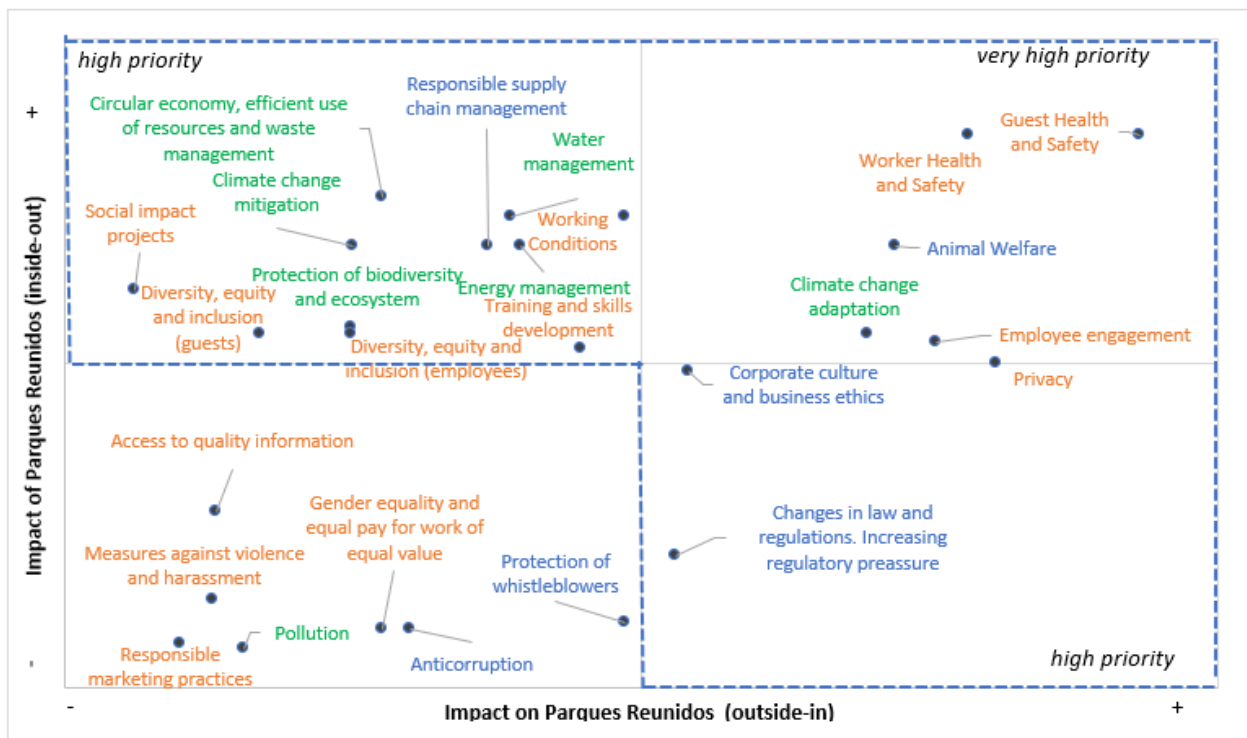
aspects (e.g. supplier emissions), and as such sustainable procurement is considered as governance topic.

are considered business practices that requires strong commitment and oversight from governance bodies and, as such, are covered under 'corporate culture and business ethics' area of action

Although when considered as stand-alone topic in ESRS 'Gender equality and equal pay for work of equal value' is classified as not material, the topic

is integrated under diversity, equity and inclusion area of action (this approach is consistent with the proposal in the revised ESRS (draft pending final approval), meaning that, in the following years, Gender equality and equal pay for work of equal value shall be considered an integral part of the topic Diversity, equity and inclusion-Own workforce..

Materiality matrix



 Material topics
 ● Environmental topic
 ● Social topic
 ● Governance topic

Pillars and Areas of Action. Objectives and Targets

Following the materiality assessment, the Group's areas of action remain unchanged, reflecting the stability and continuity of the Group's roadmap. However, because of the divestment of the parks in the United States and Belantis, the Group metrics have been recalculated to ensure that these metrics reflect only the current operating perimeter of Parques Reunidos as of December 31, 2025. Details regarding the data consolidation methodology are set out in Annex V.

Furthermore, the Group, which had previously established objectives and targets for 2025 and 2030, is now expanding the scope and number of objectives and targets to improve the monitoring of environmental, social, and governance performance and strengthen alignment with regulatory and stakeholder expectations.

This update provides a more robust perspective for performance analysis and strategic planning.

The details of the 2030 targets are set out in Annex VI.

Pillar	Area of action		Ambition	Global Compact	Sustainable Development Goals
Planet	Climate Change		<ul style="list-style-type: none"> - Mitigate the effects of climate change by minimizing greenhouse gas (GHG) emissions across the entire value chain. - Adapt operations and the business model to the impacts of climate change, integrating climate-related risks and opportunities into the strategy 	Principle 7 Principle 8 Principle 9	13
	Resource Management	Energy Management	<ul style="list-style-type: none"> - Minimize energy consumption. - Increase the share of energy consumed from renewable sources. - Promote the development of additional renewable energy capacity. 		7
		Water Management	<ul style="list-style-type: none"> - Minimize water withdrawal and consumption. - Foster the use of non-freshwater sources in applications where feasible, with focus on parks located in areas of high or extremely high water stress or risk. 		6
		Circular Economy and Waste Management	<ul style="list-style-type: none"> - Reduce the amount of waste generated. - Eliminate single-use plastics and minimize other single-use items. - Reduce food waste in food and beverage operations. - Minimize the amount of waste sent directly to landfill and increase the share of waste sent to recovery operations. 		12

Pillar	Area of action	Ambition	Global Compact	Sustainable Development Goals	
	Conservation of Biodiversity and Ecosystems	<ul style="list-style-type: none"> - Promote the protection of biodiversity and the conservation of natural heritage. - Minimize negative impacts on nature associated with the entire value chain. - Promote knowledge of different animal species and ecosystems and their conservation, as well as the conservation and protection of threatened or endangered species. 		14 15	
People	Health and Safety (Workers and guests)	<ul style="list-style-type: none"> - Provide safe and healthy workplaces - Provide safe leisure for all visitors to the Group's parks. - Zero harm to people 	Principle 1 Principle 2 Principle 3 Principle 6	3 8	
	Diversity, Equity, and Inclusion	Employee Diversity, Equity, and Inclusion	<ul style="list-style-type: none"> - Build diverse teams that represent the visitors we serve. 		5 10
		Guest Diversity, Equity, and Inclusion (accessibility)	<ul style="list-style-type: none"> - Promote diversity, equity and inclusion in all their dimensions. 		
		Social Impact Projects (social inclusion)	<ul style="list-style-type: none"> - Contribute to the Sustainable Development Goals by maximizing the positive impacts of park activity. 		
	Employee Engagement	<ul style="list-style-type: none"> - Foster the satisfaction and commitment of our team members 		8 16	
Social Impact Projects	<ul style="list-style-type: none"> - Contribute to the Sustainable Development Goals through positive impact initiatives 		3 4 10 13 14 15 17		
Principles of Governance	Corporate Culture and Business Ethics	<ul style="list-style-type: none"> - Zero incidents related to code of ethics and conduct 	Principle 10	16	
	Animal Welfare	<ul style="list-style-type: none"> - Guarantee welfare of animals under our care 		14 15	
	Sustainable Procurement	<ul style="list-style-type: none"> - Promote sustainability in its environmental, social and governance aspects, throughout the supply chain. 	Principles 1 to 6	8 12 17	



Corporate governance and due diligence

Policies

The summary of the policies, standards and procedures existing in Parques Reunidos in the areas considered in Law 11/2018, including a brief description of the commitments assumed, is included in Annex III.

These policies, standards and procedures are available to all Group employees through the personnel management tool⁴ that acts as the Group's intranet.

The **results of the implementation of those policies**, including key performance indicators, as well as the **specific due diligence procedures** applied for the identification, evaluation,

prevention and mitigation of actual or potential significant risks and impacts, and the **verification and control procedures**, including, where appropriate, the measures adopted, are set out in the relevant section of the report.

In 2025, the Health and Safety Policy and the Animal Welfare Policy were approved, and the Diversity, Equity and Inclusion Policy, and the Policy against Harassment and Discrimination in the Workplace were reviewed and updated. Furthermore, during 2026 and prior to the issuance of this report, the Risk Control and Management Policy was reviewed and updated.

Governing Bodies

Piolin Bidco, S.A.U. has been the parent company of the Parques Reunidos Group since September 16, 2019. It is also the majority shareholder of Parques Reunidos Servicios Centrales S.A., the headquarters of the Group's central services located in Madrid (Spain), with 99.6% of the share capital as of December 31, 2025.

Since the effective delisting of its shares from the stock market, on 5 December 2019, Parques Reunidos Servicios Centrales S.A. modified its administrative body, changing to a sole legal entity director (Piolin Bidco, S.A.U.), with Mr. Pascal

Ferracci, the CEO of Piolin Bidco, S.A.U., as its natural person representative at the close of the fiscal year.

Piolin Bidco, S.A.U., the parent company of the Parques Reunidos Group, has a **Board of Directors**, an **Audit and Control Committee** and, as a novelty in 2025, a **Sustainability (ESG) Committee** now delegated to the Board of Directors and not merely an internal committee as to date, whose composition and functions are described below.

Board of Directors

Composition

Following the sale of the US business in May 2025 and the subsequent resignation presented by the two US directors (Ms. Jane Ann Cooper and Mr. John Michael Duffey) which was effective August 1, 2025, the Company agreed to resize the size of the Board of Directors.

At the end of the year, Piolin Bidco, S.A.U. has a Board of Directors of seven members. Of the seven members that make up the Board, one is a woman, specifically the President of the Board, which represents 14% of the total. The Chairwoman of the Board is not at the same time a senior executive of the Company, nor does she have executive

⁴ The expressions 'personnel management tool' or 'people management ERP platform' are used interchangeably in

the document to refer to the comprehensive system that centralizes and automates human resources processes.

functions, being what is called an "industrial advisor" director, i.e. a director who, despite having been appointed by the controlling shareholder (EQT), has no employment relationship with the controlling shareholder, having been appointed in view of the experience and knowledge that he or she can bring to the Company. The only director who has executive functions is the Chief Executive Officer. There is no

independent director in the sense that this concept is given to by the capital market regulations. In the current context of the Company and its corporate structure as a non-listed company, this circumstance is not relevant. There is also no representation of workers in the Board.

During 2025, the Board of Directors held 9 meetings.

Members of the Board of Directors at the end of the financial year

Position	Board of Directors	Type of Director	Seniority in the position
Chairperson	Kathryn Elizabeth Swann	Other	08.11.2019 (Director) 1.04.2020 (Chairperson)
Chief Executive Officer	Pascal Ferracci	Executive	14.09.2020 (Director) 16.09.2020 (CEO)
Director	Per Georg Braathen	Other	16.09.2019
Director	Pablo Gómez Garzón	Other	15.02.2024
Director	Francesco Malvezzi	Other	19.06.2024
Director	Jonathan Rubinstein	Other	08.11.2019
Director	Vagn Ove Broendholt Soerensen	Other	16.09.2019
Non-member secretary	Cristina Carro Werner		16.09.2019

Directors' selection and designation process

As in any private company, the selection and appointment of directors is carried out at the discretion of the shareholders, appointing those people employed by their organizations who are considered to best meet the criteria of suitability to exercise said position, and valuing the knowledge and experience that each of them can contribute to Parques Reunidos, in order to have a Board of Directors that, as a collegiate body and as a whole, brings together an optimal level of multidisciplinary knowledge and experience.

EQT, as controlling shareholder, also proposes the appointment as directors of other people (the so-called "industrial advisor" directors) who do not have an employment relationship with EQT, based on their proven experience and the specific knowledge they can contribute to Parques Reunidos.

Functions of the Board of Directors:

The Board of Directors of Piolin Bidco, S.A.U. is the body responsible for directing and approving the

Group's general strategy. It is also the body responsible for supervising that the management

team meets the objectives set and respects the corporate purpose and interest and is responsible for making decisions and supervising the management of the Group's impacts on the economy, the people and the environment, as well as the risks and opportunities related to environmental social or governance issues.

In addition, the Board of Directors of Piolin Bidco, S.A.U. ensures that the Group respects at all times the laws and other regulations applicable in its relations with stakeholders, complies in good faith with its obligations and contracts, respects the uses and good practices of the sector and the territories where it operates, and observe any additional principles that it has voluntarily accepted.

The Board of Directors, in addition to being the body responsible for approving the Group's Sustainability Policy and integrating sustainability into the Group's strategy, is also responsible for overseeing sustainability-related impacts, risks and opportunities and for approving the Materiality

Remuneration policy:

The Company does not have a remuneration policy for the members of the Board, this issue is regulated by the provisions of the bylaws. The position of director is remunerated and, with the exception of the Chief Executive Officer, the remuneration of directors consists of a fixed annual remuneration for the performance of their duties, whose amount is the same for all (except in the case of the Chairperson of the Board).

The remuneration of non-executive directors does not currently include any incentives for sustainability-related issues. The maximum amount of the annual remuneration of all directors, which, as established in the bylaws,

Conflicts of interest:

To avoid the existence of any conflict of interest, and without prejudice to the reporting obligation of all directors under article 229.3 of the Capital Companies Act, all members of the Board of Directors sign a letter of transparency in each financial year, which is shared with the auditors of the Company's individual and consolidated annual accounts, in which they confirm whether they, or their related parties, have incurred or incur, directly or indirectly, in any type of conflict of

Assessment and the annual Sustainability Report (Consolidated Statement of Non-Financial Information in accordance with Law 11/2018) of Piolin Bidco, S.A.U. and its subsidiaries, which is attached to the Consolidated Management Report of the Group's Consolidated Financial Statements.

The Board of Directors is informed at its meetings of all significant issues that arise in terms of impacts, risks and opportunities, generally through the pertinent report of both the chairperson of the Audit and Control Committee, and the chairperson of the different specialized committees (Investment Committee, United States Committee – which was in force until the sale of the United States business in May 2025 -, Sustainability Committee) and the member of the Executive Committee competent by reason of the matter to be addressed. The Chief Health, Safety, Environment and Sustainability Officer reports on sustainability performance at each meeting of the Board of Directors.

must in any case be reasonably proportional to the importance of the company, the economic situation it had at any given time and the market standards of comparable companies, is approved at the sole shareholder/general meeting and remains in force until its modification is approved.

The Chief Executive Officer has part of his variable remuneration linked to the achievement of targets associated with employee engagement, health and safety of workers and visitors and reduction of greenhouse gas emissions. The same targets apply to the variable remuneration of the other members of the Executive Committee.

interest with Parques Reunidos, while informing whether they are part of the administrative bodies of other companies outside the Group, of their possible relationship with the majority shareholders and of the income-generating activities they carry out apart from the performance of their position as director in Piolin Bidco, S.A.U.

The annual Company's individual and consolidated financial statements include a section on directors' conflict of interest. In the event of considering the signing of any contract with related parties that could lead to a potential conflict of interest (a circumstance that has not occurred in the current financial year), the Audit and Control Committee analyses the specific case in order to issue its report on the same. Likewise, although the number of other significant positions

and commitments of each member and the nature of such commitments are not published, each director is fully aware of the obligations and duties inherent to his or her position, in particular, those established in articles 225.2 et seq. of the Capital Companies Act. being fully aware of their duty to have the appropriate dedication and to adopt the necessary measures for the good management and control of the Company.

Measures adopted to increase the collective knowledge, skills and experience of directors in sustainable development matters:

In general, the Board of Directors meetings include an item on the agenda related to Sustainability in which the Chief Health, Safety, Environment and Sustainability Officer of Parques Reunidos provides updates on the various environmental, social and governance issues that affect the Group. In these meetings, the Chief Health, Safety, Environment and Sustainability Officer also anticipates to the directors the main regulatory developments that will arise in the future in terms of sustainability, answering the questions and doubts that the directors may have in this regard.

During the 2025 financial year, the Chief Health, Safety, Environment and Sustainability Officer has regularly informed directors of the implications

arising from the revision of the Corporate Sustainability Reporting Directive and the European Sustainability Reporting Standards, as well as other regulatory developments such as the Deforestation Regulation or the Due Diligence Directive.

In 2024, as a starting point for the adaptation of sustainability reporting processes to the new European regulations, a gap analysis was carried out against the European Sustainability Reporting Standards. The analysis will serve as a roadmap for adaptation to the new regulatory framework whose mandatory application has been postponed under the "Stop-the-Clock" Directive.

Impact management and due diligence in impact monitoring

The Board of Directors appointed one of its directors from the 'industrial advisor' category as sustainability leader and thus, under his leadership and that of the Chief Health, Safety, Environment and Sustainability Officer, the Sustainability Committee - also known as *the ESG Steering Committee* - was created, which, with the participation of Executive Committee members and shareholder representatives, meet twice a year to discuss in detail the Group's sustainability performance. The results of these analyses and, where appropriate, the proposal of associated action plans, are reported by the Chief Health, Safety, Environment and Sustainability Officer to the Board of Directors in specific updates, in addition to the recurring updates made at all meetings of the Board of Directors.

In October 2025, the Board of Directors formally agreed to redefine the aforementioned

Sustainability Committee for the 2026 financial year, which becomes a committee officially appointed by the Board of Directors and therefore renamed as *Sustainability (ESG) Committee*, with the Board of Directors proceeding accordingly to the formal appointment of its members and its secretary, as well as the approval of its operating regulations.

The Board of Directors is responsible for decision-making in terms of impact management and due diligence in the supervision of impacts, including the allocation of resources, as well as for reviewing and approving the materiality assessment and the information contained in the sustainability reports, after review and favorable report by the Audit and Control Committee.

All directors, regardless of the origin or cause of their appointment, must have and have as a

common purpose the defence of the "corporate interest" understood as the achievement of a profitable and sustainable business in the long term, which promotes its continuity and the maximization of the value of the company. In the pursuit of the corporate interest, in addition to respect for laws and regulations and behaviour based on good faith, ethics and respect for commonly accepted customs and good practices, the Board of Directors seeks to reconcile the corporate interest with, as appropriate, the legitimate interests of its employees, its suppliers, its customers and those of other stakeholders that may be affected, including the communities in which it operates and the environment.

In any case, with regard to the supervision of the management of impacts, risks and opportunities, it should be noted that the Sustainability Report (Consolidated Statement of Non-Financial

Information in accordance with Law 11/2018) of Piolin Bidco, S.A.U. and its subsidiaries, which is attached to the Consolidated Management Report of the Group's Consolidated Financial Statements, it is verified annually by an independent third party to confirm that it has been prepared in accordance with the contents set out in current regulations, and subsequently submitted to the specific approval of the sole shareholder of Piolin Bidco, S.A.U. within the framework of the approval of the Group's Consolidated Financial Statements. Likewise, the observations and recommendations made by the independent third party during the verification process of the Sustainability Report are communicated to the Board of Directors by the independent third party and are taken into account to ensure continuous improvement in terms of sustainability.

Evaluation of the performance of the Board of Directors:

Parques Reunidos, as a private company, is not obliged to follow recommendation 36 of the Code of Good Governance or commercial regulations applicable to listed companies, so it does not carry out a periodic formal evaluation of the performance of the Board of Directors and its

members. The Audit and Control Committee, as expressly regulated by its operating regulations, does carry out a formal evaluation of the functioning of the Board of Directors on an annual basis.

Audit and Control Committee

Composition

As of the end of the 2025 financial year, the Audit and Control Committee is made up of three members. Although it is not mandatory that they are also members of the Board of Directors of Piolin Bidco, S.A.U., two of the three current members also hold the position of director.

Following the resignation of Mr. John Michael Duffey as Chairman and member of the Audit and

Control Committee on 31 July 2025, the Board of Directors agreed at its meeting on 18 September 2025 to appoint Mr. Jonathan Rubinstein as the new Chairman of the Committee, as well as to amend the rules of procedure of this body so that it would henceforth be composed of three members.

During 2025, the Audit and Control Committee held 6 meetings

Members of the Audit and Control Committee at the year-end date

Position	Audit and Control Committee	Seniority in the position
Chairperson	Jonathan Rubinstein*	11.12.2019 (member) 18.09.2025 (Chairperson)
Member	Jorge Ferre Vilches	30.03.2023
Member	Pablo Gómez Garzón	26.03.2024
Non-member secretary	Cristina Carro Werner	11.12.2019

*Mr. John Michael Duffey resigned as Chairman and member of the Audit and Control Committee on July 31, 2025 and Mr. Jonathan Rubinstein was appointed as the new Chairman of the Committee by the Board of Directors on September 18, 2025, accepting his appointment on the same date.

Selection and designation process

The appointment of the members of the Committee, as well as the appointment of its Chairperson, is the responsibility of the Board of Directors, which in this regard ensures that the members of the Committee, as a whole, have the necessary experience in accounting, auditing, finance, internal control, risk management and business. In particular, the members of the Committee should have the necessary experience and knowledge in economics, finance and

corporate governance, as well as in assessing and interpreting the application of accounting standards, understanding the internal control mechanisms related to the financial reporting process, being able to evaluate financial statements with some complexity, and supervising the persons involved in all these tasks. Directors who have executive powers may not be part of the Committee under any circumstances.

Functions of the Audit and Control Committee

The main functions of the Audit and Control Committee, which are exclusively advisory, are:

- Ensure the effective management of all the actions of Parques Reunidos in the areas of internal and external audit, and compliance, including risk management.
- Oversee the process of preparing and presenting the financial information and the sustainability report before submitting them for approval by the Board of Directors.
- To inform and propose to the Board of Directors proposals and recommendations in the areas of its competence.
- Oversee the effectiveness of internal control, internal audit, and risk management systems, including tax related ones.
- Review with the external auditor any potential significant weaknesses of the internal control system detected, if applicable, during the development of the audit.
- Supervise financial reports and controls, reviewing and discussing with the management team and external auditors the annual accounts and the management report.

Its specific powers include, among others:

- Review the annual sustainability report, including verification by an independent third party.
- Periodically review the internal control and risk management systems to ensure that the main risks, including, but not limited to, those related to financial, reputational, legal, operational, environmental and business exposure, among others, are adequately identified, managed, quantified and disclosed, as well as discuss with the internal auditor the measures adopted by Parques Reunidos to monitor and control such risks.
- Supervise the work of the external auditors and establish appropriate relations with them to receive information on those issues that may jeopardize their independence, for examination by the Audit and Control Committee, as well as any others related to the external audit development process.
- Review and, where appropriate, report favorably to the Board of Directors on the Group's policies.

The Sustainability Policy expressly entrusts the Audit and Control Committee with the functions of monitoring, promoting, guiding, supervising and evaluating the degree of compliance with the Group's strategy and practices in terms of sustainability, all without prejudice to those functions that the Sustainability Committee has attributed in this same area in its operating regulations and which are detailed in the following section.

Sustainability Committee

In October 2025, the Company's Board of Directors formally agreed to redefine the Sustainability Committee, until then a Company's internal committee known as the ESG Steering Committee, for the 2026 financial year, becoming a formal

As is the case at the Board level, the Audit and Control Committee is also informed at its meetings of those significant issues that occur in terms of impacts, risks and opportunities, generally through the pertinent report of the member of the Executive Committee competent for the matter. In this regard, in addition to the presentations made by the Chief Health, Safety, Environment and Sustainability Officer on the different sustainability issues, the other members of the Executive Committee and other directors also report on those impacts, risks and opportunities that are considered significant at any given time in their area of responsibility, such as reports on the whistleblowing channel by the Chief Legal Officer, on cybersecurity, the evolution of new technologies and emerging risks and opportunities, including artificial intelligence, by the Chief Digital Officer, and on the degree of compliance of the Group in terms of data protection by the Data Protection Officer. The Internal Auditor regularly presents the results of the internal operational audits carried out at the meetings of the Audit and Control Committee.

In addition to the functions that the Audit and Control Committee performs in relation to the management of impacts, risks and opportunities, the supervision of these elements is also carried out by other bodies, such as the Sustainability Committee, which monitors sustainability performance and the associated action plans, or the Internal Audit Department, which holds meetings with the members of the Executive Committee within the framework of the periodic update of the risk inventory and the Corporate Risk Map, prior to the review of these issues by the Audit and Control Committee and the Board of Directors.

committee appointed by the Board of Directors called the Sustainability (ESG) Committee, proceeding to the formal appointment of its members and its secretary. and providing it with its own operating regulations.

Composition

Position	Sustainability (ESG) Committee	Seniority in the position
Chairperson	Vagn Ove Broendholt Soerensen	22.10.2025
Member	Jesús Carlos Garbayo Tavera	22.10.2025
Member	Natalia Nehme	22.10.2025
Member	François Jean Bernard Perrin	22.10.2025
Non-member secretary	Isidora Díaz Heredia	22.10.2025

Selection and appointment process

The appointment of the four members of the Sustainability (ESG) Committee, as well as the appointment of its Chairman and Secretary, is the responsibility of the Board of Directors, which in this regard ensures that at least one of the members has experience in sustainability matters, although they do not need to be Board members. Of the four current members, one of them is also a member of the Board of Directors. Board members with executive powers cannot be part of the

Sustainability Committee, although they may attend its meetings. In this regard, the operating regulations of this Committee establish that the Company's Chief Executive Officer, the Chief Financial Officer, the Chief Operations Officer, the Chief Health, Safety, Environment and Sustainability Officer, the Chief Legal Officer and the Chief People and Organization Officer will be permanently invited to its meetings.

Functions of the Sustainability Committee

The main function of the Sustainability Committee is to assist the Board of Directors in its responsibility to oversee the Company's actions in the field of sustainability and compliance with legal and regulatory requirements in this area. In particular, the functions of the Committee, although of a purely advisory nature and in no case executive or decision-making, are the following:

- To ensure the effective management of all the Company's sustainability actions.
- To report and formulate proposals and recommendations to the Board of Directors on matters within its competence.
- To obtain the necessary knowledge about the impact of Parques Reunidos' activity on environmental and social matters, respect for human rights, animal welfare and the fight against bribery and corruption, among others, as well as about the risks and opportunities associated with sustainability issues.
- To supervise the Company's health and safety programs and procedures.
- Review and discuss any policies related to sustainability matters.
- Discuss any significant sustainability-related matters that may have a material effect on the Company's business, financial statements, or compliance policies, including important notifications or inquiries received from government bodies.
- Present information on sustainability performance on a regular basis to the Board of Directors.
- Review the internal whistleblowing channels and the reception, retention and processing of complaints received by the Company in relation to any alleged unethical or illegal behaviour.

Risks and opportunities. Factors and trends that may affect future developments

The 2025 financial year has been marked by a demanding macroeconomic environment, influenced by persistent geopolitical instability, economic slowdown and an increasingly selective and price-sensitive consumer. Added to this, there is an increase in regulatory pressure on sustainability related matters, along with an accelerated adoption of digital technologies – especially artificial intelligence – that generate efficiencies, but also new risks associated with cybersecurity and data governance. In this context, the Group's ability to adapt has been key to ensuring the resilience of the business and making progress in meeting strategic and sustainability objectives.

Risk management has continued to evolve to provide a robust supervisory framework, allowing emerging threats to be anticipated and strategic opportunities to be capitalized.

Risks

Considering the above, any of the following risks and uncertainties, in addition to those identified in the materiality assessment, could have a material adverse effect on the business, on the operations, or on the financial conditions, cash flows and/or projections of Parques Reunidos:

- **Weather conditions and seasonality of the business**

Weather conditions, together with the seasonality of the business, continue to be a factor of impact for the operations of Parques Reunidos. Although the Group maintains a sufficiently diversified portfolio of assets in terms of park type and geographical location, including limited concentration and a number of strong local brands, park attendance follows a seasonal pattern that strongly matches holiday periods and the school calendar. Consequently, adverse weather events or atypical temperatures can impact visitor attendance to the parks. The increasing frequency of extreme weather events reinforces the need for adaptation strategies to mitigate demand volatility and optimize operational efficiency based on weather conditions.

As every year, in compliance with its Risk Control and Management Policy, Parques Reunidos has carried out the process of updating the Corporate Risk Map, which allows it to identify and prioritize the main threats and opportunities it faces. The methodology defined by the Group establishes that risks must be measured both from an inherent and residual point of view, in three time horizons (short, medium and long term). In this sense, inherent risk is the measure of the risk to which the Group is exposed as a result of its activity and organizational structure, in the absence of any action that management may take to mitigate such risks, and is measured based on the impact and probability of occurrence; residual risk is the risk that remains after the Group has taken the necessary measures to mitigate it, and is measured based on the inherent risk and the perception of the design of internal controls and their operational effectiveness.

- **Mitigation and adaptation to climate change**

Growing regulatory requirements in environmental matters and the need to reduce the environmental footprint have an impact on the Group's operations and investment strategy. The transition to more sustainable models involves the implementation of measures to reduce energy and water consumption, efficiently manage waste and mitigate the environmental impact of operations. At the same time, adapting to climate change requires strengthening operational resilience through measures such as expanding shaded areas and cooling systems to manage heat waves, improving water capture and reuse in aquatic attractions in the face of drought scenarios, and implementing storm-management plans and sustainable drainage systems to reduce the impact of extreme rainfall events.

- **Visitor health and safety**

Ensuring the health and safety of visitors at all facilities is a priority for the Group. Risks related to incidents on attractions, common areas, or events can generate reputational and financial impact.

Health and safety regulations are becoming more and more demanding, which requires continuous improvement of incident prevention, training and supervision protocols.

- **Safety and health of employees and contractors**

Ensuring the health and safety, both physical and mental, of employees and contractors is essential for the Group's operational continuity. The nature of the activities carried out in the parks requires strict occupational safety measures to mitigate risks associated with the operation of attractions, the maintenance of infrastructures and the provision of services to visitors. In addition, the high seasonality of the business implies the recurrent incorporation of temporary workers, which makes it necessary to reinforce health and safety training, compliance with risk prevention protocols and the supervision of working conditions.

- **Talent management and retention**

Human capital management has become a strategic challenge in the context of growing competition for talent, especially in sectors with high seasonality and high staff turnover. The difficulties in offering attractive work environments, professional development opportunities and an employee value proposition aligned with market expectations, could impact employee engagement and motivation, which could affect productivity and service quality, compromising the ability to retain key professionals.

- **Workforce sizing and workforce planning**

Parques Reunidos must guarantee efficient management of its workforce in an environment with high seasonality and variability in demand. Inadequate workforce planning could lead to cost overruns or deficiencies in the operation of the parks, affecting the quality of service and the customer experience.

- **Cybersecurity and information security**

The increase in cyberattacks and the increasing sophistication of information security threats represent a key risk to business continuity. The protection of sensitive data of customers, employees, and other stakeholders, as well as the integrity of transactional systems, are critical areas that require advanced information security measures. A security breach could lead to

regulatory sanctions, reputational impact and loss of customer trust.

- **Compliance with data protection and privacy regulations**

Strengthening regulations on privacy and personal data protection places greater requirements on information management. National and European regulations set strict standards that require robust compliance processes to avoid penalties and protect the trust of customers, employees and other stakeholders.

- **Animal welfare**

Animal welfare is an area of increasing social and regulatory sensitivity. The requirement of high standards in the care of animals in zoos and aquariums implies constant care for habitat conditions, feeding and health protocols, as well as transparent communication with stakeholders to avoid reputational risks.

- **Information governance, management and quality**

The rapid evolution of digital transformation, together with the rise of emerging technologies and artificial intelligence, poses a double challenge: on one hand, the need to assimilate and effectively integrate technology into the Group's operations; on the other, the urgency of adapting governance and data management models to guarantee reliable information for decision-making, and to comply with the increasingly demanding requirements imposed by regulation. Failure to adequately address these challenges could impact operational efficiency, regulatory compliance, and competitiveness in an increasingly dynamic environment.

- **Macroeconomic and geopolitical uncertainty**

Geopolitical tensions, fluctuations in interest rates and global consumer developments create an environment of uncertainty that could affect the Group's financial stability.

- **Financial risks, liquidity and insolvency**

Maintaining a stable financial position and optimizing cash flows are key factors in an environment of economic uncertainty. Tensions in working capital arising from revenue trends, seasonality, and investment needs, require a

rigorous financial planning. Any deviation in this area could affect the Group's ability to meet its financial and strategic commitments.

- **Structural changes in consumer preferences**

The evolution of leisure habits, marked by greater price sensitivity and a growing demand for digital and personalized experiences, is changing visitor behavior. These changes may affect attendance, expenditure per guest and Group's revenue composition, making it necessary to evaluate and adapt the product and service offering, strengthen demand analysis capabilities and adjust commercial strategies to remain competitive in a dynamic environment.

- **Termination of administrative concessions or lease agreements**

Opportunities

Despite the challenges identified in the Corporate Risk Map, the proactive management of these risks not only mitigates current or potential negative impacts but also opens new strategic opportunities for the Group. In an environment of rapid transformation, where regulation, digitalization and sustainability are increasingly relevant, organizations that are able to anticipate and adapt to these changes will be better positioned to strengthen their competitive position.

The main opportunities are:

- **Climate change adaptation and operational resilience**

Investment in infrastructure and strategies that reduce exposure to extreme weather events can ensure operational continuity and consolidate a more resilient and sustainable business model.

- **Energy efficiency and resource use efficiency and water use**

The optimization of energy consumption and water consumption, as well as the minimization of waste, can generate operational savings, reinforce the Group's reputation and improve its alignment with emerging regulations and expectations of investors and visitors.

Some of the Group's assets operate under administrative concessions or leases subject to deadlines and renewal processes. The non-renewal, modification or early termination of these agreements may affect the operational continuity and strategic planning of the parks involved.

- **Changes in laws and increased regulatory pressure**

The regulatory environment continues to evolve rapidly, with increasingly stringent regulations in areas such as sustainability, data protection, taxation, and financial compliance. For a group like Parques Reunidos, with a presence in multiple jurisdictions, adapting to these changes is a challenge both in terms of the volume and complexity of the requirements, which can lead to risks of non-compliance, penalties and additional implementation costs.

- **Growing interest and awareness of biodiversity**

Interest in biodiversity has become increasingly relevant, both because of its close relationship with climate change and because of the recognition of its impact on the global economy and livelihoods. The loss of biodiversity has become a key concern for governments, companies and society in general, which generates new expectations and regulations around its protection. In this context, Parques Reunidos has the opportunity to reinforce its positive contribution to biodiversity by promoting its conservation through the Group's zoos and aquariums.

- **Improved talent management**

Implementing strategies to improve training, well-being, and occupational health and safety of employees and contractors reinforces employee engagement and improves productivity and retention

- **Digital transformation and operational optimization**

The implementation of technological tools and the improvement in data governance and information management processes allows the optimization of decision-making processes, and the quality of the information provided to third parties on the positive

impacts in the economic, environmental and social fields related to the products and services offered by Parques Reunidos, contributing to the improvement of operational efficiency and corporate reputation.

- **Competitive advantage in regulated environments**

Internal control

The internal control processes of the Parques Reunidos Group consist of:

- The **Enterprise Risk Management System**, which includes risk areas considered relevant to the achievement of the Group's objectives, with special attention to those of a strategic and operational nature. All the relevant risks are incorporated into the Corporate Risk Map, which is subject to periodic reviews by the Executive Committee, the Audit and Control Committee and the Board of Directors, in order to ensure that it is duly updated when necessary.
- The **Compliance and Criminal Risk Prevention Model or Crime Prevention Model**, which aims to establish the most appropriate internal control procedures and policies to prevent the commission of crimes and, where appropriate, to exempt the Group from criminal liability in Spain, in accordance with the provisions of Organic Law 1/2015.
- The **Tax Risk Prevention Model**, whose objective is to mitigate tax risks.
- **Internal controls over financial reporting** aimed at ensuring the integrity of financial reporting.
- **Internal controls over sustainability information** aimed at ensuring the integrity of the information on sustainability.

In 2025, the Company has refocused the role of the Group Internal Audit Department by strengthening its advisory function and enhancing its role in the follow-up of action plans aimed at mitigating critical

Anticipating new regulations and strengthening compliance standards in environmental, social and governance matters can differentiate the Group in terms of reputation, access to sustainable financing and minimization of legal and financial risks.

risks, with particular emphasis on those with a direct impact on EBITDA.

During 2025, the Corporate Health, Safety, Environment and Sustainability Department worked internally to identify the key components of Internal Control over Sustainability Reporting System (ICSRS) as well as the roles and responsibilities and methodologies associated with it, in order to ensure that the information disclosed in the annual Sustainability Report meets fundamental characteristics (relevance and faithful representation) and improvement characteristics (comparability, verifiability, and understandability), thus providing confidence to governing bodies and other stakeholders (such as lenders, analysts and society as a whole) that the annual Sustainability Report accurately reflects the impact of Parques Reunidos on the environment and society, as well as the dependencies, risks and opportunities associated with sustainability aspects.

As part of the process to update Parques Reunidos' Enterprise Risk Management System so it remains aligned with changes within the Group and its external environment, the Risk Map and the Materiality Assessment are updated annually.

During the 2025 financial year, and prior to the issuance of this report, the Corporate Risk Map and the Double Materiality Analysis were approved by the Audit and Control Committee and by the Board of Directors, both in February 2026.

Management of impacts, risks and opportunities

The impacts, risks and opportunities related to the areas covered by Law 11/2018 and those related to environmental, social and governance topics identified as material topics, as well as their management approach and the procedures used to detect, assess, prevent and mitigate them are

described in greater detail in the relevant section of the report.

For risks and opportunities unrelated to environmental, social, and governance material topics, additional controls may apply that are not within the scope of this report.

2. ENVIRONMENT

Principles

The Sustainability Policy includes the following principles under the **Environmental Principles** section, which are further developed in the Environment, Climate and Nature Policy:

- 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.
- Improving 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 energy sources and promotion of circular economy.
- Limiting the emissions of hazardous substances and waste generation, including emissions of greenhouse gases and other pollutants (e.g. solid waste, single-use plastics) with the aim of protecting the atmosphere, oceans, land, forest and biodiversity.
- Limiting consumption of environmentally scarce and non-renewable resources.
- Promoting environmental and biodiversity protection and conservation of natural heritage.
- Contribute to the conservation of threatened or endangered species and collaborate in scientific research to generate positive outcomes for biodiversity.
- 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 environmental awareness.

These principles apply to the entire life cycle of all the Group's activities including own operations and value chain, to all Parques Reunidos employees, contractors, agency personnel, and third parties who carry out activities for and on behalf of the Group, to the goods and services that Parques Reunidos acquires, and to the services that the Group provides to its customers.

Management approach

- Parques Reunidos is committed to maintaining a preventive approach that benefits the environment, promoting initiatives that encourage greater environmental responsibility, and supporting the development and dissemination of environmentally friendly technologies, in line with **Principles 7, 8, and 9 of the United Nations Global Compact**.
- The Group **Environment, Climate and Nature Policy** further develops the principles outlined in the Sustainability Policy and the Code of Ethics and Conduct and provides a framework for realizing Parques Reunidos

commitment towards environmental sustainability by addressing dependencies, impacts, risks, and opportunities in relation to environmental, climate and nature related matters. The policy is aligned with the global environmental policy goals of the Paris Agreement, the Kunming-Montreal Global Biodiversity Framework, Sustainable Development Goals and United Nations Global Compact Principles and cover the whole Group's value chain, including direct operations and upstream and downstream value chain.

- The **Group Human Rights and Environmental Due Diligence Policy** provides the framework to conduct **environmental due diligence** with respect to own operations and the value chain operations carried out by entities with whom Parques Reunidos has an established business relationship.
- The Group's participation in environmental policy engagement activities is carried out through its membership in sectoral and cross-sector organizations (for example, RE100) whose positions are aligned with the objectives of the Paris Agreement, the Kunming-Montreal Global Biodiversity Framework, the Sustainable Development Goals, and the Principles of the United Nations Global Compact.
- The guidelines on environmental matters are included in the **Health, Safety and Environment Management Standard**, based on the ISO 14001 and in other associated standards (e.g. Energy, Water and Waste Management individual standards), without being certification the final goal. These standards establish the minimum requirements applicable to all the Group's parks. If the requirements of local legislation are more stringent than those specified in those standards, then the local legislation must be complied with in addition to the standard. These standards include, among other aspects, the roles and responsibilities in environmental matters.
- Parques Reunidos assesses its nature-related dependencies, impacts, risks, and opportunities (including those associated with climate change) in accordance with the guidelines of the TNFD (Taskforce on Nature-related Financial Disclosures) and TCFD/IFRS S2 (Task Force on Climate-related Financial Disclosures/International Financial Reporting Standard S2). The results of this assessment are reviewed annually and continuously inform adjustments to the Corporate Risk Map and the Group's environmental strategy.
- The obligations related to reporting environmental emissions, including but not limited to those related to noise emissions, light pollution, waste management or water management, vary by country, region or state, as well as by the business segment in which the park operates. When necessary, the parks submit environmental reports to the competent authorities.
- Relevant environmental indicators (both absolute and intensity-based) are recalculated following park acquisitions or divestments to facilitate comparability and ensure proper monitoring of environmental performance. Following this approach, metrics from previous years have been recalculated after the divestment of the US parks and Belantis in 2025.
- The monitoring and measurement of the environmental aspects identified, such as the consumption of energy, water resources or the generation and management of waste associated with each activity, is carried out at the park level and is supervised at the Group level.
- The investments and resources associated with improved environmental performance, once approved at Group level, are managed by the parks within their annual improvement process. Environmental management is carried out by the Maintenance, Conservation, Operations and other park departments with the collaboration of the park Safety, Health and Environment Managers or the person designated in each park, as appropriate.
- The Group has established a system for the notification and registration of environmental incidents that may take place at its facilities. The analysis of these cases makes it possible to establish preventive and corrective measures and identify opportunities for improvement.
- To ensure consistency across all the Group's workplaces regarding compliance with internal environmental requirements as well as applicable external regulations, the Group has implemented a Health, Safety and Environmental Compliance Procedure. This procedure provides guidance and support to all workplaces and enables systematic monitoring of compliance status.

- The Group uses internal audits and compliance evaluation programs, addressing both external and internal requirements, to improve the environmental performance of its operations. Internal audits are conducted annually at a selection of operating facilities. By reviewing the findings, the lessons learned are applied to similar facilities through a cycle of continuous improvement.
- At Group level, parks are encouraged to carry out environmental awareness activities on the World Environment Day. The objective is to create and maintain a proactive culture of awareness regarding the dependencies, impacts, risks and opportunities associated with environmental issues, and to ensure that these are integrated into both business planning and operational management.
- Environmental progress, including, where appropriate, relevant incidents, is reported to the Board of Directors as part of the periodic management reports.
- Parques Reunidos has environmental liability insurance that allows it to face possible materialization of environmental risk in its parks, including civil liability for pollution, cleaning costs or expenses derived from an incident, among other forms of coverage.
- The Executive Committee has part of its variable compensation linked to the reduction of Scope 1 and Scope 2 greenhouse gas emissions. For other positions with responsibilities related to environmental management, one of the three individual objectives established in the performance evaluation may be related to meeting specific environmental targets.

2.1 CLIMATE CHANGE

Climate Change: Adaptation and Mitigation

Objectives

- ❖ **Mitigate the effects of climate change by minimizing greenhouse gas (GHG) emissions across the entire value chain.**
- ❖ **Adapt operations and the business model to the impacts of climate change, integrating climate-related risks and opportunities into the strategy.**

Why does it matter? [Impacts, risks and opportunities]

The effects of human-induced climate change continue to increase year by year and Parques Reunidos is committed to being proactive in mitigating climate change.

Physical risks arising from climate change, especially extreme weather events, can have a direct impact on Parques Reunidos' business, including potential damage to assets and business interruption. Due to the seasonal nature of Parques Reunidos activity, and the fact that most of the Group's parks carry out their activities

outdoors, adverse or extreme weather events may damage the facilities and influence the number of people who visit the parks.

The Group's parks are not subject to regulations limiting GHG emissions; even so, Parques Reunidos seeks continuous improvement to reduce its GHG emissions and minimize its contribution to climate change. Quantifying and managing the GHG emissions across the entire value chain allows to identify priority areas and corresponding opportunities for improvement.

Management approach [Policies, actions and resources]

- The Environment, Climate, and Nature Policy of Parques Reunidos includes the commitment to reduce GHG emissions in the value chain and contribute to the transition towards a low-carbon economy, in alignment with the goals of the Paris Agreement and the Sustainable Development Goals (particularly Goal #13 – Climate Action).
- The Group has science-based emissions reduction targets validated by the SBTi (Science Based Targets initiative). The original targets were validated in June 2023, making Parques Reunidos the first international regional leisure park operator to have science-based targets approved. These targets have been updated following the divestments carried out in 2025 and are expected to be revalidated by SBTi in the first half of 2026. In the updated proposal submitted to SBTi, Parques Reunidos commits to a combined Scope 1+2 reduction target of 76,2% and a Scope 3 reduction target of 27,5%, using 2019 as the base year and 2030 as the target year.
- Parques Reunidos has defined a strategic emissions reduction plan (Climate Transition Plan), which outlines the actions and resources necessary to meet the decarbonization targets validated by SBTi. The Climate Transition Plan includes measures aimed at reducing emissions throughout the entire value chain of Parques Reunidos, including energy efficiency measures, water use reduction, purchase of renewable electricity, reduction of generated waste, supply chain decarbonization, or improvements in emissions reporting, among others. The Climate Transition Plan also

includes adaptation measures and outlines the Group's governance, policies, risks, and opportunities related to climate action. The investment plan (CapEx) required to achieve the 2030 decarbonization targets set out in the Climate Transition Plan was incorporated into the Group's 2026–2029 business plan and approved by the Board of Directors.

- Parques Reunidos collects operational data and calculates annually GHG emissions for Scope 1, 2, and 3 to determine progress towards the established targets and the Climate Transition Plan. Progress evaluation is presented in an Annual Carbon Footprint Report, which is publicly available and can be consulted on the Parques Reunidos Group's corporate website.
- Parques Reunidos includes the carbon footprint as a factor to be considered in business decisions. This is implemented through prioritizing investments and action plans that lead to emission reductions, both in Scopes 1 and 2 as well as Scope 3.
- Climate- and nature-related risks and opportunities are assessed annually

following the recommendations of TCFD/IFRS S2 (Task Force on Climate-related Financial Disclosures/International Financial Reporting Standard S2) and TNFD (Taskforce on Nature-related Financial Disclosures).

- In addition, Parques Reunidos conducts a more detailed analysis of climate-related risks and opportunities and their financial impact. This analysis has identified heatwaves, extreme storms, and droughts as the climate risks with the greatest financial impact for the Group. Investment in energy-efficiency projects (including electrification) stands out as the most significant opportunity. The mitigation and adaptation measures identified in the analysis have been integrated into the Climate Transition Plan.
- Parques Reunidos participates annually in the CDP Climate Change questionnaire, reporting key metrics on climate change performance and describing progress in the implementation of its Climate Transition Plan.

Evaluating our approach [Metrics]

- In 2025, following the divestments carried out, Parques Reunidos recalculated its emissions reduction targets in accordance with SBTi requirements, which mandate updating decarbonization targets after divestments or acquisitions that result in a variation of more than 5% in the organization's base year total emissions. The new target proposal was submitted to SBTi in December 2025 and is expected to be validated in 2026.
- During the reporting year, the emission factors used to calculate the Group's carbon footprint — including Scopes 1, 2 and 3 — were updated, always in line with the guidelines of *The Greenhouse Gas Protocol* and Royal Decree 214/2025 on Carbon Footprint. This update took place prior to the recalculation of the emissions reduction targets submitted to SBTi to ensure future consistency.
- Following the creation of the Group's Climate Transition Plan in 2023, its implementation

continued in 2025. The measures described in subsequent chapters — such as improvements in energy, water and waste management, or supplier assessment and management processes — have a direct impact on reducing the GHG emissions across Parques Reunidos' value chain. Full information on the measures implemented for each workstream of the Climate Transition Plan, as well as progress toward the targets, is available in the Group's Annual Carbon Footprint Report.

- Considering the Group's parks as of 31.12.2025, Scope 1 emissions in 2025 (7,587 t CO₂e) decreased by 2% compared with 2024 (7,706 t CO₂e). By contrast, market-based Scope 2 emissions in 2025 (6,136 t CO₂e) increased by 4% compared with 2024 (5,902 t CO₂e). Year-on-year variations in Scope 3 emissions are not necessarily representative, as the calculation methodology for the most

relevant Scope 3 categories (categories 1 and 2) is spend-based.

PARQUES REUNIDOS ACHIEVES THE HIGHEST CDP CLIMATE CHANGE SCORE AND BECOMES THE FIRST LEISURE PARK OPERATOR INCLUDED IN THE A LIST

Parques Reunidos participated for the third time in the CDP Climate Change questionnaire in 2025, reporting on the Group's environmental performance for 2024, and obtained an A (Leadership) score. This achievement makes Parques Reunidos the first company in the leisure park sector to attain the highest score in CDP Climate Change and places the Group within the top 4% of companies worldwide.

After receiving an initial B (Management) score in 2023 and an A- (Leadership) score in 2024, achieving the highest possible score in 2025 reflects the progress made in climate action over the past three years and consolidates Parques Reunidos as a benchmark in environmental sustainability within its sector.

Greenhouse Gas Emissions (GHG) – SBTi perimeter (parks at 31.12.2025)¹

Indicator	Unit	2019	2024	2025
GHG emissions				
Scope 1 – Direct emissions ²	t CO ₂ e	9,136	7,706	7,587
Scope 2 – Indirect MB emissions ³	t CO ₂ e	33,942	5,902	6,136
Scope 2 – Indirect LB emissions ⁴	t CO ₂ e	33,852	27,294	27,770
Scope 3 – Other indirect emissions	t CO ₂ e	93,801	82,138	72,204
GHG emissions outside of Scopes				
Direct CO ₂ emissions from biofuels	t CO ₂ e	264	679	891
Detail of categories for Scope 3 – Other indirect emissions⁵				
1- Purchased goods and services	t CO ₂ e	38,766	37,378	34,833
2- Capital goods	t CO ₂ e	33,161	23,005	17,642
3- Fuel- and energy-related activities	t CO ₂ e	9,297	8,167	8,151
4- Upstream transportation	t CO ₂ e	371	1,609	424
5- Waste generated in operations	t CO ₂ e	2,234	844	1,298
6- Business travel	t CO ₂ e	497	640	438
7- Employee commuting	t CO ₂ e	9,475	10,494	9,418
GHG emissions intensity				
Intensity of total GHG emissions by visitors⁶	t CO ₂ e / 10 ³ visitors	9.2	6.6	6.3
Scope 1 – Direct emissions	t CO ₂ e / 10 ³ visitors	0.6	0.5	0.6
Scope 2 – Indirect MB emissions	t CO ₂ e / 10 ³ visitors	2.3	0.4	0.4
Scope 2 – Indirect LB emissions	t CO ₂ e / 10 ³ visitors	2.3	1.9	2.0
Scope 3 – Other indirect emissions	t CO ₂ e / 10 ³ visitors	6.3	5.7	5.3
Intensity of total GHG emissions by revenue⁶	t CO ₂ e / million €	310	172	156
Scope 1 – Direct emissions	t CO ₂ e / million €	21	14	14
Scope 2 – Indirect MB emissions	t CO ₂ e / million €	77	11	11
Scope 2 – Indirect LB emissions	t CO ₂ e / million €	77	49	51
Scope 3 – Other indirect emissions	t CO ₂ e / million €	212	148	131

The sum of partial figures may not add up to the corresponding overall figure due to rounding. 2019 figures are presented because it is the SBTi objectives base year. Details by region are included in the table of Performance Indicators in Annex VI.

1) The “SBTi Perimeter” has been updated compared to previous reports and is now composed of the Group’s parks as of 31.12.2025. These parks define the boundary used for the recalculation of the targets submitted to SBTi in December 2025, prompted by recent divestments that represent a change of more than 5% in base-year emissions (see Annex V for details). Emission factors used for the carbon footprint recalculation and associated targets have been updated accordingly.

- 2) CH₄ and N₂O emissions from biomass and other biofuels are reported together with the rest of Scope 1 emissions (in t CO₂e), while direct CO₂ emissions from biomass and other biofuels are reported separately in the out-of-scope section. The contribution of direct fugitive GHG emissions (e.g., from refrigerants) to Scope 1 is estimated to be not material due to the limited use of such equipment.
- 3) MB = Market Based. Includes emissions from purchased electricity (2019: 28,573 t CO₂e; 2024: 0 t CO₂e; 2025: 0 t CO₂e) and district heating (2019: 5,369 t CO₂e; 2024: 5,902 t CO₂e; 2025: 6,136 t CO₂e).
- 4) LB = Location Based. Includes emissions from purchased electricity (2019: 28,483 t CO₂e; 2024: 21,391 t CO₂e; 2025: 21,634 t CO₂e) and district heating (2019: 5,369 t CO₂e; 2024: 5,902 t CO₂e; 2025: 6,136 t CO₂e).
- 5) The remaining categories (8–15) are not material.
- 6) Using “Scope 2 – Indirect Emissions MB”.

Energy

Objectives

- ❖ **Minimize energy consumption.**
- ❖ **Increase the share of energy consumed from renewable sources.**
- ❖ **Promote the development of additional renewable energy capacity.**

Why does it matter? [Impacts, risks and opportunities]

Energy consumption in the parks, mainly electricity and natural gas, is responsible for a significant part of the Group's greenhouse gas (GHG) emissions.

Efficient energy management, including reducing energy consumption and the transition to renewable energy sources, helps reduce both the impact on the planet and the operational cost for the Group.

Responsible energy consumption by Parques Reunidos reduces its carbon footprint and has

other environmental benefits such as reducing air pollution and protecting biodiversity. Efficient energy management is also key for achieving Parques Reunidos' emission reduction targets validated by SBTi.

Fostering the use of renewable energy in the parks supports the transition towards a sustainable and environmentally friendly economic model, reducing the dependency on fossil fuels.

Management approach [Policies, actions and resources]

- The Environment, Climate, and Nature Policy of Parques Reunidos includes the commitment to make efficient use of energy and use 100% renewable electricity, in alignment with the Sustainable Development Goals (particularly Goal #7 – Affordable and Clean Energy).
- Climate- and nature-related risks and opportunities, including those related to energy consumption, are assessed annually in accordance with the recommendations of TCFD/IFRS S2 (Task Force on Climate-related Financial Disclosures/International Financial Reporting Standard S2) and TNFD (Taskforce on Nature-related Financial Disclosures).
- The Group works to improve energy efficiency in its facilities by ensuring proper equipment maintenance and replacing old equipment by new equipment with better energy efficiency.
- When replacing equipment, electrification is a priority, thereby reducing fossil fuel consumption and the associated GHG emissions.
- Energy audits are carried out by third parties, which help identify the factors that influence energy consumption, as well as the possibilities for improvements, taking into account the technical and economical feasibility of their implementation.
- Parques Reunidos has been a member of The Climate Group's RE100 initiative since 2023. This global corporate renewable energy initiative brings together companies committed to consuming 100% renewable electricity. Maintaining the commitment to RE100 for using 100% renewable electricity contributes to meeting the decarbonization targets validated by SBTi.
- The purchase of electricity and gas is centralized at Group level to facilitate efficient purchasing management and the inclusion of sustainability criteria.

Evaluating our approach [Metrics]

- In 2025, the implementation of the Group-wide energy efficiency program launched in 2022 continued, aimed at replacing equipment with lower-consumption alternatives and electrifying park equipment. In addition to replacing and upgrading electrical equipment — such as switching to LED lighting or improving pumps and compressors — 2025 placed particular emphasis on electrification projects for equipment that consume fossil fuels. This focus on fossil fuel-consuming equipment is intended to contribute to reducing the Group's Scope 1 emissions.
- For the fifth consecutive year, 100% of the electricity consumed by the Group came from renewable sources. The renewable origin of the electricity consumed is supported by the corresponding energy attribute certificates.
- The Danish park Bonbonland installed an electric heat pump system to replace its previous heating system, allowing the park to operate entirely without natural gas.
- The Spanish park Warner began using biopropane and biodiesel in certain applications as substitutes for fossil-based propane and diesel. In addition, its natural gas consumption was backed by renewable gas (biomethane) guarantees of origin.
- Considering the Group's parks as of 31.12.2025, total energy consumption in 2025 (171,890 MWh) remained stable compared with 2024 (172,164 MWh), representing a decrease of less than 1%.
- Considering the Group's parks as of 31.12.2025, energy consumption intensity per visitor (MWh/1,000 visitors) increased by 6% compared with 2024, while energy consumption intensity per opening day (MWh/opening day) remained stable compared with 2024, with a variation of less than 1%.

SOLAR ADRENALINE: PHOTOVOLTAIC INSTALLATION AT BOBBEJAANLAND (BELGIUM)

In 2025, Bobbejaanland completed the installation of a solar PV system on the roofs of its main buildings, supplying electricity to its attractions, restaurants and the rest of the park's facilities. The solar panels, which began operating in March, have a total capacity of 500 kWp and are expected to produce more than 450 MWh of electricity per year, covering a significant share of the park's annual electricity consumption.

This self-consumption project contributes to Parques Reunidos' decarbonization targets and demonstrates the Group's commitment to the RE100 initiative, as it will reduce the Group's Scope 2 location-based emissions by 67 tonnes of CO₂ equivalent.

Energy

Indicator	Unit	2024 ¹	2025 (All parks)	2025 (Parks as of 31.12.2025)
Energy consumption				
Total energy consumption	MWh	235,744	191,443	171,890
Purchased electricity	MWh	146,748	107,047	93,460
Self-generated electricity	MWh	-	488	488
Natural gas	MWh	46,447	37,997	33,212
Biomethane	MWh	-	1,954	1,954
District heating	MWh	32,854	35,007	35,007
Other non-renewable fuels	MWh	8,018	7,205	6,025
Other renewable fuels	MWh	1,677	1,744	1,744
Energy from renewable sources	MWh	148,426	111,233	97,646
Purchased electricity ²	MWh	146,748	107,047	93,460
Self-generated electricity	MWh	0	488	488
Natural gas	MWh	0	0	0
Biomethane	MWh	0	1,954	1,954
District heating	MWh	0	0	0
Other non-renewable fuels	MWh	0	0	0
Other renewable fuels	MWh	1,677	1,744	1,744
Energy from renewable sources	%	63	58	57
Electricity from renewable sources	%	100	100	100
Fuels from renewable sources³	%	3	8	9
Energy consumption intensity⁴				
Energy intensity by visitors	MWh / 10 ³ visitors	12.1	-	12.6
Energy intensity by opening day	MWh / opening day	22.7	-	27.0
Energy intensity by revenue	MWh / million €	275	-	313

The sum of partial figures may not add up to the corresponding overall figure due to rounding. Details by region are included in the table of Performance Indicators in Annex VI.

As a result of the change in portfolio composition following the divestments, the indicators for 2024 and 2025 are not directly comparable.

- 1) A total of 32,854 MWh corresponding to district heating consumption is included, which had not been reported in the 2024 report. As a result, total energy consumption for 2024 has been updated from 202,890 to 235,744 MWh; the share of energy sourced from renewables from 73% to 63%; energy intensity per visitor from 10.4 to 12.1 MWh/1,000 visitors; energy intensity per opening day from 19.5 to 22.7 MWh/opening day; and energy intensity per revenue from 236 to 275 MWh/million €.
- 2) Electricity backed by EACs (Energy Attribute Certificates).
- 3) Over total fuels (sum of natural gas, biomethane, other non-renewable fuels, and renewable fuels).
- 4) The 2025 intensity indicators are shown only for the parks in the portfolio as of 31.12.2025, as they are only representative for parks that have been open for a full annual cycle.

2.2 WATER

Objectives

- ❖ **Minimize water withdrawal and consumption.**
- ❖ **Foster the use of non-freshwater sources in applications where feasible, with focus on parks located in areas of high or extremely high water stress or risk.**

Why does it matter? [Impacts, risks and opportunities]

The activity of Parques Reunidos parks, in particular the water parks, as well as catering and accommodation activities, rely on water for the operation of their facilities and services.

From the parks that are part of the portfolio at year end, 11 are located in areas classified as high or

extremely high water risk zones, and 19 in areas classified as high or extremely high water stress zones ⁵. Considering the current climate emergency and its impact on access to freshwater reserves, efficient water management in these parks is crucial today and will become even more important in the medium and long term.

Management approach [Policies, actions and resources]

- The Environment, Climate, and Nature Policy of Parques Reunidos includes the commitment to make efficient use of water and protect oceans and freshwater, in alignment with the Sustainable Development Goals (particularly Goal #6 – Clean Water and Sanitation and Goal #14 – Life Below Water).
- Climate- and nature-related risks and opportunities, including water management, are assessed annually in accordance with the recommendations of TCFD/IFRS S2 (Task Force on Climate-related Financial Disclosures/International Financial Reporting Standard S2) and TNFD (Taskforce on Nature-related Financial Disclosures). This analysis has identified heatwaves, droughts, and the resulting restrictions on water use as the water-related risks with the greatest impact for the Group.
- Parques Reunidos is committed to a rational use of water resources through effective water management practices.
- Parques Reunidos promotes the use of non-fresh water for those applications where it is possible, with particular attention to parks located in high or extremely high-water risk and/or stress areas.
- Parques Reunidos identifies and evaluates possible sources of water available in each park, including recycled water sources, to select those with the lowest environmental footprint and reduce the use of freshwater.
- The Group's parks comply with the applicable regulations to protect water resources in the communities where it operates and ensure that its activities do not have adverse effects on them. The applicable regulations include, among others, the drafting of Sustainable Water Management Plans and their corresponding follow-up audits.
- The Group's parks extract groundwater, lake water or seawater in accordance with the limits established in the water management

⁵ Excluding corporate offices. For parks operated during 2025, including divested parks, the figures are 15 and 29 respectively (corporate offices are not included). The list of parks located in

areas of high or extremely high water stress or risk is provided in Annex VIII.

permits approved by the competent authorities.

- The Group's parks monitor water use and water discharge in accordance with the local regulations and the applicable permits.
- Parques Reunidos works to minimize water withdrawal in the parks through the

maintenance of equipment and facilities and the implementation of water efficiency measures.

- Where possible, recycled, ground, lake or sea water is used, and the water used is treated for reuse as irrigation water or other uses for which it is appropriate.

Evaluating our approach [Metrics]

- In 2025, the implementation of the water efficiency program launched in 2022 continued. The program includes measures such as installing faucet timers, replacing sprinkler irrigation with drip irrigation, and installing more efficient urinals, among others. The program prioritizes measures directed at parks located in areas of high or extremely high water risk or stress.
- Parques Reunidos reported in 2025 its water security performance through the CDP Water Security questionnaire for the second time, covering water resource management for 2024. The Group achieved an A- (Leadership) score, representing an improvement compared with the B (Management) score obtained in its first participation. This progress

demonstrates the effectiveness of the action plan implemented, which prioritizes measures for more efficient water use and better water management. These actions are expected to continue optimizing water use and enhancing transparency in future reporting.

- Considering the Group's parks as of 31.12.2025, water withdrawals in 2025 increased by 5% compared with 2024.
- Considering the Group's parks as of 31.12.2025, water-withdrawal intensity per visitor ($m^3/1,000$ visitors) increased by 11% compared with 2024, while water-withdrawal intensity per opening day ($m^3/opening$ day) increased by 6% compared with 2024.

EFFICIENT WATER MANAGEMENT THROUGH IRRIGATION DIGITALIZATION AT FAUNIA (SPAIN)

In 2025, the Spanish park Faunia implemented a new digitalized automatic irrigation system. This infrastructure integrates sensors and a remote-management platform that enables real-time monitoring and optimization of irrigation volumes and schedules for the park's green areas. This measure is expected to generate annual savings of 7,000 m^3 of water.

This project reduces dependence on the municipal supply network and decreases Faunia's water footprint, which is particularly important given that the park is located in a region of high water stress and risk. In addition to ensuring the health of its green areas, this optimized irrigation system strengthens the Group's resilience to the impacts of climate-related risks on water availability.

Water Use

Indicator	Unit	2024	2025 (All parks)	2025 (Parks as of 31.12.2025)
Water withdrawal¹				
Total water withdrawal	1000 m ³	4,218	3,059	2,831
Withdrawal in high or extremely high water risk areas	1000 m ³	1,724	1,567	1,545
Withdrawal in other areas	1000 m ³	2,493	1,492	1,285
Water withdrawal by origin²				
Third-party water	1000 m ³	3,467	2,437	2,236
Drinking water	1000 m ³	2,923	1,937	1,736
Recycled water	1000 m ³	544	501	501
Groundwater	1000 m ³	667	521	493
Surface water	1000 m ³	81	98	98
Seawater	1000 m ³	3	4	4
Recycled third-party water in high or extremely high water risk areas	% vs total withdrawal ³	30.2	31.2	31.6
Non-freshwater (recycled third-party water and groundwater) in high or extremely high water risk areas	% vs total withdrawal ³	45.2	44.5	45.1
Recycled third-party water in high or very high water stress areas	% vs total withdrawal ⁴	19.4	20.8	21.3
Non-freshwater (recycled third-party water and groundwater) in high or very high water stress areas	% vs total withdrawal ⁴	36.1	36.7	36.4
Intensity of water use⁵				
Total water withdrawal by visitors	1000 m ³ / 10 ³ visitors	0.22	-	0.21
Total water withdrawal by opening days	1000 m ³ / opening day	0.41	-	0.45
Total water withdrawal by revenue	1000 m ³ / million €	4.92	-	5.15

The sum of partial figures may not add up to the corresponding overall figure due to rounding. Details by region are included in the table of Performance Indicators in Annex VI.

As a result of the change in portfolio composition following the divestments, the indicators for 2024 and 2025 are not directly comparable.

- 1) The figures reported correspond to water withdrawals from the different sources mentioned. This approach has been selected to simplify calculations and improve traceability, as there is currently evidence of water withdrawn (e.g. invoices) but in several parks there is no evidence of the amount of water discharged.
- 2) Third-party water refers to water supplied by the municipal network or other organizations. Surface water includes captured or collected rainwater.
- 3) Total withdrawal in parks located in areas with high or extremely high water risk (1,567,084 m³ for all parks and 1,545,294 m³ for parks as of 31.12.2025).
- 4) Total withdrawal in parks located in areas with high or very high water stress (2,402,847 m³ for all parks and 2,350,559 m³ for parks as of 31.12.2025).
- 5) The 2025 intensity indicators are shown only for the parks in the portfolio as of 31.12.2025, as they are only representative for parks that have been open for a full annual cycle.

2.3 CIRCULAR ECONOMY AND WASTE MANAGEMENT

Objectives

- ❖ **Reduce the amount of waste generated.**
- ❖ **Eliminate single-use plastics and minimize other single-use items.**
- ❖ **Reduce food waste in food and beverage operations.**
- ❖ **Minimize the amount of waste sent directly to landfill and increase the share of waste sent to recovery operations.**

Why does it matter? [Impacts, risks and opportunities]

The activity of the parks and that of the visitors generates non-hazardous waste primarily associated with consumption activities carried out in the park, such as packaging waste and food scraps, among others.

Additionally, small amounts of hazardous waste are generated in the parks associated with maintenance and operation activities of the facilities.

Management approach [Policies, actions and resources]

- The Environment, Climate, and Nature Policy of Parques Reunidos includes the commitment to minimize the amount of waste generated and promote the circular economy, in alignment with the Sustainable Development Goals (particularly Goal #12 – Responsible Consumption and Production).
- Climate- and nature-related risks and opportunities, including those associated with waste generation and management, are assessed annually in accordance with the recommendations of TCFD/IFRS S2 (Task Force on Climate-related Financial Disclosures/International Financial Reporting Standard S2) and TNFD (Taskforce on Nature-related Financial Disclosures).
- The activity of the Group's parks, due to its non-industrial nature, does not involve the use of raw materials except those used in restaurants. The main resource consumption, apart from energy or water supplies, is associated with the food and beverage activities, animal feeding, and maintenance activities. The quantity and type of resources used in restaurants depend on the menu options offered and the preferences of the guests, making it impossible to establish ratios of raw material consumption that provide relevant information about their efficiency of use. Similarly, ratios related to animal feeding or maintenance activities are not appropriate indicators for evaluating environmental performance.
- Parques Reunidos is committed to eliminating single-use plastics. This commitment materialized through specific actions such as the removal of straws and other single-use plastic items from catering establishments, as well as the elimination of single-use plastic bags from stores.
- Parques Reunidos is also committed to reducing food waste. This commitment is implemented through the introduction of internal processes that reduce the amount of food waste generated or allow for a second life to be given to such products.
- Each park determines the suitable waste management methods based on the type of waste, its classification according to local legislation, and the availability of management facilities. The aim is to opt for the most sustainable waste management methods available at each location.

- Waste is segregated at source according to local regulations to maximize subsequent recovery and recycling.
- Parques Reunidos prioritizes reuse or recycling, but part of the waste generated is managed through other authorized management methods, including landfill disposal. In doing so, all regulatory requirements of the country and region or state are complied with.
- Restaurant areas in parks feature products such as plates and cutlery made from recycled and/or biodegradable materials.
- Parques Reunidos promotes awareness of responsible consumption and waste minimization among employees, collaborators, and visitors through environmental awareness campaigns.

Evaluating our approach [Metrics]

- The rollout of reusable cups continued to expand in 2025 within Parques Reunidos, with their implementation at Bobbejaanland (Belgium), bringing the total number of Group parks offering reusable cup services to 23.
- Parques Reunidos continued its collaboration with Too Good To Go in 2025, adding the Spanish parks Aquópolis Costa Dorada and Aquópolis Torre Vieja, and the UK parks Aquarium of the Lakes, Blackpool Zoo and Bournemouth Oceanarium to the group of parks already participating in the initiative, bringing the total to 14 parks⁶. Thanks to this initiative, more than 8,000 meals were saved from being wasted in 2025, corresponding to an estimated avoidance of more than 20 tonnes of CO₂ equivalent greenhouse gas emissions. More Group parks are expected to join the initiative in 2026.
- Regarding the 2025 analysis, the amount of waste generated and the associated ratios are influenced both by the park's daily operations and by expansion projects (e.g. new attractions, refurbishment of retail and food outlets). For this reason, annual changes in both absolute values and intensity ratios are indicators that do not allow for an appropriate evaluation of the management approach.

PLASTIC BOTTLE DEPOSIT DONATION PROGRAM AT VOGELPARK (GERMANY)

During 2025, the German park Vogelpark Walsrode offered its visitors a charitable destination for the deposit refunded when returning their plastic bottles. The park placed special containers where visitors could drop off their bottles, indicating that the deposit from each bottle would be donated to social and conservation projects through the Four Wings Foundation. This initiative simultaneously promotes waste recycling and contributes to projects with social and environmental impact.

⁶ The figure excludes Belantis, which was divested in May 2025, although the park had implemented the program prior to the divestment.

Waste Management

Indicator	Unit	2024	2025 (All parks)	2025 (Parks as of 31.12.2025)
Waste generated				
Non-hazardous waste	t	13,269	11,603	10,327
Hazardous waste	t	236	163	156
Waste managed				
Non-hazardous waste	t	13,270	11,476	10,200
Waste diverted from disposal	t	6,683	6,220	6,023
Preparation for reuse	t	220	44	42
Recycling	t	4,361	4,669	4,475
Other recovery operations	t	2,102	1,508	1,506
Waste directed to disposal	t	6,587	5,256	4,177
Incineration with energy recovery	t	2,984	2,086	1,914
Incineration without energy recovery	t	182	781	781
Landfilling	t	3,074	1,252	470
Other disposal operations	t	346	1,136	1,011
Hazardous waste	t	233	162	155
Waste diverted from disposal	t	159	115	109
Preparation for reuse	t	5	7	7
Recycling	t	141	96	92
Other recovery operations	t	14	12	10
Waste directed to disposal	t	74	47	46
Incineration with energy recovery	t	28	28	28
Incineration without energy recovery	t	13	15	15
Landfilling	t	4	0	0
Other disposal operations	t	29	4	3
Waste generation intensity¹				
Non-hazardous waste by visitors	kg / 10 ³ visitors	678	-	757
Non-hazardous waste by opening days	kg / opening day	1,275	-	1,624
Non-hazardous waste by revenue	t / million €	15	-	19
Hazardous waste by visitors	kg / 10 ³ visitors	12	-	11
Hazardous waste by opening days	kg / opening day	23	-	24
Hazardous waste by revenue	t / million €	0.28	-	0.28

The sum of partial figures may not add up to the corresponding overall figure due to rounding. Details by region are included in the table of Performance Indicators in Annex VI.

As a result of the change in portfolio composition following the divestments, the indicators for 2024 and 2025 are not directly comparable.

1) The 2025 revenue-intensity indicators are shown only for the parks operating as of 31.12.2025, as they are only representative for parks that have been open for a full annual cycle

2.4 NATURE: BIODIVERSITY AND ECOSYSTEMS

Objectives

- ❖ **Promote the protection of biodiversity and the conservation of ecosystems, with particular attention to endangered or threatened species.**
- ❖ **Minimise the negative impacts on nature associated with the Group's entire value chain.**
- ❖ **Promote knowledge of the different animal species and the different ecosystems and their conservation.**

Why does it matter? [Impacts, Risks and Opportunities]

Parques Reunidos contributes through several projects to the protection of biodiversity and the most vulnerable ecosystems. Among them, in situ conservation programmes (i.e. programmes for the reintroduction or protection of species in their natural habitats) are the most important because they are carried out in the populations of origin, where the problems for biodiversity are most pressing.

Some of the Group's parks⁷ are located within or near areas subject to rules of special natural protection or areas of importance for biodiversity

in accordance with local legislation, which makes it essential to guarantee the conservation of the habitats and species present and to minimise any possible impact derived from the park's activity.

Some of the products purchased for use in the different centres and parks, mainly those that come from agriculture or livestock, could be considered, depending on their origin, as contributing to deforestation and forest degradation, and therefore indirectly to the loss of biodiversity.

Management approach [Policies, actions and resources]

- The Group's Environment, Climate and Nature Policy includes Parques Reunidos' commitment to protect and promote the sustainable use of ecosystems and contribute to the reduction of deforestation and degradation of land, forests and natural habitats and to preserve biodiversity, as well as to invest in research and work together with other entities to promote the conservation of biodiversity and the protection of threatened or endangered species. The policy is aligned with the objectives of the Kunming-Montreal Global Biodiversity Framework and the Sustainable Development Goals (particularly #14 – Life Below Water and #15 – Life on Land).
- Risks and opportunities related to climate and nature, including biodiversity, are assessed annually following the recommendations of TCFD/IFRS S2 (Task Force on Climate-related Financial Disclosures/International Financial Reporting Standard S2) and TNFD (Taskforce on Nature-related Financial Disclosures).
- The operations of the Group's parks, due to their non-industrial nature, do not generate significant direct negative impacts on biodiversity. In the case of parks located in or adjacent to special protection areas,

⁷ Parks located in or near natural areas subject to special protection figures: See Annex VIII

attention is paid to the specific requirements that, where appropriate, derive from the park's operating permits.

- The activity of certain sectors of the upstream value chain of Parques Reunidos can have negative effects on biodiversity, particularly the agri-food sector (which provides food and beverages for the restaurants in the parks) and to a lesser extent the textile sector (associated with merchandising products sold in the parks stores).
- The supplier management tool ⁸ provides information to assess the impact on biodiversity throughout the Group's supply chain.
- The Group's zoos and aquariums ⁹ actively participate in conservation and research projects, in collaboration with different zoological entities, research entities and universities. The different research projects that are carried out not only contribute to improving the design of the facilities and to achieving more efficient animal care and management techniques, but are also important for the application of zootechnics, veterinary techniques and breeding techniques in zoological institutions aimed at the reintroduction and care of species in their places of origin.
- Parques Reunidos zoos and aquariums actively work to protect vulnerable

ecosystems and threatened species through in situ and ex situ conservation programs, scientific research, and environmental education. Numerous projects are promoted together with zoological institutions, universities and other institutions, contributing both to the advancement of knowledge and to the improvement of management techniques, animal welfare and reintroduction into natural habitats.

- The work of the Group's zoos and aquariums includes participation in international conservation programs for emblematic species such as the monk seal, Iberian lynx, sea turtles, red pandas and many others, aligned with the global needs for the protection of threatened fauna. These projects combine research and joint work with specialized organizations, reinforcing the Group's contribution to the protection of global biodiversity.
- The Group's zoos and aquariums carry out educational and awareness-raising work on biodiversity conservation among those who visit the parks every year.
- Parques Reunidos registered in March 2024 as adopter of the TNFD. With this, the Group commits to adopt nature-related risk management and issue corporate reports aligned with the TNFD.

Evaluating Our Approach [Metrics]

Analysis of dependencies, impacts, risks and opportunities

- A detailed analysis of nature-related dependencies, impacts, risks, and opportunities was conducted in 2025 based on TNFD recommendations. The analysis included both the Group's own operations and value chain. With respect to its own operations, the risks identified as most significant are not particularly linked to biodiversity but to ecosystem services related to water supply. The value chain analysis

identified as significant risks linked to biodiversity, in particular, those related to deforestation (due to agri-food products sold in restaurants) and air and water pollution (due to the manufacture of merchandising textile products sold in stores). The results of this analysis informed the Group's environmental strategy.

⁸ See section "Sustainable Procurement"

⁹ Directly or through Fundación Parques Reunidos (Spanish parks) and Four Wings Foundation (German parks)

- No specific event with a significant impact on ecosystems or biodiversity has been detected, nor have administrative sanctions

been received regarding possible damage to them during 2025.

Projects related to biodiversity conservation

- The Group has continued to strengthen its commitment to biodiversity conservation in 2025 through sustained support for in situ and ex situ projects, including research and collaboration with specialized organizations. More detailed information on these initiatives can be found on the websites of the parks and the Parques Reunidos Foundation.
- In 2025, Parques Reunidos joined the European campaign EAZA Wetlands for Life 2026–2027, which promotes the restoration and creation of wetlands, supporting projects through funding, awareness and scientific communication.

During 2025, the following projects have been carried out

Project Type ¹⁾²⁾	Unit	2025
Conservation (in-situ) ³⁾	No. of projects	50
Conservation (ex situ) ⁴⁾	No. of projects	7
Rescue, rehabilitation and release	No. of projects	3
Research projects	No. of projects	17
Research articles	No. of projects	13

- 1) When several Spanish parks participate in the same in-situ conservation project, it is counted as a single project.
- 2) It includes the Biodiversity and Research projects carried out through the Parques Reunidos Foundation by the Spanish parks.
- 3) In situ conservation focuses on protecting animals and plants in their natural habitat.
- 4) In ex situ conservation, threatened animals and plants are placed in an environment where they can be protected and given special care.

BIODIVERSITY CONSERVATION STRATEGY – BLACKPOOL ZOO (UNITED KINGDOM)

Blackpool Zoo has developed a five-year conservation strategy (2025–2030) that set a strong commitment to protecting global biodiversity, combining in-situ and ex-situ projects, education, research and community engagement.

Mission and approach

The strategy focuses on contributing to the protection of global biodiversity by supporting in-situ and ex-situ conservation projects, incorporating education, research and continuous development of breeding programs that guarantee the future of species. Blackpool Zoo is committed to maximising its positive impact by collaborating with local and international organisations and inspiring the community to take action in favour of the conservation of biodiversity and ecosystems.

Strategic axes 2025–2030

The main objectives of the strategy include:

- **Protect wildlife and natural spaces**, supporting global conservation programs, such as the European Endangered Species Program (EEP), strengthening genetic diversity and guaranteeing the well-being of the species hosted in the zoo.
- **Collaborate locally**, with projects such as working together with Marton Mere, where the zoo contributes to monitoring species, educating young people and strengthening the protection of one of Lancashire's most important wetlands.

- **Conserve native United Kingdom species and habitats**, through initiatives that combine science, outreach and citizen engagement to protect local ecosystems.
- **Understanding community impact**, reinforcing accessible environmental education – Blackpool Zoo defines itself as a "Zoo for All" – and integrating conservation into inclusive experiences for all visitors.
- **Encourage staff engagement**, building skilled and motivated teams to integrate conservation into their daily activity.

Featured Programs

Blackpool Zoo maintains active collaborations with internationally renowned organizations such as the Giraffe Conservation Foundation, Red Panda Network, World Land Trust, Wild Cats Conservation Alliance or The Gorilla Organization, as well as projects focused on native species such as the Marton Mere Native Species Project. These alliances reinforce the global and local dimension of its strategy.

MARTON MERE NATIVE SPECIES PROJECT- BLACKPOOL ZOO (UNITED KINGDOM)

Blackpool Zoo works to improve access to nature and the well-being of the community, while also helping to protect one of the last remaining natural bodies of water in Lancashire and the biodiversity of its inhabitants.

The Marton Mere Local Nature Reserve is the only local nature reserve within Blackpool and is a Site of Special Scientific Interest located approximately one mile from the zoo. The site is owned by Blackpool Council, which is responsible for overseeing its management and ensuring its upkeep. The Marton Mere habitat management plan was approved in January 2024. Following several working sessions between the zoo staff and Blackpool City Council, the Marton Mere Native Species Project was approved, and the collaborative work began in the spring of 2024.

After working with the Friends of Marton Mere group and gaining a thorough understanding of the site and the potential for collaboration, Blackpool Zoo has drawn up a 5-year plan outlining the actions associated with the native species conservation project until 2029. The plan is publicly available and can be viewed on the zoo's website.

Education and awareness

The Group's zoos and aquariums carry out education and awareness raising activities that include talks and workshops given every day to visitors, information dissemination through social media, camps and school visits, and specific

conferences and professional courses. Through these activities, knowledge and awareness of the importance of biodiversity and ecosystems are promoted amongst audiences of all ages.

II BIODIVERSITY DAY – ATLANTIS AQUARIUM MADRID, FAUNIA AND FUNDACIÓN PARQUES REUNIDOS (SPAIN)

In October 2025, the Parques Reunidos Foundation held its II Biodiversity Day, a meeting that brought together experts, institutions and zoological centres at Atlantis Aquarium Madrid to share progress in projects for the conservation of endangered species in Spain. During the day, two projects, that exemplify the role of zoos in the controlled breeding and reintroduction of vulnerable fauna, were presented.

European Turtle recovery project. With less than 500 specimens registered, the European pond turtle is the only reptile classified as endangered in the Community of Madrid. The fragmentation of its habitat and the low juvenile survival rate have brought this species to a critical situation. Faunia, in collaboration with the

Spanish Herpetological Association and the Community of Madrid, is developing a conservation programme based on the 'head starting' technique, which consists on the incubation, breeding and preparation of juvenile specimens in controlled facilities before their reintroduction into the natural environment.

Loggerhead Turtle project, which has been possible thanks to the contributions received at the II Charity Gala of Fundación Parques Reunidos. This specie, classified as vulnerable by the International Union for Conservation of Nature (IUCN), faces numerous threats in its early stages of life. Selwo Marina, together with the Junta de Andalucía, promotes a head starting program that allows turtles to be raised in a safe environment until they reach an adequate size and strength for release into the sea.

The Biodiversity Day is thus consolidated as a space for scientific knowledge dissemination and collaborative action, reinforcing the role of zoos as active agents in the protection of natural heritage.

3. SOCIAL

Principles

The Sustainability Policy includes the following principles under the **Social Principles** section:

- 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.
- 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, workers in the value chain and guests.
- 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 Group's 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 Parques Reunidos operates 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.
- Promoting communication channels and dialogue and foster the Group's relations with its shareholders, investors, employees, suppliers, customers and, in general, all its stakeholders.

These principles apply to the entire life cycle of all the Group's activities including own operations and value chain, to all Parques Reunidos employees, contractors, agency personnel, and third parties who carry out activities for and on behalf of the Group, to the goods and services that Parques Reunidos acquires, and to the services that the Group provides to its customers.

Management Approach

- Parques Reunidos is committed to supporting and respecting the protection of internationally proclaimed human rights, within its area of influence and to ensuring that the Group's companies are not complicit in human right abuses, in line with **Principles 1 and 2 of the United Nations Global Compact**.
- Parques Reunidos supports freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labour, the effective abolition of child labour, and the abolition of discrimination in respect of employment and occupation, in line with **Principles 3, 4, 5, and 6 of the United Nations Global Compact**.
- The **Human Rights Policy** builds on the principles outlined in the Code of Ethics and Conduct and the Sustainability Policy and provides a framework for realizing Parques Reunidos' commitment to human rights recognized in national and international law.
- The **Human Rights and Environment Due Diligence Policy** provides the framework for conducting human rights due diligence with respect to own operations and value chain operations carried out by entities with which Parques Reunidos has business relationship.
- The **Health and Safety Policy** develops the principles of the Code of Ethics and Conduct and the Sustainability Policy in terms of health and safety, both for workers (including own employees and third-party workers whose work or workplace is controlled by Parques Reunidos) and for guests. The commitments of this policy are translated into specific requirements that are included in the so-called Safety, Health and Environment Management Standard. These standards establish the minimum requirements applicable to all the Group's parks. If the requirements of local legislation are stricter than those specified in the standard, then local legislation must be additionally complied with.
- The **Digital Disconnection Policy** complements the commitments of the Health and Safety Policy and contributes to the prevention of psychosocial risks and the protection of mental health. Through this policy, Parques Reunidos reinforces its commitment to responsible labor practices, promotes a healthy work culture and complies with good governance standards in terms of human capital management.
- The **Diversity, Equity and Inclusion Policy** integrates the commitments in this area relating to employees, visitors and society in general. The commitments of this policy are translated into specific requirements that are included in the Diversity, Equity and Inclusion Management Standards. These standards establish the minimum requirements applicable to all the Group's parks. If the requirements of local legislation are stricter than those specified in the standard, then local legislation must be additionally complied with.
- The **Anti-Harassment and Discrimination Policy** promotes a respectful and zero-tolerance work environment regarding harassment and discrimination.
- Parques Reunidos promotes **inclusive and non-discriminatory talent selection** and establishes guidelines in terms of language and use of questions without bias and principles on **equal opportunities** and **respect for diversity** during selection processes. In addition, it encourage talent selection managers to ensure the inclusion of the same number of women as men in the selection processes, as well as people with disabilities when the characteristics of the position allow it.
- Parques Reunidos ensures that all people receive **equal treatment**, regardless of their race, colour, sex, sexual orientation, gender identity and/or expression, marital status, pregnancy, religion, political opinion, nationality, ethnic background, social origin, social status, disability (visible or not), age, membership of a trade union or any other particular personal circumstance.
- Contracts for the **purchase of products and services** include clauses by which the supplier of products or services undertakes to comply with all regulations related to standards of ethical and responsible behavior.
- The Executive Committee has part of its variable remuneration linked to health and safety and also to employee engagement and customer

satisfaction. For other job positions with responsibilities related to health and safety, employee engagement, or customer satisfaction, one of the individual objectives set

in the performance evaluation may be related to the achievement of specific goals in those areas.

Human Rights

Own workforce, workers in the value chain, consumers and end-users, local communities and other affected groups

Objectives

- ❖ **Comply with the fundamental principles of the Universal Declaration of Human Rights, the Principles of the United Nations Global Compact and the provisions of the fundamental conventions of the International Labour Organization.**

Why does it matter? [Impacts, Risks and Opportunities]

Respect for human rights, both in the own operations and in the value chain, is an essential part of Parques Reunidos' social responsibility, not only because it is the right way to proceed from an

ethical point of view, but because protecting human rights has a positive impact on the business and on society.

Management approach [Policies, actions and resources]

- Parques Reunidos incorporates the fundamental principles of the Universal Declaration of Human Rights, the Principles of the United Nations Global Compact and the provisions of the fundamental conventions of the International Labour Organization into its **Human Rights Policy** and management practices, in particular with regard to:
 - Equality and equity.
 - Non-discrimination on the basis of gender, race, language, religion, political opinion or any other circumstance.
 - Right to personal safety.
 - Protection against arbitrary interference in the private life, family, home or correspondence of individuals.
 - Freedom of opinion and expression.
- Freedom of assembly and association, including the right to organize for the defence of their interests and the right to collective bargaining.
- Equitable and appropriate conditions of work, including those relating to remuneration, and those relating to safety, health and well-being, including mental health.
- Organization of the duration of the working day and enjoyment of vacations.
- Given that the parks operated by Parques Reunidos are located in countries with low risk in relation to respect for human rights, and that most of the Group's suppliers are local or national, issues relating to slavery, torture, child labour or forced labour are not considered material.

Evaluating Our Approach [Metrics]

During 2025, no complaints have been reported for cases of human rights violations of own workers, workers in the value chain, consumers and end

users or local communities or other affected groups.

Own Operation

Classification of the countries in which Parques Reunidos operates in relation to respect for human rights

Country	Norway	Denmark	Germany	Australia	Netherlands	Belgium	United Kingdom	France	Spain	Italy
FH	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free
HDI	0,970	0,962	0,959	0,958	0,955	0,951	0,946	0,920	0,918	0,915
Risk ¹	Low	Low	Low	Low	Low	Low	Low	Low	Low	Low

1) The level of risk in each country is determined based on the global Human Development Index (HDI) and Freedom House Index (FH), according to the following criteria: High-risk environment: FH rating "Not free" or HDI < 0.70; Medium risk environment: FH rating "Partly free" or HDI 0.70-0.79; Low-risk environment: FH "Free" rating and HDI > 0.79.

Supply Chain

Direct suppliers¹ that have their business name in high-risk countries in relation to respect for human rights-

Country	Unity	China	United Arab Emirates	Thailand	Türkiye	Total
FH	Classification	Not free	Not free	Not free	Not free	
HDI		0,797	0,940	0,798	0,853	
Risk		High	High	High	High	
Suppliers	#	5	5	1	2	13
Spend	% vs Total²					0,5

- 1) Direct suppliers: those with which the companies of the Parques Reunidos Group have a supply contract. Indirect suppliers: subcontractors or suppliers of direct suppliers.
 2) % vs total of the categories to which these providers correspond: CapEx, merchandising, professional services, facility management and ticketing.

A total of 13 direct suppliers have been identified that have their legal entity in high-risk countries. These suppliers correspond to the categories CapEx (4 suppliers), merchandising (4 suppliers), professional services (3 suppliers), facility management (1 supplier) and ticketing (1 supplier).

The spend from these suppliers is equivalent to 0.5% of the total spend of their categories combined. By categories, they represent 0.77% of the total spend in the CapEx category, 0.83% in the merchandising category, 0.37% in the professional

services category, 0.12% in the facility management category and 0.27% in the ticketing category.

Parques Reunidos does not currently have detailed information on indirect suppliers.

The Group continues to work on the implementation and improvement of supplier due diligence processes that help mitigate potential human rights risks in the supply chain¹⁰.

¹⁰ See 'Sustainable Procurement' section

Diversity, Equity, and Inclusion

Own workforce, guests, local communities and the broader society

Objectives

- ❖ **Consolidate an inclusive culture that guarantees equal opportunities and respect for all.**
- ❖ **Ensure accessible environments and equitable experiences for all visitors, regardless of their characteristics or needs.**
- ❖ **Contribute to social progress by promoting responsible practices that promote equity and inclusion in the local community.**

Why does it matter? [Impacts, Risks and Opportunities]

Diversity, equity, and inclusion are essential pillars for the development of innovative, safe, fair, and sustainable organizations and communities. These principles not only represent an ethical commitment, but also an indispensable strategic

element to ensure competitiveness, long-term sustainability and the ability to adapt to a constantly evolving social and economic environment.

Management approach [Policies, actions and resources]

- Parques Reunidos is committed to creating an environment where all people feel welcome, respected, and able to fully participate.
 - The **Diversity, Equity and Inclusion Policy** aims to ensure that these aspects are integral parts of the Group's day-to-day work and management.
 - The commitments of the policy are translated into specific requirements that are included in the standards of the **Diversity, Equity and Inclusion Management System**. These standards establish the minimum requirements applicable to all the Group parks. If the requirements of local legislation are stricter than those specified in the standards, then local legislation must be additionally complied with.
 - The focus on diversity, equity and inclusion is articulated in three areas of action that seek to generate a positive social impact. These areas promote the integration of people with diverse identities – including women, culturally diverse people, the LGTBIQA+ community, different generations and people with disabilities – and target:
 - Employees (See section Diverse, Equitable and Inclusive Work Environments).
 - Visitors (See section Access to Products and Services – Guest Accessibility and Inclusion).
 - Community as a whole (See Social Impact section)
- In the case of visitors, the focus is on accessibility for people with disabilities, however, the measures implemented in the parks are designed to improve the experience for all people and are often beneficial for all visitors, whether they have a disability or not.
- The **Inclusive Language Guide** serves as a reference in both internal and external communications, in formal and informal contexts
 - Parks and workplaces develop annual improvement plans to continue driving progress. These plans are based on the identification of opportunities for improvement and the definition of action plans aligned with the Group's strategy and the local regulations and local context. At the end of the year, each

park or work center reports the actions carried out, including the data related to these actions.

- Actions in the area of diversity, equity, and inclusion are led and implemented through a Global Diversity, Equity, and Inclusion Network (Global DEI Network). The Global DEI Network is made up of 52 members representing both the different parks and the different departments that are involved in activities associated with diversity, equity and inclusion (operations, customer, health, safety and environment, people and organization, ...). Their role is to coordinate local initiatives, monitor progress and connect each centre's actions to the Group's diversity, equity and inclusion goals.
- In addition to the Global DEI Network, each park or workplace has its own local team, which employees can join on a voluntary basis.
- Each year, the Corporate Health, Safety, Environment and Sustainability Department hosts two global meetings to facilitate the exchange of best practices and alignment across all locations.
- Variable compensation includes the option of having a component linked to diversity, equity, and inclusion objectives. In this way, one of the three individual objectives established in the performance evaluation can be related to diversity, equity, and inclusion, encouraging all employees to integrate this commitment into their professional goals and take an active role in building an inclusive culture.

Evaluating Our Approach [Metrics]

- The Diversity, Equity and Inclusion Policy has been updated in 2025 to incorporate new general principles and reinforce the importance of promoting inclusion within the three areas of action – employees, visitors and the society as a whole.
- The Inclusive Language Guide has been adapted locally in the workplaces of Spain and disseminated among employees.
- During 2025, the growth of the Diversity, Equity and Inclusion Network has been promoted, inviting its members to develop their own local teams in their workplaces.
- In recognition of the transversal integration of diversity, equity, and inclusion in both the management of employees and the visitor experience, as well as the contribution to society through social inclusion initiatives and education and awareness-raising actions, in 2025 the Parques Reunidos was selected as a finalist in the European Diversity Awards, in the "Company of the Year" category.

Privacy

Own workforce, workers in the value chain, visitors and other stakeholders.

Objectives

- ❖ **Ensure compliance with the privacy regulations that apply to the processing of personal data carried out by the different companies of Parques Reunidos.**

Why does it matter? [Impacts, Risks and Opportunities]

The activity of Parques Reunidos involves the processing of a high volume of personal data in the different geographies where it operates. This processing includes information about consumers and users¹¹, employees¹² and other groups such as contact persons and legal representatives of third parties who collaborate with or act on behalf of Parques Reunidos.

The absence of a unified taxonomy on the different types of stakeholders, the lack of a methodology for the analysis and assessment of privacy risks

and security breaches with an impact on data protection, insufficient management and supervision of third parties in the supply chain or the absence of adequate verification processes that allow third parties in the value chain to be required to provide evidence on the security measures implemented to protect the information, can increase risks related to information security incidents.

Management approach [Policies, actions and resources]

- Parques Reunidos companies have a Data Protection Officer (DPO) officially appointed by the competent authority or local staff in charge of managing data protection regulations with the support of external experts.
- An external support service in terms of data protection is available for the management and response to information security incidents at Group level.
- Internal regulatory framework on data protection and information security:
 - Data Protection Manual
 - Global Security Procedures
 - Procedure for the Use of Corporate Technological Means.
 - Corporate Data Protection Impact Assessment Procedure (Spain).
 - Global training and awareness plan for data protection and information security.
 - Cybersecurity Standards:
 - Incident Response Plan, which covers detection, response, recovery and privacy protocols.
 - Technological Risk Management Standard
 - Asset Management Standard
 - Information Classification Standard
 - Access Control Standard

¹¹ In terms of data protection, they can be classified into the following categories: Potential customer: natural person interested in Parques Reunidos products or services, recipient of commercial information or registered in digital services without prior purchases. Client: natural person who purchases products or services from Parques Reunidos. Visitor: natural person who enjoys contracted services in parks and leisure centres and may or may not be a Customer. Guest: natural person staying in Parques Reunidos establishments. User:

natural person who interacts with Parques Reunidos' digital services (including processing related to the installation of cookies and similar technologies for different purposes).

¹² Workers, including senior managers, and persons belonging to the administrative, management or supervisory body of Parques Reunidos, including non-executive members, as well as volunteers, interns and workers in training regardless of whether or not they receive remuneration

- Physical Security Standard
- Third-Party Management and Initiatives Standard
- Telecommunications and Network Security Standard
- Encryption Management Standard
- Surveillance and Response Standard.
- Guidelines for the Approval and Contracting of Suppliers with Access to Personal Data.
- Instructions for the Processing of Images, Photographs and Videos.
- Instructions for Contests and Raffles (Spain).
- Rule on storage and deletion of personal data.
- Internal regulatory framework that incorporates privacy and the protection of personal data as part of its fundamental principles
 - Code of Ethics and Conduct.
 - Sustainability Policy.
 - Human Rights Policy.
 - Human Rights and Environmental Due Diligence Policy.
 - Regulatory Policy of the Whistleblowing Channel.
 - Legal Manual.
- General Procedure for Contracts of Parques Reunidos.
- The duty of supervision and control is carried out through the following mechanisms:
 - Annual reports: DPOs and local data protection officers report to the DPO of Spain, which acts as the coordinator on data protection matters at Group level, on the evolution of compliance within their area of competence.
 - Quarterly Privacy Committees conducted among DPOs and local privacy compliance officers to identify and coordinate action plans aimed at maintaining and improving regulatory compliance.
 - Annual self-assessment questionnaires on compliance with data protection regulations submitted by DPOs and local privacy officers to the DPO in Spain.
 - Consolidated reports: the DPO of Spain annually submits a consolidated report to the Audit and Control Committee of Parques Reunidos on the degree of maturity of the organization in terms of data protection along with the required action plans.
 - Verification of compliance by the Internal Audit area through specific data protection controls included in the Parques Reunidos enterprise risk management system.

Evaluating Our Approach [Metrics]

Interactions with competent authorities in the field of personal data protection

Throughout 2025, the following interactions have been maintained with the competent authorities in

the field of personal data protection:

Security incidents

- Germany: a German park reported three similar cybersecurity incidents in 2024 that affected a third-party provider's booking platform. After initiating the corresponding investigation process, the German Data Protection Authority determined in 2025 the closure of the reported incidents without sanction for the park.
- Italy: in 2025, the Italian park reported to the Italian Data Protection Authority a security incident related to one of its websites, developed and managed by a third-party provider on its behalf. As of the year-end date, no official response has been received from the Competent Authority.

Privacy and data protection sanctions

Indicator	Unit	2023	2024	2025 (all parks)
Number of sanctions relating to privacy and data protection	#	0	0	0

3.1 OWN WORKFORCE

Safe and Healthy Workplaces

Including workers in the value chain who work in the Group's facilities

Objectives

- ❖ Provide safe and healthy workplaces
- ❖ Zero harm

Why does it matter? [Impacts, risks and opportunities]

The creation of a safe and healthy working environment, in which all aspects that may impact both physical and mental health are considered, is essential for employee well-being and satisfaction. This approach not only reduces risk

but also impacts employee engagement and customer satisfaction.

Management approach [Policies, actions and resources]

- The **Group's Health and Safety Policy** develop the principles established in the Sustainability Policy and the Code of Ethics and Conduct and provides a framework to materialize Parques Reunidos' commitment to promote and maintain a safe and healthy environment for its own workers, visitors and workers in its value chain.
- Parques Reunidos also has a Health, Safety and Environment Management Standard that provides the basis for managing health and safety impacts, risks and opportunities at Group level for both customers and workers, while integrating environmental aspects and incorporating the best practices in the sector.

Management system

- The Group Health, Safety and Environment Management Standard and their associated standards and procedures include the principles related to occupational health and safety that are applicable to:
 - All Parques Reunidos work centers: parks, construction projects, corporate offices, and any other place where there are activities under the responsibility of Parques Reunidos.
 - All activities, products, and services: food and beverages, merchandising, shows, and any other entertainment product or activity offered by Parques Reunidos.
- All persons: customers, employees, contractors, and suppliers hired by Parques Reunidos. This includes all workers who are employees and workers who are not own employees, but whose jobs or workplaces are controlled by Parques Reunidos.
- This standard, along with all other associated standards and procedures that comprise the Group's Health, Safety and Environmental Management System, is based on ISO 45001, although certification is not the ultimate goal. These standards establish the minimum requirements applicable to all Group centers. If local legislation is more stringent than that specified in this standard, then compliance

with local legislation is also required. These standards outline the roles and responsibilities related to health and safety.

- The management system and health and safety standards and procedures are applicable to 100% of employees and 100% of non-employee workers whose work or workplace is controlled by Parques Reunidos. This global occupational health and safety system is Parques Reunidos' tool for continuous improvement. In addition, the system is based on the principle that the Group's contractors are its collaborators and Parques Reunidos makes them part of its health and safety culture.
- The Group's work sites develop and implement specific procedures that make up their local health and safety management systems by incorporating the requirements of the Group Health, Safety and Environment Management Standard and their associated standards and procedures (internal requirements) as well as the requirements from local regulation, licenses, authorizations and manufacturers' manuals (external requirements).
- To ensure consistent compliance with internal and external health, safety, and environmental requirements across all Group sites, the Group has established a Health and Safety and Environment Compliance Procedure. This procedure provides guidance and support to workplaces and enables systematic monitoring of compliance status.
- The Group conducts internal audits and compliance assessment programs, covering

both legal and internal requirements, to improve health and safety performance. Audits are carried out annually on a selection of operating facilities. Lessons learned are applied to similar facilities through a cycle of continuous improvement.

- To prevent and mitigate the possible impacts on the health and safety of supplier's workers, who are not own employees and whose jobs or workplaces are not controlled by the organization, Parques Reunidos includes criteria related to health and safety in the supplier selection processes, as well as specific clauses related to risk prevention and occupational health and safety in contracts and purchase orders.¹³
- Incident rate indicators are recalculated after park acquisitions or divestments to facilitate their comparison and ensure proper monitoring of health and safety performance. Following this criterion, the metrics of previous years have been recalculated after the divestment of the United States and Belantis parks in 2025.
- The Executive Committee has part of its variable compensation linked to the reduction of incident rates. For other job positions, one of the three individual objectives set out in the performance assessment may be related to health and safety, encouraging all employees to integrate this commitment into their professional goals, taking a proactive role in building the health and safety culture.

Hazard identification, risk assessment and incident investigation

- Along with the Group Health, Safety and Environment Management Standard, Parques Reunidos has developed specific standards and procedures related to risk and incident management. These standards are applicable to all the Group's work centers and employees as well as to the contractors working at Parques Reunidos' premises. These standards and

procedures define specific roles and responsibilities for health and safety.

- Each work center has at least one person designated as responsible for the supervision of health and safety processes. Risk assessments are carried out by the persons designated in each center or by accredited

¹³ See section 'Sustainable Procurement'

external companies, in collaboration with the workers who carry out the tasks and the line managers.

- All the Group's parks use a single global tool to report, record, and manage incidents involving own workforce and workers of suppliers whose job or workplace is controlled by Parques Reunidos. The use of a unified system facilitates the incident analysis and monitoring, enabling the identification of improvement opportunities at park level, by business segment (amusement parks, water parks, zoos and aquariums and others), and across the Group as a whole.
- On a monthly basis, the Corporate Health, Safety, Environment and Sustainability

Occupational health services

- When applicable according to local legislation, occupational health services are provided through competent professionals who have the

Department prepares a summary of incidents that includes monitoring incident rates of the own workers and guests, as well as the incident rates involving the workers employed by contractors who work in the parks. This summary is distributed to all the parks for subsequent analysis and monitoring.

- The controls to be applied to minimize the main risks identified in the activities of the work centers (work at height, work in confined spaces, driving mobile equipment, energy isolation, electrical work, handling of dangerous substances, etc) are included in the corresponding health and safety standards applicable to all the Group's sites.

qualifications required in each country, region, or state. These services are offered to all own employees, in accordance with the provisions of the corresponding risk assessment.

Worker participation, consultation and communication on health and safety

- Workers and/or their representatives have mechanisms for participation and consultation in health and safety matters. The parks have, when required by applicable legislation, formal health and safety committees with representation of both the workforce and the company.
- The Corporate Health, Safety, Environment and Sustainability Department fosters continuous communication on health and safety through periodic newsletters addressed to all work centers that deal with aspects associated with

health and safety, such as lessons learned from incidents that occurred in the sector, incidents that happened in the Group that have the potential to cause serious incidents or information sheets for distribution to workers.

- Likewise, the Corporate Health, Safety, Environment and Sustainability Department holds periodic meetings with representatives from all Group's parks to discuss relevant health and safety issues.

Occupational health and safety training

- Training needs are assessed both at the Group level and locally, considering the specific risks of the workplace, as well as applicable legislation.
- The incident prevention training and awareness standard, which is part of the Group Health, Safety and Environment Management System,

sets out the Group's minimum requirements in this area.

- At Group level, specific health and safety training is delivered to the people responsible in each park.

Promotion of workers' health

- The Group has developed a Psychosocial Risk Assessment Standard that establishes the framework for the application of psychosocial risk assessment techniques in all Group sites. Its objective is to create and maintain a proactive culture of awareness of psychosocial risks and associated mental and physical health issues, which is integrated into both business planning and operational management.
- At the Group level, parks are encouraged to carry out activities to promote both physical

and mental health through two annual campaigns coinciding with the World Day for Safety and Health at Work and World Mental Health Day. The aim is to create and maintain a proactive culture of awareness of the risks that work can cause to physical and mental health and that is integrated into both business planning and operational management.

- Health promotion activities are carried out locally, considering the context in which each park operates.

Prevention and mitigation of impacts related to business relationships

- The Group Health, Safety and Environmental Management Standard for Contractors establishes the requirements associated with the management of health and safety risks associated with work contracted to third-party companies that is carried out at Parques Reunidos' facilities.
- Parques Reunidos works to prevent and mitigate possible impacts related to health and

safety through the inclusion of criteria related to health and safety in the supplier selection processes, as well as the inclusion of specific clauses related to risk prevention and occupational health and safety in contracts and purchasing orders¹⁴.

Evaluating our approach [Metrics]

Own employees

In terms of incident rates by gender, the trend of the previous years was maintained. Men represent 49.5 % of the average workforce (in terms of FTEs)

while recordable injury rates for men account for 54% of the total.

Workers in the value chain

The analysis of incidents includes the number of contractor's worker incidents, however hours worked are not recorded as most of them are

service contracts and therefore no incident rates are calculated.

¹⁴ See section 'Sustainable Procurement'.

Incident Indicators

Indicator	Unit	2024				2025 (All Parks)				2025 (Parks as of 31.12.2025)			
		Women	Men	Other/ Not declared	Total	Women	Men	Other/ Not declared	Total	Women	Men	Other/ Not declared	Total
Occupational injuries – Employees^{a)}													
Serious injuries frequency rate ^{b)}	# serious injuries / 10 ⁶ hours worked	0	0	0	0	0	0	0	0	0	0	0	0
Serious injuries	# serious injuries	0	0	0	0	0	0	0	0	0	0	0	0
Recordable injury frequency rate ^{c)}	# recordable injuries / 10 ⁶ hours worked	5.1	11.1	0	8.1	8.5	9.9	0	9.0	6.8	7.9	0	7.1
Recordable injuries	# recordable injuries	28	61	0	89	30	37	0	67	21	25	0	46
Frequency rate of incidents with lost time > 1 days	# incidents / 10 ⁶ hours worked	17.6	15.3	0	16.3	17.3	17.5	0	17.0	19.5	17.9	0	18.2
Severity rate of incidents with lost time > 1 days ^{d)}	# days lost / 10 ⁶ hours worked	473	434	0	451	569	536	0	538	641	582	0	595
Hours worked	10 ³ hours	5,464	5,487	66	11,018	3,519	3,720	185	7,424	3,077	3,187	174	6,437
Occupational diseases – Employees^{e)}													
Occupational diseases	# diseases	0	0	0	0	0	0	0	0	0	1	0	1
Occupational injuries – Contractors^{f)}		Total				Total				Total			
Serious injuries ^{b)}	# serious injuries	1				0				0			
Recordable injuries	# recordable injuries	15				9				9			

Details by region are included in the table of Performance indicators in Annex VI

- Includes musculoskeletal disorders; excludes in-itinere accidents.
- Injury due to work accident that results in death or injury such that the worker cannot recover or does not fully recover the state of health prior to the incident or is not expected to fully recover the state of health prior to the accident within a period of 6 months (GRI definition)
- Recordable: work injury, illness, or disease with some of the following results: death, days away from work, work restriction or transfer to other positions, loss of consciousness or medical treatment beyond first aid; or serious injury or illness diagnosed by a doctor or other healthcare professional, even if it does not result in death, days away from work, work restrictions or transfers to other positions, loss of consciousness or medical treatment beyond first aid
- Severity rate of incidents with lost time > 1 day includes 627 days lost in 2025 due to incidents in 2024.
- An occupational illness due to a musculoskeletal disorder was officially declared at Zoo de Madrid. For calculation purposes, it has been included among recordable injuries.
- Incidents involving non-employee workers whose work or workplace is controlled by Parques Reunidos (contractors) are recorded and investigated in the same way as employee incidents. As these are mostly service contracts, the number of hours worked has

been estimated, representing 16.22% of the total hours worked at Group level. Based on the calculations using the estimated hours worked by contractors' employees, the recordable injury frequency rate is 7.2.

PROMOTING MENTAL HEALTH

World Day for Safety and Health at Work (28 April) and World Mental Health Day (10 October), the Corporate Health, Safety, Environment and Sustainability Department prepared and distributed a series of communication and awareness materials to all Group parks. The aim of these resources is to support parks in developing training initiatives and awareness-raising actions that promote workplace safety, occupational health and employees' emotional well-being.

At the local level, various initiatives were carried out in 2025:

R U OK? Day – Raging Waters Sydney:

As part of its commitment to promoting emotional well-being and mental health, Raging Waters Sydney took part in activities organized by **R U OK?** a government-supported Australian charity focused on suicide prevention and encouraging peer support in the workplace.

Mental Health Promotion Workshops - Faunia

In 2025, Faunia delivered two dedicated workshops on the importance of mental health care and emotional well-being management. These sessions were led by psychologists from the Employee Assistance Program, implemented across the Group's parks in Spain.

Diverse, Equitable and Inclusive Work Environments

Objectives

- ❖ **Build diverse teams that represent the guests we serve.**
- ❖ **Promote equal employment opportunities.**
- ❖ **Promote talent without distinction for reasons of gender, age, disability, culture, gender identity, or other characteristics of the person.**
- ❖ **Promote the inclusion of underrepresented groups.**

Why does it matter? [Impacts, Risks and Opportunities]

Proper management of diversity, equity, and inclusion for employees contributes to creating equitable and sustainable societies and organizations.

In addition, it improves the professional performance and commitment of employees fosters innovation and improves decision-making.

Management approach [Policies, actions and resources]

- The Code of Ethics and Conduct stipulates that any person who works for the Parques Reunidos Group must be treated with the utmost dignity and respect and cannot, in any way, be forced to suffer either physically or mentally as a result of their work. It also establishes that no person may be discriminated against, among other reasons, on the basis of their origin, ethnicity, gender, sexual orientation, gender identity, marital status, religion, political opinion, physical appearance, ideology, nationality, social origin, social condition, disability, age, membership of an association or any other personal condition.
- The **Diversity, Equity and Inclusion Policy** and the **Anti-Harassment and Discrimination Policy** further develop the principles set out in the Code of Ethics and Conduct and provide a framework to materialize Parques Reunidos' commitment to diversity, equity and inclusion and zero tolerance towards harassment and discrimination in the workplace.
- The **Employee Diversity, Equity and Inclusion Standard**¹⁵ promotes the creation of inclusive work environments.
- The Group's **Employee Diversity Programme** seeks to ensure that all people, regardless of their background, identity or personal characteristics, work in an inclusive, equitable and supportive environment. The program promotes diversity and inclusion measures in key areas such as inclusive language, self-identification, inclusive hiring, regulatory compliance in the field and other relevant practices.
- The Group Recruitment Procedure defines the criteria, practices and safeguards necessary to ensure fair and bias-free selection processes. This procedure establishes guidelines to promote diversity in applications, ensure equal treatment at all stages of the process and prevent any form of discrimination, whether direct or indirect.
- The Group's recruitment practices, as well as collective bargaining agreements and company agreements, guarantee the principle of non-discrimination. The Group applies controls to ensure compliance with

¹⁵ See section Diversity, Equity and Inclusion.

this right, including mechanisms for identifying and evaluating talent during selection and promotion processes.

- Parques Reunidos has a Standard of Reasonable Accommodations for the Workplace that recognizes the obligation of all parks and workplaces to provide reasonable accommodations—permanent or temporary—to employees and candidates who need them. The standard establishes a structured and interactive process, which covers the application, evaluation, selection, implementation and monitoring of adjustments, in order to ensure the elimination of barriers at all stages of employment. In addition, it ensures confidentiality, timely implementation, and recognizes the right of individuals to file appeals.
- Some parks, in compliance with applicable legislation, have Equality Plans, whose objective is to promote equal treatment and opportunities between men and women, and measures to guarantee equality and non-discrimination of LGTBIAQ+ people. These plans include specific measures in terms of recruitment, training and harassment and discrimination prevention. All workplaces in Spain have Equality Plans and measures related to equality and non-discrimination of LGTBIAQ+ people.
- Voluntary self-identification is actively encouraged in Parques Reunidos workplaces

through internal awareness campaigns. Promoting self-identification is an effective tool to increase awareness while also providing a better understanding of workforce diversity. The personnel management tool allows employees to voluntarily self-identify in aspects such as gender, disability, and other attributes.

- The Group has a Diversity, Equity and Inclusion Training and Awareness Standard that aims to ensure that all employees understand the relevance of these principles. This standard includes content to reinforce knowledge of key concepts and promotes the celebration of the most significant commemorative days in all workplaces: International Women's Day (8 March), World Day for Cultural Diversity (21 May), Pride Month (June), International Day for Age Diversity (24 September), and International Day of Persons with Disabilities (December 3).
- The Group recognizes that partnerships are important to achieving the goals. For this reason, Parques Reunidos, as a member of the United Nations Global Compact, aligns its efforts with the Women's Empowerment Principles (WEPs).

Evaluating Our Approach [Metrics]

- In 2025, the Policy against Harassment in the Workplace – now called the Policy against Harassment and Discrimination in the Workplace – was updated in order to reinforce the Group's zero tolerance for any discriminatory behaviour. In addition, the Standard for Workplace Accommodations was created and the Group's Recruitment Procedure was updated, explicitly incorporating inclusive recruitment criteria and practices.
- During 2025, the implementation of projects aimed at supporting employees with

disabilities, or who consider that they may have one, began with the aim of promote accessible and inclusive work environments. These initiatives included guidance to workplaces in Spain on adaptations in the workplace, protective measures and recommendations to eliminate barriers.

- From the perspective of gender equality, the Equality Plan for the central offices was launched in 2025.
- The self-identification campaign that began in 2024 has continued to be promoted. During

2025, campaigns were carried out to encourage this practice, encouraging employees to voluntarily and confidentially declare their identity and preferences.

- In 2025, the Diversity, Equity, and Inclusion Training and Awareness Standard was developed. 44% of the Group's workplaces have celebrated commemorative days, 68% have offered employees disability training, and 46% general diversity, equity and inclusion training.
- The Group's internal Sustainability Newsletter has incorporated the new INclusive Monthly Shoot section, which is divided into two subsections:
 - The IN our Parks subsection highlights inclusion initiatives implemented in parks. Each month, a specific area –

employees, visitors or community – is selected and a central theme, such as gender diversity, disability, LGBTIQ+ inclusion, cultural diversity or generational diversity, is explored.

- The IN our Minds subsection shares scientific articles related to the monthly theme to expand employee knowledge and show that these issues have a solid scientific basis.
- The Group has become member of REDI, the Business Network for LGBTI Diversity and Inclusion. On the occasion of this incorporation, Parques Reunidos received a welcome diploma at an event held in Madrid and, in addition, in November an awareness session was organized in Spanish, to which all employees in Spain were invited.

Disability

Indicator	Unit	2024	2025 All Parks	2025 Parks on 31.12.2025
Employees with disabilities ¹⁾	# employees	58	158	149

1) In the case of Spain, the number of employees with a disability equal to or greater than 33% has been taken into account. For the rest of the countries, as there is not the same criterion, the total number of employees with disabilities has been included.

Cultural diversity

Indicator	Unit	2025 All Parks	2025 Parks on 31.12.2025
Employees whose country of birth is different from the country in which they work	% employees	4.0	7.1

1) For the calculation, the total number of employees performing their work in a country different from their country of nationality has been taken into consideration.

ADAPTATION OF WORKSTATIONS – MOVIE PARK (GERMANY)

At Movie Park, the Halloween attraction "Murder Museum" has been adapted to ensure full accessibility for wheelchair users, offering an inclusive experience for both visitors and performers. A prominent example is the case of Nina Streitberger, a wheelchair user for 13 years and a performer of Halloween characters. Following the adaptations made to her workplace and to the attraction itself, Nina can carry out her duties with complete autonomy and safety.

INCLUSIVE RECRUITMENT PROGRAMME - SLAGHAREN (NETHERLANDS)

Slagharen develops a year-round programme to attract and support diverse talent, including refugees, asylum seekers and people with physical or mental health disabilities. Through alliances with municipalities and employment agencies, the park offers personalized support such as job coaching, flexible incorporation and accommodation in the park. The initiative is based on institutional collaboration,

with job fairs every season and annual renewal of alliances. These efforts have created an inclusive and culturally aware work environment.

EMERGE PLAN – SPANISH PARKS AND HEADQUARTERS (SPAIN)

The Emerge Capacities Plan was launched in the parks of Spain and in the Group corporate offices, in collaboration with the Randstad Foundation, with the aim of promoting the inclusion of people with disabilities. The initiative included awareness-raising sessions and the distribution of posters and information material in all centres. During 2025, 9 inquiries were received from employees (3 men and 6 women), of which 8 were related to the procedures to obtain the disability certificate and 1 about the benefits of the certificate. The first consultations came in September and, in December, a face-to-face session was organised at the Madrid headquarters to offer additional guidance and support.

CELEBRATION OF THE WORLD DAY FOR CULTURAL DIVERSITY, DIALOGUE AND DEVELOPMENT (21 MAY) – TROPICAL ISLANDS (GERMANY)

Tropical Islands celebrated its first Culture Day, an opportunity to discover new perspectives and reinforce the sense of belonging. With the participation of more than 600 employees from 35 nationalities, this event was marked by the connection between people from different cultures and backgrounds, highlighting that, in essence, 'we are not so different'. The event was organized by employees for employees. Nine colleagues presented their countries, sharing traditions, customs and values at their stands. The day included an official welcome under the slogan "Diversity connects – show us your nationality", greetings in different languages, a group dynamic "Everything we share", visits to the stands, and different interactive activities.

Prevention of Harassment and Discrimination

Objectives

- ❖ **Promote a healthy and harassment and discrimination free work environment.**

Why does it matter? [Impacts, Risks and Opportunities]

A work environment free of any type of harassment and discrimination helps employees feel protected within the work environment, and as a

result, contributes to creating a healthy work environment.

Management approach [Policies, actions and resources]

- The Code of Ethics and Conduct and the **Anti-Harassment and Anti-Discrimination Policy** recognize the obligation to guarantee zero tolerance for harassment in the workplace, promote a respectful work environment and ensure that all people who are directly and/or indirectly part of the Group assume this commitment.
- Based on the regulations applicable in each country, Parques Reunidos establishes procedures for making complaints or claims related to situations of harassment or discrimination, such as the Whistleblowing Channel¹⁶.
- The Group has the appropriate internal mediation and/or arbitration mechanisms and always guarantees and respects the rights of the people involved in the procedure. Likewise, and until the matter is resolved, Parques Reunidos contemplates as a precautionary measure the separation of the potential victim and the alleged harasser without this implying a substantial modification of the working conditions of the person who suffers the harassment or discrimination.
- Preventive measures are aimed at implementing organizational solutions that generate an increase in transparency and participation, as well as behaviours that promote a climate of respect and tolerance and avoid the risk of harassment or discrimination.
- Parques Reunidos actively promotes knowledge of the Code of Ethics and Conduct, including through collective bargaining, either by incorporating the corresponding sanction for non-compliance into the disciplinary regime, or by establishing follow-up mechanisms for compliance.
- Harassment and discrimination are subject to sanctions by Parques Reunidos in order to prevent their appearance or correct their existence.

Evaluating Our Approach [Metrics]

Information on complaints received and investigated is available in the Complaints Channel chapter.

¹⁶ See section 'Whistleblowing Channel'

Work Organization

Objectives

- ❖ To promote flexible and quality employment.
- ❖ To foster work-life balance and employee wellbeing.

Why does it matter? [Impacts, Risks and Opportunities]

Due to the seasonal nature of the activity and the high demand for personnel during peak season, proper work organization is a key element in the management of Parques Reunidos.

Furthermore, work organisation can have an impact on employees' occupational health and wellbeing and on their engagement.

Management approach [Policies, actions and resources]

- Each park or work center of the Group organizes its working time according to the particular needs of each activity and in accordance with local labour legislation. This may include working in shifts, hiring seasonal employees at peak season, compensating work during public holidays with days-off, etc.
- All employees are entitled to take maternity and paternity leave, which is managed in accordance with local legislation.
- The collective bargaining agreements applicable in each workplace, the equality plans in force and/or internal policies include measures relating to work-life balance. Remote working in those positions where it is possible, flexibility start and finishing times, paid days off, the right to disconnect, life and health insurance, childcare vouchers, etc. are some of the measures applied.
- The Right to Digital Disconnection Policy reinforces Parques Reunidos' commitment to responsible labor practices and promotes a healthy work culture.
- Employees are covered, through public programmes or through company-provided benefits, against loss of income due to any of the following life events: illness, unemployment, occupational accidents and acquired disability, parental leave and retirement.

Evaluating Our Approach [Metrics]

- Parques Reunidos has a diverse own workforce¹⁷ that includes both people who maintain an employment relationship with Parques Reunidos ('employees'), and non-employees, who are people who have contracts to supply labor ('self-employed people') or people provided by undertakings primarily engaged in employment-related activities ('temporary work agencies').
- Employees represent a key part of the Group's structure, with roles ranging from strategic and operational functions to specialized technical positions. This group is essential to ensure the fulfilment of the organizational objectives and the continuous development of the Group. On the other hand, non-employee workers, which mainly include employees of temporary work agencies, play a supporting role in auxiliary tasks, the nature of which varies from park to park.
- Parques Reunidos does not have, as of the date of this report, sufficient quality data on non-

¹⁷ Definitions according to the European Sustainability Reporting Standards

employees, so this section only includes quantitative information on employees.

[General overview of the workforce](#)

All parks

During the period from January 1 to December 31, 2025, Parques Reunidos had an average workforce of 4,678 FTEs (Full Time Equivalents), with 68% of the Group's average workforce located in Spain, Germany and USA. The variation versus the number of FTEs from the previous year is motivated by the divestments made in 2025.

Due to the seasonal nature of the activity, the operation of the Group's parks depends in part on

employees on temporary contracts or on permanent seasonal contracts. The proportion of temporary contracts was 36.9%.

In the average workforce, 44,0% of employees are under 30 years of age and 19.2% are over 50 years of age. Women represent 47.4% of the Group's average workforce in 2025.

Parks at 31.12.2025

During the period from January 1 to December 31, 2025, Parques Reunidos had an average workforce of 4,010 FTEs (Full Time Equivalents), with 63% of the Group's average workforce located in Spain and Germany.

Annex VII includes other employees related indicators in addition to those included in this section.

The proportion of temporary contracts was 32.2%.

In the average workforce, 41.5% of employees are under 30 years of age and 19.7% are over 50 years of age. Women represent 47.8% of the Group's average workforce in 2025.

[Professional categories](#)

Parques Reunidos uses five professional categories that reflect the hierarchical and functional structure of its organization.

- **Executive Committee.** Comprised of the organization's strategic leaders, key decision-makers, and the company's general management.¹⁸
- **Directors.** Responsible for leading functional areas or specific regions, with responsibility for the planning, execution and results of their respective areas.
- **Heads of departments.** Direct supervisors of teams or specific areas, responsible for coordinating activities and ensuring

compliance with the department's objectives.

- **Managers.** Professionals who manage key teams or processes within the organization and ensure the effective implementation of strategies and policies.
- **Experts.** Employees specialized in technical or functional areas whose competencies are essential for the development and operation of specific projects. It encompasses the categories that in previous years corresponded to other technical staff, administrative staff, maintenance staff, operations staff and lifeguards.

¹⁸ It includes the Chief Executive Officer whose relationship is regulated by a contract with the meaning of art. 249.3 of the Spanish Enterprises Act.

Distribution by gender and professional category

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTEs)			
		Women	Men	Other/Undeclared	Total	Women	Men	Other/Undeclared	Total	Women	Men	Other/Undeclared	Total
Average staff	# empl.	3,570	3,584	46	7,200	2,219	2,344	115	4,678	1,917	1,983	110	4,010
Average staff	%	49,6	49,8	0,6	100,0	47,4	50,1	2,5	100	47,8	49,5	2,7	100
Professional Category		Women	Men	Other/Undeclared	Total	Women	Men	Other/Undeclared	Total	Men	Men	Other/Undeclared	Total
Executive Committee	# empl.	4	5	0	9	4	4	0	8	4	4	0	8
Directors	# empl.	12	73	0	85	12	54	0	66	11	45	0	56
Department Heads	# empl.	132	159	1	292	77	120	0	197	62	101	0	163
Managers	# empl.	294	391	3	688	216	286	4	506	165	225	3	393
Experts	# empl.	3,128	2,956	43	6,126	1,910	1,880	111	3,901	1,675	1,608	107	3,390
Total	# empl.	3,570	3,584	46	7,200	2,219	2,344	115	4,678	1,917	1,983	110	4,010

Distribution by gender and age

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		Women	Men	Other/ Not declared.	Total	Women	Men	Other/ Not declared.	Total	Women	Men	Other/ Not declared.	Total
<30	# empl.	2,014	1,812	40	3,867	994	953	109	2,056	795	765	105	1,665
30-50	# empl.	1,008	1,107	1	2,117	811	910	4	1,725	744	807	3	1,554
> 50	# empl.	547	665	4	1,216	414	481	2	897	378	411	2	791
Total	# empl.	3,570	3,584	46	7,200	2,219	2,344	115	4,678	1,917	1,983	110	4,010

Average wages

Average wages (fixed remuneration)

It includes all fixed remuneration, including base salary and other fixed salary supplements and in-kind compensation.

Indicator	Unit	Employees as of 31.12.2024				Employees as of 31.12.2025			
		Women	Men	Other/ Not declared	Total	Women	Men	Other/ Not declared 1	Total
Average remuneration ¹									
Executive Committee	€	278,626	451,258	-	364,942	291,476	368,116	-	337,460
Directors	€	141,499	138,626	-	139,075	123,084	129,234	-	128,004
Heads of departments.	€	63,413	75,741	35,461	69,539	58,362	65,727	-	62,932
Managers	€	41,322	44,981	39,589	43,231	40,940	43,877	48,446	42,618

Indicator	Unit	Employees as of 31.12.2024				Employees as of 31.12.2025			
		Women	Men	Other/ Not declared	Total	Women	Men	Other/ Not declared	Total
Experts	€	25,693	27,451	26,200	26,799	24,085	25,505	24,052	24,681
Total	€	27,429	30,668	27,088	29,222	25,320	28,692	-	26,773
Average remuneration by age									
<30	€	25,832	26,686	26,319	26,240	23,256	23,698	23,901	23,501
30-50	€	32,302	39,624	43,591	36,064	29,037	34,942	34,590	31,867
>50	€	30,937	40,617	32,022	35,932	29,318	39,818	34,242	34,121

1) For the calculation, the annualized remuneration of all employees who were employed at any point during the calendar year has been included, with the exception of the Chief Executive Officer, apprentices, and interns.

Average wages (total remuneration)

All fixed remuneration is included, including fixed and variable items, as well as the amount of the theoretical bonus negotiated per contract.

Indicator	Unit	Employees as of 31.12.24				Employees as of 31.12.2025			
		Women	Men	Other/ Not declared	Total	Women	Men	Other/ Not declared	Total
Average remuneration¹									
Executive Committee	€	312,464	616,432	-	464,448	467,545	581,430	-	535,876
Directors	€	155,398	152,578	-	153,018	154,208	162,382	-	160,747
Heads of departments.	€	66,996	80,243	35,461	73,561	67,266	75,704	-	72,502
Managers	€	41,918	45,808	39,589	43,940	43,153	46,332	48,446	44,941
Experts	€	25,710	27,470	26,200	26,817	24,141	25,568	24,052	24,735
Total	€	27,572	31,028	27,088	29,466	25,875	29,639	24,203	29,389
Average pay by age									
<30	€	25,843	26,697	26,319	26,250	23,227	23,720	23,901	23,521
30-50	€	32,866	40,636	43,591	36,855	30,136	36,912	34,590	33,369
>50	€	31,334	42,067	32,022	36,869	30,304	43,125	32,242	36,158

1) For the calculation, the annualized remuneration of all employees who were employed at any point during the calendar year has been included, with the exception of the Chief Executive Officer, apprentices, and interns.

Unadjusted pay gap

The **gender pay gap**, defined as the difference between the average pay levels of female and male employees, expressed as a percentage of the

average pay level of male employees, has been calculated according to the following methodology:

$$\frac{\text{average gross hourly wage of male employees} - \text{average gross hourly wage of female employees}}{\text{average gross hourly wage of male employees}} \times 100$$

The unadjusted pay gap is calculated for each country, taking into account all employees who worked for Parques Reunidos during the reporting year, except for the CEO, apprentices, and interns.

For the calculation of the pay gap, instead of using hourly wages, the employees' total annual remuneration is considered, excluding variable

compensation.

Employees who do not identify themselves with a specific gender or have reported a gender other than woman or man have been excluded from the calculations.

Parks ¹⁾

Indicator	Unit	Spain	Belgium	Denmark	Germany	Netherlands	Italy	Norway	United Kingdom	France	Australia	USA
2024												
Unadjusted gap	%	12.5	-4.7	10.8	5.9	12.6	11.4	7.4	8.6	8.1	-5.1	8,7
Employees	#	2,771	174	276	2,493	630	456	1,097	310	525	892	9.760
2025 (Parks as of 31.12.2025)												
Unadjusted gap	%	9.4	2.5	11	7.2	3.7	6.4	8.3	5.1	7.7	-2.7	-
Employees	#	3,928	186	454	2,662	782	914	1,070	443	473	1,251	-

Corporate Offices

Indicator	Unit	Spain	USA2
2024			
Unadjusted gap	%	26.7	15.1
Employees	#	252	83
2025 Parks as of 31.12.2025			
Unadjusted gap	%	37.0	-
Employees	#	225	-

Total Group

Indicator	Unit	Group
2024		
Unadjusted gap	%	11.1
Employees	#	19,721
2025 Parks as of 31.12.2025		
Unadjusted gap	%	11.3
Employees	#	11,583

Total remuneration ratio

For the calculation, the following formula has been applied considering the total annual fixed remuneration of the person with the highest salary and the median of the total fixed remuneration of all employees (excluding the highest paid person),

including basic salary, cash benefits, benefits in kind such as cars, private health insurance, life insurance, welfare programs and direct remuneration, which is the sum of cash benefits and benefits in kind.

$$\frac{\text{total annual remuneration of the highest - paid person in the company}}{\text{median of the total annual compensation of employees, excluding the highest - paid individual}}$$

The resulting total remuneration ratio is 27.4.

Salary level- Ratio of the standard starting salary (gross fixed salary) to the local minimum wage

Parques Reunidos undertakes to ensure that the wages offered comply with the provisions of local legislation on minimum pay and working conditions.

The table shows the ratio of average wage to statutory minimum wage in parks, excluding Chief Executive Officer, apprentices and interns.

The minimum wage data used for the calculation is the legal minimum wage in each country, except in

the cases of Italy, Norway and Denmark which do not have one.

All employees who have been hired at some point in 2025 are included, with their annualized remuneration.

Indicator	Unit	Employees as of 31.12.24				Employees as of 31.12.25			
		Women	Men	Other/Undeclared	Total	Women	Men	Other/Undeclared	Total
Corporate									
Spain	#	4.3	5.7	-	5.1	3.9	5.3	-	4.6
USA	#	6.4	7.5	4.7	7.0	-	-	-	-
Spain									
Spain	#	1.1	1.3	-	1.2	1.1	1.2	-	1.2
USA and Australia									
USA	#	2.1	2.3	2.0	2.2	-	-	-	-
Australia ¹⁾	#	0.9	0.8	0.7	0.9	0.9	0.8	0.7	0.8
Rest of Europe									
Germany	#	1.2	1.3	1.1	1.2	1.1	1.2	1.1	1.2
Norway	#	-	-	-	-	-	-	-	-
Netherlands	#	1.0	1.1	1.1	1.0	1	1.1	1.1	1.1
Italy	#	-	-	-	-	-	-	-	-
France	#	1.2	1.3	1.5	1.2	1.1	1.3	-	1.2
United Kingdom	#	1.0	1.0	-	1.0	1.3	1.4	1.2	1.3
Denmark	#	-	-	-	-	-	-	-	-
Belgium	#	1.4	1.3	1.0	1.3	1.5	1.5	-	1.5

1) In the case of Australia, the minimum wage has been included as a reference; however, employees under an Hourly Compensation Plan (98% of the workforce in that country) are covered by so-called 'Casual Agreements', which establish thresholds different from the minimum wage.

Family leave

Indicator	Unit	2024 (FTE)				2025 Parks as of 31.12.2025 (FTE)			
		Women	Men	Other/Undeclared	Total	Women	Men	Other/Undeclared	Total
Family Leave¹									
Employees entitled to family leave	#empl	3,570	3,584	46	7,200	1,917	1,983	110	4,010
Employees entitled to family leave	%	100.0	100.0	100.0	100.0	100	100	100	100
Employees who took family leave	#empl	95	110	0	205	8	6	0	14
Employees who took leave	%	2.7	3.1	0.0	2.8	0.4	0.3	0	0.3
Employees who returned to work after their family leave ended	#empl	78	91	-	169	3	2	0	5

Indicator	Unit	2024 (FTE)				2025 Parks as of 31.12.2025 (FTE)			
		Women	Men	Other/ Undeclared	Total	Women	Men	Other/ Undeclared	Total
Family Leave¹									
Employees who returned to work after their leave ended and who remain employed 12 months after returning to work	#empl	55	82	-	137	3	2	0	5
Return to work rate	%	82.1	82.7	-	82.4	37.5	33.3	-	35.7
Retention rate	%	57.9	74.5	-	66.8	37.5	33.3	-	35.7

1) The data include leaves of absence to care for family members. The concept of family leave is not a legally defined labor provision under the employment regulations of all countries in which the Group operates, however, all employees in the Group can have access to family leave by individual agreement.

[Average remuneration of Board members and gender breakdown](#)

The average remuneration for Board members includes their remuneration as members of the board and other committees, as well as the extraordinary remuneration that, where appropriate, they have received in the reference periods.

Members with executive functions

The only Board member that has executive functions is the Chief Executive Officer. The remuneration can be consulted in the consolidated financial accounts.

Members with non-executive functions

Indicator	Unity	2024			2025		
		Women	Men	Total	Women	Men	Total
Average remuneration of non-executive Board members	€	93,750	52,083	62,500	96,875	68,750	76,786

Labour relations

Objectives

- ❖ **Promote a fluid and transparent dialogue with workers and their representatives.**
- ❖ **Design a framework that guarantees attention to the operational needs of the parks.**

Why does it matter? [Impacts, Risks and Opportunities]

Solid and transparent working relationships based on trust contribute to improving employee satisfaction, retaining talent and generating a healthy workplace environment. They also help to reduce the absenteeism rate and increase employee engagement.

Through the legal representation of employees and trade unions, collective bargaining agreements are

negotiated that set out the salary and working conditions of the workforce. These collective agreements are sources of law that make it possible to provide both the company and the employees with a specific work regime within a general legal framework.

Management approach [Policies, actions and resources]

Legal representation of employees

- Legal representation of workers is channeled through employee representatives elected from among the employees by means of elections, or through trade union representation.
- In Europe, labour relations have been of great importance for decades, that is why the parks located in Europe have a greater number of representatives, and collective bargaining is more frequently practiced, although the scope varies between countries. By contrast, in Australia, there is limited legal and trade union representation, largely attributable to the reduced implementation of trade unionism.
- In Spain, workers representation may consist of staff delegates or works councils depending on the number of employees.
- Within Parques Reunidos there is neither a European Works Council, nor a European Company Works Council, nor a European Cooperative Society Works Council.

Collective bargaining

- In Europe, unlike Australia, the negotiation of collective agreements, whether sectoral or company-based, is very common.
- The objective of the negotiation of collective bargain agreements is to regulate the organization of work in a more specific way, considering the activity and needs of each workplace. The parks are thus provided with a complementary regulation to the general labour regulations existing in each jurisdiction.
- This contributes to the effective management of the organizational and production needs of the parks, while ensuring regulatory compliance with labour rights and obligations.
- The different companies that are part of the Parques Reunidos Group in which workers' representatives have been appointed have permanent and stable joint committees in which both the employer and employee representatives are represented and whose

powers are freely assigned by the negotiating parties. Meetings are held on a pre-agreed date or at the request of either party. These committees deal with a wide range of labor related issues, such as the interpretation of collective agreements or training needs. The frequency with which the committees meet varies according to their own internal operation agreed between the parties involved.

- Regarding occupational health and safety, some of the Group's collective agreements expressly include regulations on this matter, although in general these are mere reproductions of current legislation. For the most part, the regulation deals with the functions of workers' representatives in matters of health and safety.
- The collective bargaining agreements of the following parks contain provisions on health and safety: Slagharen (Netherlands, in the

collective agreement for recreation), Parque de Atracciones de Madrid, Parque Warner, Zoo Aquarium de Madrid, Faunia, Selwo Marina, Selwo Aventura, Teleférico de Benalmádena, Aquópolis Costa Dorada and Atlantis Aquarium Madrid (Spain).

- The rest of the Group's parks are governed by current health and safety legislation or have this matter specifically regulated in separate documents that are not part of the collective bargaining agreement.
- In March 2025, the new collective bargaining agreement of Atlantis Aquarium Madrid (Spain) for the period 2025-2028 was registered. This agreement, retroactive from January 2025, reinforces the Group's commitment to specific regulation adapted to the needs of each workplace, providing a solid basis for labour management and the protection of employee rights.

Notice periods

- Notice periods are carried out in compliance with the labour standards of local legislation.

Freedom of association and collective bargaining

- The Group does not operate in any country or geographical area where workers' rights to exercise freedom of association and collective

bargaining may be infringed or significantly jeopardized, and therefore no intervention by the Group has been necessary to ensure those rights¹⁹.

Evaluating Our Approach [Metrics]

Legal representation of employees

The following Parques Reunidos work centers have employee representative bodies and/or trade union sections as of December 2025.

¹⁹ See section Human Rights

Percentage of employees working in facilities with legal representatives by country¹

$$\frac{\text{number of employees working in establishments with legal representatives}}{\text{total number of employees}} \times 100$$

Indicator	Unity	Australia	Belgium	Denmark	France	Germany	Italy	Netherlands	Norway	Spain	United Kingdom	USA
2024	%	0	100	100	100	88	100	100	81	98	0	17

2025 (Parks as of 31.12.2025)	%	0	100	100	100	93	100	100	78	99	0	-
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1) The percentage has been calculated according to the average workforce of the work centers that had legal representatives as of 31 December out of the total average workforce in each country.

Coverage rate	Collective Bargaining Coverage		Social Dialogue
	Employees – EEE	Employees – Non-EEA	Workplace representation (EEA only)
0-19%		Australia, UK	
20-39%			
40-59%	Denmark		
60-79 %	Norway		
80-100 %	Germany, Spain, Italy, France, Netherlands, Belgium		Belgium, Denmark, France, Germany, Italy, Netherlands, Norway, Spain

EEA: European Economic Area

Number of legal representatives by workplace and country

Country ¹	Work center	Unity	2024		2025 ²	
			Representatives by Center	Representatives	Representatives by Center	Representatives by Country
Belgium	Bobbejaanland	#	4	4	4	4
France	Marineland Resort	#	4	13	2	4
	Marineland	#	9		2	
Germany	Tropical Islands	#	11	23	11	23
	Movie Park	#	12		12	
Italy	Mirabilandia	#	1	1	4	4
Netherlands	Slagharen	#	3	3	3	3
Norway	Tusenfyrd	#	11	11	8	11
Spain	Parques Reunidos Servicios Centrales	#	1	79	9	88
	Aquópolis Cullera	#	9		5	

	Selwo Marina	#	5		4	
	Teleférico de Benalmádena	#	3		3	
	Atlantis Aquarium Madrid	#	3		3	
	Parque de Atracciones de Madrid	#	9		13	
	Aquopolis Costa Dorada	#	5		5	
	Aquópolis Cartaya	#	-		3	
	Warner	#	21		21	
	Faunia	#	9		9	
	Selwo Aventura	#	5		4	
	Zoo Aquarium de Madrid	#	9		9	
USA	Kennywood	#	20	20	-	-

- 1) Countries and facilities not included in the table do not have legal representatives at the end of the year.
- 2) The data provided for 2025 corresponds to the parks that are part of the Group's portfolio at the end of the year.

Collective bargaining

Percentage of employees whose employment relationships are governed by a Collective Bargaining Agreement or Company Agreement (average data by country)

Indicator	Unity	Australia	Belgium	Denmark	France	Germany	Italy	Netherlands	Norway	Spain	United Kingdom	USA
2024	%	0	100	48	100	75	100	100	29	100	0	1

2025	%	0	100	47	100	80	100	100	1	100	0	-
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- 1) 2025: in Tropical Islands (Germany): 85% directly and 15% indirectly (they are not included in the collective agreement, but at the park they are governed by the same rules as employees within the collective agreement).
- 2) The data provided for 2025 corresponds to the parks that are part of the Group's portfolio at the end of the year.
- 3) The percentage provided in 2024 for Norway corresponds only to permanent employees. The 2025 result includes the entire workforce at year-end for the two work sites located in the country

Training and Skills Development

Objectives

- ❖ **Improve team performance.**
- ❖ **Improve the team's digital and technological capabilities, customer satisfaction, internationalization and health and safety performance.**

Why does it matter? [Impacts, Risks and Opportunities]

The personal and professional development of employees is key to achieving the objectives of Parques Reunidos.

The Group is committed to the development of talent. Training in digital, technical and personal

skills, health and safety, customer service and languages improve employee engagement and the quality of service offered in the Group's parks, resulting in a better experience for park visitors.

Management approach [Policies, actions and resources]

- Parques Reunidos offers flexible training modalities to meet the demands of a globalized and diverse workforce. It offers face-to-face and virtual courses so that employees can access training conveniently and effectively, regardless of their geographical location.
- The periodic monitoring and recording of training activities is carried out through the people management ERP platform.
- The Group focuses on employee and guest health and safety risk prevention training, which contributes to promoting safe and healthy environments for both employees and guests. In addition, it provides training in criminal risk prevention, general principles and internal policies, privacy, harassment prevention, diversity and inclusion and languages, mainly English, to support the internationalization of the Group and promote the transversal mobility of its employees.
- Each park designs an annual training plan that varies depending on its annual needs and requirements, characteristics of the people and specific needs of the park. The design of the plan considers local legislation, work positions that each employee performs within Parques Reunidos and specific requirements of the jobs in each park.
- In addition to the mandatory training, Parques Reunidos has a voluntary eLearning program open to all employees of the Group called Knowledge Coaster. This program is designed to provide all employees with opportunities for personal growth and development in their language. The goal is to help each of the employees acquire new skills and explore new areas.
- The courses available for all parks are, among others: A satisfied customer always comes back, The importance of failure, Teamwork – All together!, Resilience, Ethics, Agile learning – Adapt to future changes, Team roles – What do you bring to the group?, Diversity and inclusion, How to combat burnout, Delegate in a minute, One-to-one meetings, Increase your vitality, Take ownership of your work, Put it in writing, Change management, Leadership - What's your style?, Time management, Social intelligence, Positive influence, The power of breathing, Clear your mind, Learn to learn, Discover Office 365, How to speak in public, How to survive in sales, Artificial intelligence, Spanish at work – Speak, Spanish at work – Understand, Spanish

at work – Speak, Speak Business English, Write Business English, Understand Business English, Write effective prompts for AI, Smart purchasing, Consultative sales, Customer first, Fall in love with your work, Balance your work and personal life, Business finance, Recruiting and recruiting, Fulfill your purposes, Digital detox, Keep your brain fit, Remote working and virtual teams, Speed reading, Parler le français des affaires, Take charge, Talent development, The 80/20 rule, The elevator pitch, Open your mind – Use your imagination, Écrire le français

des affaires, Improve your digital skills, Innovate!, and Eyes always on the goal.

- Parques Reunidos facilitates mobility and access to positions of different responsibilities for all the people who are part of its team. Promotions and internal mobility within the Group allow growth in technical and transversal matters by combining external training with one's own on-the-job training.

Evaluating the approach [Metrics and Objectives]

- In 2024, the Knowledge Coaster courses began to be uploaded to the people management ERP platform in order to carry out more detailed monitoring and facilitate accessibility to multilingual content, and in 2025 new content has continued to be uploaded. Actions have also been carried out to promote the existing catalogue.
- In 2025, the Corporate Department of People and Organization received training in Gender Equality and LGBTI rights in selection and promotion processes and prepared a workshop to transfer these concepts and ideas learned to the People and Organization teams of the parks.
- Self-registration for training courses on the ERP platform has been enabled. This functionality allows employees to browse the course catalog to choose the learning paths that best fit their interests

Training hours by professional category

Professional category	Unit	2024	2025 All Parks	2025 Parks as of 31.12.2025
Executive Committee	Hours	63	16	16
Directors	Hours	1,038	405	328
Department Heads	Hours	5,119	2,732	2,176
Managers	Hours	30,920	14,072	5,506
Experts	Hours	148,831	132,455	49,931
Total	Hours	185,972	149,680	57,957
Hours per employee	Hours/employee¹	25.8	31.7	14.3

Training hours by learning content

Learning Content	Unity	2025 All Parks	2025 Parks as of 31.12.2025
Technical skills	Hours	52,677	19,590
Health and safety	Hours	34,044	14,547
Onboarding and Initial Training	Hours	31,504	2,217
Others	Hours	12,421	9,408

Social skills	Hours	7,484	3,196
Diversity, Equity, and Inclusion	Hours	5,850	5,308
Languages	Hours	3,373	3,373
Anti-harassment	Hours	1,664	0
Cybersecurity and data protection	Hours	663	318
Total	Hours	149,680	57,957

1) The data for the year 2024 is not available.

Average hours of training by gender and professional category

Professional category	Unit	2024			2025 All Parks			2025 Parks as of 31.12.2025		
		Women	Men	Other/ Not declared	Women	Men	Other/ Not declared	Women	Men	Other/ Not declared
Executive Committee	Hours/Employee	7.5	6.6	-	3.1	0.8	0	3.1	0.8	0
Directors	Hours/Employee	21.4	10.8	-	6.9	6.0	0	6.7	5.7	0
Department Heads	Hours/Employee	17.7	17.1	13.9	17.7	11.4	0	18.0	10.5	0
Managers	Hours/Employee	50.5	40.5	88.0	26.1	29.4	2.3	10.9	16.5	0
Experts	Hours/Employee	25.5	22.4	64.5	33.2	36.2	8.9	14.1	16.3	0.4
Total	Hours/employee¹⁾	27.2	23.9	66.4	31.8	33.3	8.7	13.9	15.8	0.4

1) Hours/FTE

Percentage of employees with periodic performance and professional development appraisals

For the calculation, employees who have been hired before the end of the calendar year and who have remained in the company at the end of that year are considered, as they are those who will be included in the review process.

Professional Category	Unit	2024				2025 ¹⁾ Parks as of 31.12.2025			
		Women	Men	Other/ Undeclared	Total	Women	Men	Other/ Undeclared	Total
Executive Committee	%	100	100	-	100	100	100	0	100
Directors	%	100	100	-	100	100	96	0	96
Department Heads	%	82	95	100	89	94	99	0	97
Managers	%	41	46	50	44	44	41	0	42
Experts	%	4	3	0	4	4	4	0	4
Total	%	13	17	2	15	11	15	0	13

1) Data on divested parks are not available.

Employee Engagement

Objectives

- ❖ **Creating an optimal workplace for any employee of the Group.**
- ❖ **Promote employee satisfaction and engagement.**

Why does it matter? [Impacts, Risks and Opportunities]

- Employee engagement is directly linked to the success of Parques Reunidos. Employees with a high level of commitment demonstrate enthusiasm for their work and dedication to the company and its goals.
- Measuring employee engagement allows Parques Reunidos to anticipate potential problems and prevent possible situations that could affect the workforce and the Group.
- High employee engagement helps retain and attract talent and increase customer satisfaction.

Management approach [Policies, actions and resources]

Work climate surveys

- In order to measure and establish action plans that improve employee satisfaction and commitment, Parques Reunidos conducts climate surveys that measure different indicators using a scale ranging from -100 to 100. The results of this climate survey are used to work on specific plans for each workplace.
- In addition, the surveys include a specific feedback module in which employee input is collected. These comments, together with the scores obtained, are used to define and prioritize the action plans to be implemented.
- The system also allows direct managers or People and Organization teams to respond to the authors of comments, guaranteeing confidentiality and facilitating the scalability of those cases that require more detailed follow-up or resolution at a higher level.

Employee digital experience: Implementation of the personnel management tool

- During 2025, Parques Reunidos reinforced the digital transformation initiative of the Corporate Department of People and Organization with the development of projects that aim to strengthen the digital work structure implemented in the previous three years through the use of the people management ERP platform.
- In 2025, a deepening of digital processes has been put into practice, which has driven the improvement of those that were already configured. Two main pillars have been prioritized: Training and evolution of the people management ERP platform.
 - The knowledge of the parks' People & Organization teams has been strengthened through a training program designed to provide them with greater autonomy. Twice a year, the ERP software releases new features that must be configured and learned. After analyzing the feasibility of implementing these new improvements and configuring them in the system, manuals or seminars are distributed that teach how to use them.
 - During maintenance sessions of the tool or detection of system failures, common errors appear in the use of the platform that are solved by manuals or training sessions to all the parks showing good practices to avoid such errors.
 - The experience gained with the use of the tool, accompanied by the training and monitoring

provided, has led to the adaptation to the new digital processes of the different locations.

- Monitoring the use of the tool in each location has made it possible to configure new

functionalities and projects and readjust global processes to specific needs.

Talent management model

- Throughout 2025, talent mapping processes have been carried out in the Group's parks, except for those located in Spain, Italy and Australia. This exercise included both the general managers of the parks, their management teams and other employees of the parks, identified as people with high potential for growth and development in the Group.
- To facilitate the analysis, the talent matrix based on the 9 Boxes Model designed and implemented in 2024 was used, this allows employees to be evaluated based on their performance and potential. This framework provides a clear and objective view of talent within the organization and helps prioritize development and succession planning actions. Together with the talent matrix, both the areas of opportunity and the key strengths of each employee were identified.
- From the mapping carried out to the general directors, a cross-mentoring program was implemented, forming pairs of general managers with the aim of enhancing their capacities through the exchange of experiences and knowledge. This approach seeks to accelerate the development of critical competencies and foster complementarity between them.
- In terms of mapping the management teams of these parks, as well as people with high development potential, the analysis has covered both the n-1 levels and key positions outside that structure, allowing a comprehensive view of the available talent.

Using as starting point the talent matrix, a personalized Individual Development Plan has been designed for each mapped employee. These plans include actions such as:

- Training programs through the *Knowledge Coaster* platform.
- Mentoring processes between employees of the same park and other parks, encouraging the exchange of experiences and best practices.
- Involvement in transversal projects in the park or in Group projects to promote the growth and development of these people.
- The exchange or temporary displacement to other parks to share good practices.
- After the identification phase, the next stage is to establish structured follow-up and monitoring processes with all General Managers. These processes make it possible to evaluate the evolution of its development plans, ensure the implementation of the defined actions and ensure continuous alignment with the Group's strategic objectives.
- In 2026, it is planned to carry out talent mapping in the parks of Spain and Italy, using the same tools and methodologies described. This exercise will provide a strategic vision of the available talent, identify areas for development, and ensure the alignment of teams with long-term organizational objectives.

Performance Review

- The performance review process has been carried out since 2024 through the people management ERP platform to unify the evaluations in an integrated tool. This process consists of four interconnected phases:
 - Goal setting: Initial alignment with the strategic objectives of the organization.
 - Mid-year review: Monitoring and adjustment of progress.

- Year-end review: Comprehensive evaluation of performance throughout the period.
- Calibration: Ensuring consistency and equity in evaluation, considering organizational standards.

- This integrated and dynamic approach not only fosters greater transparency in talent development but also reinforces equity and meritocracy in promotion and succession decisions.

Training and talent development

- The people management ERP platform also acts as a key enabler for internal talent visibility and development. The Talent Profile functionality allows employees to manage and update their professional profile, including skills, experience, training, and achievements. This functionality not only strengthens internal visibility of talent within the organization but also facilitates succession planning and strategic assignment of key projects and roles.
- In 2025, courses and workshops were developed aimed at improving technical, operational and leadership skills. These initiatives, accessible from the training platform that is integrated in the people management ERP platform, complement the talent management strategy by strengthening the competencies necessary for organizational and personal success.²⁰
- As mentioned previously, the Knowledge Coaster program continues to grow with free access courses for all employees. Through the integration with the people management ERP platform, it is possible to obtain accurate participation metrics, which allows the real impact of these training initiatives to be evaluated.
- These training programs not only strengthen employee competencies but also act as a strategic complement to action plans derived from climate surveys and talent mapping processes. In this way, employees are provided with an additional development tool that enhances their professional growth and contributes directly to achieving the Group's objectives.

Career Portal

On the people management ERP platform there is also an internal employment portal where all available positions within Parques Reunidos are

published. This encourages employees to have first-hand access to new development opportunities.

Evaluating Our Approach [Metrics]

- In November 2025, all employees active in the ERP platform for people management were included in the satisfaction survey.
- Compared to the previous survey carried out in September 2024, and considering the nuances related to the base sample, a positive evolution is observed in both the level of commitment and participation.
 - The global engagement index according to the current perimeter of parks went from -7 points in 2024 to +1 point in 2025²¹,
 - The assessment of diversity and inclusion increases from 16 points in 2024 to 24 in 2025 and the dimension of health and well-being increases from -1 to 6.
- Participation was 53%, with a total of 9,452 qualitative comments, which shows a greater willingness of people to share their opinion and actively contribute to continuous improvement.
- The results highlight consolidated strengths in the culture of Parques Reunidos, especially in aspects such as trust between colleagues, the support of direct managers and an increasingly learning-oriented environment, where mistakes are perceived as opportunities for improvement. These elements reinforce a culture based on caring for people, collaboration and resilience. At the same time, the survey identifies areas for improvement, mainly in professional development and growth opportunities, workload management and work-life balance, as well as

²⁰ See additional details in the 'Training and development - Talent management' section

²¹ In 2024, the survey included the divested parks of the US and Belantis (Germany) but did not include Marineland (France). Of the 5249 participants, 1712 were permanent. By 2025, the survey includes

the current perimeter parks, including Marineland (France). Of the 3002 participants, 1210 were permanent.

The data for 2024, considering all the parks, were as follows: Global Engagement Index: -5, Diversity and Inclusion: 26, Health and Well-being: 10

need to continue advancing clearer, more consistent and transparent communication as the need to continue advancing clearer, more consistent and transparent communication.

- Following the publication of the results, each work center and function reviewed its specific information and began to outline action plans for 2026. The local People and Organization teams have received training and support tools to facilitate the interpretation of the results and the design of action plans adapted to the reality of each team.
- The monitoring of these initiatives will be carried out in a structured way by the Corporate Department of People and Organization with the aim of ensuring implementation, accountability and visibility of progress.
- In this way, Parques Reunidos reinforces its commitment to active listening and continuous improvement, using the voice of its employees as a key lever to move towards a more sustainable, inclusive and development-oriented organization.

3.2 AFFECTED COMMUNITIES

Sustainable Development of Local Communities

Objectives

- ❖ **Build strong relationships in the local communities in which Parques Reunidos operates.**
- ❖ **Contribute to social development by maximizing the positive impacts of parks' activity.**

Why does it matter? [Impacts, risks, and opportunities]

Parques Reunidos is committed to the communities in which it operates following a set of social principles that are reflected in its Sustainability Policy.

The Group seeks positive engagement with stakeholders to address social and environmental challenges and generate shared value.

Management approach [Policies, actions and resources]

- Parques Reunidos' commitment to sustainable development is reflected in the following principles of its Sustainability Policy:
 - Seeking an active relationship with stakeholders, for example employees, customers and suppliers, and the communities in which it operates to help solve social and environmental challenges and build stakeholder trust.
 - Promoting a philanthropic approach to improve the protection of children and the protection of people who may be affected by serious diseases and/or disabilities, promote integration efforts towards families and other vulnerable communities that may be at risk of social exclusion, promote education and raise awareness about sustainable development and conservation of natural heritage.
 - Promoting communication channels and dialogue and fostering the Group's relations with its shareholders, investors, employees, suppliers, customers and, in general, all its stakeholders.
- Given that the Group's activity is associated with the service sector and that the parks are located in areas relatively far from population centres, the activity of Parques Reunidos does not generate negative impacts on local populations or the territory where the parks are located, so it is not considered necessary to establish mechanisms for formal dialogue with local communities, beyond those associated with the relationship and coordination with the different local authorities either as issuers of the corresponding operating permits or as agents associated with coordination in case of emergency.
- Parques Reunidos, through the development of its activity, contributes to the economic and social development of the territory in which it operates through the creation of direct and indirect local employment, the use of local suppliers and collaboration with different local associations and organizations.
- Parques Reunidos carries out its activity in a socially responsible way, respecting the principles of the communities in which it operates, as well as the biodiversity of the areas in which the parks are located.
- Parques Reunidos encourages a philanthropic approach, promoting the protection of children,

the integration of vulnerable communities, awareness of environmental and social aspects, and the conservation and protection of threatened or endangered species.²²

- The Group has tax policy guidelines that protect shareholder value and security through the efficient management of tax matters and compliance costs. Likewise, the Group's decision-making is guided by the principle of legal certainty in tax matters, thus protecting the Group's value for all stakeholders.²³

- The Group's parks carry out partnership or sponsorship activities that include:
 - Collaboration with associations and organizations with altruistic and social purposes.
 - Collaboration with sectoral and business associations, both global and regional or local.

Evaluating our approach [Metrics]

Contributions to foundations and non-profit organizations with altruistic and social purposes

In 2025, the financial contribution to foundations and non-profit entities by parks – either directly or through the Parques Reunidos Foundation (for parks in Spain) or the Four Wings Foundation (for parks in Germany) – amounted to €395k.

This amount includes contributions to organisations dedicated to biodiversity research and conservation, which totalled €174.7k, as well

as contributions made to social entities, which totalled €220.3k.

Likewise, when filing the consolidated Corporate Income Tax for the 2024 financial year in 2025, of the entities in Spain, it was decided to mark the section "Option of 0.7% of the full quota for social purposes (Law 6/2018, of 3 July)". The amount contributed amounts to €69.4 K.

Contributions to sector associations

Contributions are made to sectoral associations, and other business associations, both global and regional or local, of which Parques Reunidos, as a

Group, or the parks, individually, are members. The financial contribution to these associations during 2025 was €153.8k.

List of sector associations of which Parques Reunidos, or its parks, is a member

Type of park	Scope	Association
Amusement and Water Parks	Global	IAAPA- International Association of Amusement Parks and Attractions
	National / State	AEPA- Spanish Association of Amusement and Theme Parks VDFU- Association of German Leisure Parks and leisure time facilities Club van Elf SNELAC- Syndicat National des Espaces de Loisirs, d'Attractions et Culturels FFD - Foreningen af Forlystelsesparker i Danmark

²² See also section 'Biodiversity and Ecosystems'

²³ See also section 'Responsible Taxation'

Type of park	Scope	Association
		A.N.E.S.V. Associazione Nazionale Esercenti Spettacoli Viaggianti e parchi Fondazione Cervia per il Turismo
Zoos and Aquariums	Global	WAZA- World Association of Zoos and Aquariums
	Regional	EAZA- European Association of Zoos and Aquaria
	National / State	AIZA- Iberian Association of Zoos and Aquariums BIAZA- British & Irish Association of Zoos & Aquariums VdZ- Verband der Zoologischen Gärten e.V.
Hotels and Tourism	National /State	Fondazione Cervia per il Turismo
		DEHOGA- German Association of Hotels and Restaurants

Non-exhaustive list; this includes sector associations in which the contribution during 2025 was more than € 2.5K.

Social Impact

Objectives

- ❖ **Contribute to the Sustainable Development Goals through positive impact initiatives.**
- ❖ **Bring leisure closer to all sectors of the population**
- ❖ **Contribute to the development of a more inclusive society**
- ❖ **Promote education and awareness on environmental and social issues**

Why does it matter? [Impacts, risks, and opportunities]

Parques Reunidos is committed to social inclusion, as well as to raising awareness in society in general of environmental²⁴ and social aspects. As part of this commitment, the Group carries out actions to

bring leisure closer to all sectors of the population and works to make the parks more inclusive, facilitating access to them for various groups.

Management approach [Policies, actions and resources]

- **The Diversity, Equity, and Inclusion Policy** establishes the following principles that guide the Group's actions regarding social impact:
 - Collaborate with stakeholders and local communities to promote diversity, equality, and inclusion in all areas of operation.
 - Ensure that parks reflect the diversity and specific needs of the communities they serve.
- Support local initiatives by facilitating access to leisure opportunities that promote equitable participation.
- Collaborate with local entities to support socioeconomically disadvantaged and vulnerable groups.
- **The Diversity, Equity, and Inclusion Standard for Society** establishes minimum requirements for the development of social impact projects and serves as a tool for continuous improvement in this area.²⁵

Social Inclusion

Being able to have fun in the Group's parks should be possible for all members of society. For this reason, the Group's parks promote that all people have the opportunity to enjoy the entertainment they offer and, to this end, they collaborate with

local and national associations and foundations. This social commitment translates into actions that include donations of tickets, but also in other activities that promote social inclusion.

Social Education and Awareness

Parques Reunidos encourages the awareness of society in general, and, in particular, that of new

generations in social commitment, contributing to ensure progress towards a more sustainable

²⁴ See section 'Biodiversity and Ecosystems'

²⁵ See section Diversity, Equity and Inclusion

and inclusive society. The Group's parks demonstrate their commitment by developing

collaborative projects to raise awareness about healthy habits and about social challenges.

Environmental Education and Awareness²⁶

Evaluating our approach [Metrics]

The economic valuation of all social projects carried out by the Group in 2025, including education and social awareness activities, and contribution via taxes²⁷ is equivalent to 0.14% of the Group's sales. This amount does not include

discounts and free tickets for people with disability and their companions who visit the parks privately, and which are offered by the parks as part of their commercial practices.

Projects 2025 - Distribution by type of beneficiary

		2024	2025 ⁴ Parks as of 31.12.25
Indicator	Unit	Group	Group
Economic valuation¹	€ 1,000	2,134	714
Disability or serious illnesses	% vs. total valuation	24.8	47.5
Risk of exclusion	% vs. total valuation	40.9	40.0
Other ³	% vs. total valuation	34.3	12.5
Number of beneficiaries²	# 1,000	65.1	24.6
Disability or serious illnesses	% vs total beneficiaries	31.9	50.4
Risk of exclusion	% vs total beneficiaries	34.3	38.7
Other ³	% vs total beneficiaries	32.8	10.9

- 1) It includes the value of donations of tickets and other goods, as well as, if applicable, the economic contribution to associations and other entities, as detailed in the section "Contribution to foundations and non-profit entities".
- 2) The number of beneficiaries has been calculated based on the number of tickets donated (1 ticket = 1 beneficiary), the number of gifts given (1 gift = 1 beneficiary), the number of meals donated (1 meal = 1 beneficiary) and the financial donation (€40 = 1 beneficiary).
- 3) "Other" includes immigrants, women victims of violence and other groups, as well as donations made to local non-profit organizations or donations made for specific events.
- 4) Although the parks in the United States and Belantis parks made donations, only the data of the parks that have been part of the portfolio throughout the year are provided in the report.

²⁶ See Biodiversity and Ecosystems section

²⁷ When filing the consolidated corporate income tax for the 2024 tax year in 2025, Spanish entities opted to mark the section 'Option of 0.7% of the total tax liability for social purposes (Law 6/2018, of 3 July)'

Projects carried out

Social Inclusion

As part of Parques Reunidos' commitment to bring leisure activities in the parks closer to people with disabilities, serious illness or at risk of social exclusion, several initiatives have been carried out in the Group's parks, as well as fundraising actions aimed at entities that work on social projects.

Social inclusion projects result in 22.3 K tickets donated. These figures do not include the discounts and free tickets for people with disabilities or those accompanying them who visit the park as individual customers (See section Access to Products and Services - Guest Accessibility and Inclusion).

RAISING FUNDS FOR INITIATIVES OF SOCIAL RELEVANCE (FUNDRAISING)

The Group's parks carry out actions to raise funds dedicated to social projects. Among the actions carried out in 2025 are:

- **III Charity Gala Fundación Parques Reunidos – Parque Warner (Spain).** For the third year in a row, Parque Warner hosted the Parques Reunidos Foundation Charity Gala, which raised €148.5k. Half of the funds raised were allocated to the "Dales Vida" project carried out by Fundación Luzón and aimed at improving care and providing essential resources to people with ALS (Amyotrophic Lateral Sclerosis). The other half was allocated to "Material Connection" project carried out by Plena Inclusión Madrid, that seeks to equip Early Care Centers with the necessary tools to support 0 to 6 years old children with intellectual disabilities.
- **Sale of the "Bracelets of Life" – Madrid Zoo (Spain).** In the shops of the Zoo Aquarium of Madrid, you can find the "Life Bracelets" made altruistically by women taxi drivers in Spain. The proceeds from the sale of these bracelets go entirely to research on childhood cancer carried out by the CRIS Advanced Therapies Unit of the University Hospital of La Paz in Madrid. This year the collection reached €2.2 k.

RESEARCH ON THE BENEFITS OF SEA BEAR THERAPY IN CHILDREN WITH INTELLECTUAL DISABILITIES – FAUNIA (SPAIN).

Since 2021, Faunia has been collaborating with the Faculty of Psychology of the Universidad Autónoma de Madrid on a study that analyzes the therapeutic benefits of bathing with sea bears in children with disabilities. The aim of the study is to assess how direct interaction with these animals influences the emotional and psychological well-being of the participants.

During 2025, 14 children participated in the research, which includes not only bathing sessions with sea bears, but also measuring subjective well-being in different contexts: visits to Faunia and animal-free baths. This methodology allows us to compare the effects and confirm the positive impact generated by contact with animals. In this way, Faunia annually reaffirms its commitment to inclusion and science, collaborating

in the advancement of this project that seeks to improve the quality of life of children with disability and provide evidence on the value of animal-assisted therapy.

DRØMMEHELGA - DREAM WEEKEND FESTIVAL – TUSENFRYD (NORWAY)

Tusenfryd, in collaboration with Stendi and HBF, organized "Drømmehelga" (Dream Weekend) to offer an inclusive experience to children with disabilities and their families. This festival featured free shows, personalized support, and a welcoming environment, bringing together more than 800 attendees and receiving very positive feedback from attendees, demonstrating the impact of inclusive design and the power of collaboration between entities.

AUTISM-FRIENDLY EVENTS – BLACKPOOL ZOO (UNITED KINGDOM)

Blackpool Zoo, in collaboration with The World UK, closed its doors to the general public to celebrate a peaceful morning adapted for people with autism, creating a safe and stress-free space in the face of sensory overload, crowds and unpredictable environments. To ensure a comfortable and welcoming experience, a sensory map, an anticipation guide and informative brochures were offered; a barrier-free and low-stimulation entrance was enabled; quiet areas were available; additional signs were installed to identify areas with sudden noises; music and sounds recorded throughout the park were turned off; Public address announcements were limited and the talk program for small groups and quieter environments was adjusted, including a soundless sea lion demonstration with visual aids and sign language.

Education and Social Awareness

Celebrating international and global days allows Parques Reunidos to increase the awareness amongst employees, visitors and society, in

general, on issues such as diversity, equity, inclusion, or human rights and to draw their attention to the relevance of these issues.

CELEBRATION OF WORLD AUTISM AWARENESS DAY – PARQUE WARNER (SPAIN)

More than 1,100 people with autism spectrum disorder and their families participated in an inclusive day at Parque Warner Madrid, organized by Plena Inclusión Madrid, Parque Warner and Fundación Parques Reunidos on the occasion of World Autism Day. This day aims to make visible the diversity of the spectrum and claim rights such as early diagnosis, accessible care, inclusive education, adapted leisure, adjusted employment and independent living with support. The event included the reading of a manifesto by people with autism spectrum disorder and the creation of a symbolic mosaic.

The event, which has been held for the last 5 years, highlighted the importance of multisectoral alliances and the active participation of people with autism spectrum disorder, consolidating itself as an exemplary practice to promote inclusion and social awareness.

3.3 CONSUMERS AND END USERS

Safe Leisure

Objectives

- ❖ Provide safe leisure for all visitors to the Group's parks.
- ❖ Zero harm.

Why does it matter? [Impacts, risks and opportunities]

Customer satisfaction involves integrating the health and safety of visitors into the design, operation and maintenance of the entertainment devices (rides, swimming pools, etc.) and in that of other services provided in the parks (food safety, safety of the products sold in the stores, shows, etc.).

For Parques Reunidos, the safety of its attractions and services is a key element for the operational excellence of its activity, as well as for the satisfaction of the customers.

Management approach [Policies, actions and resources]

- The Group's **Health and Safety Policy** elaborates on the principles established in the the Code of Ethics and Conduct and the Sustainability Policy and provides a framework for implementing Parques Reunidos' commitment to promoting and maintaining a safe and healthy environment for visitors.
- The Group's **Health, Safety, and Environmental Management Standard**, and

its associated procedures and standards, sets out the principles relating to visitor health and safety that are applicable to all parks²⁸.

- Parques Reunidos provides safe and healthy leisure experiences by complying with current legislation and applicable technical standards, and by carrying out inspections and audits, both internal and by third parties, of facilities and operations.

Attractions and other 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 procedures as well as on clear and precise information to visitors.
- All incidents related to visitors that happen in the parks are recorded and reviewed. This record includes both incidents related to the activity of the park and its attractions as well as

those incidents associated with the daily activity of the customers when visiting a leisure area (falls while walking, blows with fixed objects, etc.).

- To ensure compliance with the applicable technical standards related to the design and proper maintenance of facilities, the Group's attractions are subject to both internal and external inspections. External inspections are

²⁸ See section Safe and Healthy Workplaces

carried out by independent inspection bodies at least, on an annual basis.

- To harmonize safety and accessibility information across all parks, a Safety and Accessibility Information Standard was developed in 2025.
- In the water parks, both the performance and the response of the lifeguards in case of emergency, as well as the facilities and rescue materials that the park has, are audited by

external entities whose standards have been incorporated into the Group Lifeguard Operations Standard.

- In theme parks, the performance of ride operators is audited by external entities.
- The emergency action plans are permanently updated, as a result of drills, inspections and periodic audits.

Food safety

- The Group's food safety management system responds to the principles of integration (it is integrated into any task involving food), prevention (any possible source of risks is eliminated) and participation (it fosters the involvement of all employees in the preparation of prevention plans and their implementation).
- The Group applies the Hazard Analysis and Critical Control Points (HACCP) system to guarantee food safety. Based on this system, Parques Reunidos implements a Food Safety Manual applicable to all Group locations where food and beverages are served. This manual

defines responsibilities based on jobs and details requirements on how to address food safety and hygiene risks.

- Parques Reunidos complies with the relevant standards in terms of food quality and food safety in the countries where it operates and has control and monitoring systems to ensure compliance.
- Food and beverage outlets are audited by a third-party company at least once a year.

Product safety

A Product Safety Standard was developed in 2025. Its purpose is to ensure that all products sold, used or consumed in the Group's parks are safe, correctly marked and labelled, and comply with the applicable regulations in each country. The

standard also defines processes for managing product safety-related incidents, including product recalls when necessary

Evaluating our approach [Metrics]

Third-party audits of waterpark and theme parks operations and external food safety inspections are

part of the control process at all parks.

Indicator	Unit	2024	2025 All Parks	2025 (Parks as of 2025.12.31)
Incidents				
Incidents related to the activity of the park and its attractions ^{a)}	# incidents/10 ⁶ visitors	0.05	0	0
Inspection of attractions				
Amusement and water parks inspected by an independent third party	%	100	100	100
Food Safety				
Parks inspected by an independent third party	%	100	100	100

Details by region are included in the Performance Indicators table in Annex VI.

- a) Incident resulting in death, injury such that the person does not fully recover the state of health prior to the incident within 6 months, or immediate admission to hospital and hospitalization for more than 24 hours for reasons other than medical observation (IAAPA definition).

CONTINUOUS IMPROVEMENT OF THE OPERATION IN AMUSEMENT PARKS

As a continuation of the pilot developed in 2024, Slagharen (Netherlands) has become the first park in the Group to implement the independent certification model for amusement park operation teams. This program follows the approach already implemented previously in lifeguard operations in water parks and aims to ensure methodological consistency in the operation of amusement parks, including aspects related to safety and guest service.

By 2025, nine in-house instructors will be accredited in Slagharen, which will allow standardized and homogeneous training to be deployed for the rest of the park's operators. In line with its commitment to continuous improvement, the Group plans to extend this model to the rest of Parques Reunidos' amusement parks progressively in the coming years

Access to Products and Services. Accessibility and Inclusion

Objectives

- ❖ Provide an inclusive guest experience that ensures everyone can fully enjoy the Group's parks.

Why does it matter? [Impacts, risks, and opportunities]

Accessibility is a core factor for any responsible and sustainable development strategy. It is both a human rights imperative and an opportunity

towards a more inclusive society. In that context, accessible leisure not only benefits people with disabilities, but society as a whole.

Management approach [Policies, actions and resources]

- The **Diversity, Equity and Inclusion Policy** includes a commitment to make easier for all people, regardless of their physical or cognitive needs, to use and enjoy the services available in the parks.
- The **Guest Diversity, Equity and Inclusion Standard** promotes accessible and inclusive leisure by implementing practices that enhance the accessibility of the parks²⁹.
- The Group **Guest Accessibility Program** focuses on implementing accessibility measures in four key areas: general accessibility, accessibility for people with physical disabilities, accessibility for neurodiverse people, and accessibility for people with sensory (hearing and visual) disabilities.
- In order to identify positive aspects and opportunities for improvement in terms of accessibility, surveys are distributed among non-profit organizations focused on disability that visit the parks. This survey requests information on the level of perceived accessibility of different aspects of the parks visited (website, parking area, signage, toilets, menus, etc.). The responses collected are used to develop action plans to improve guest accessibility and inclusion.
- The Group promotes a price system that includes special conditions for certain groups, including people with disabilities and, when necessary, their companions. These measures include adjusted rates, special discounts and, in certain cases, fast passes or free admission for the companion.

Evaluating our approach [Metrics]

- As part of the Guest Accessibility Program, parks make wheelchairs available to visitors, as well as submersible wheelchairs in those parks that have swimming pools. Parks also provide sensory cancelling headphones, dedicated parking spaces for people with reduced mobility access allowed for assistance animals, and accessible toilets.
- Bonbonland (Denmark), Bo Sommarland (Norway), Tropical Islands (Germany), Atlantis Aquarium Madrid, Faunia, Madrid

²⁹ See section Diversity, Equity and Inclusion

Zoo, Selwo Aventura, Selwo Marina, Benalmádena Cable Car, Aquópolis Villanueva, Aquópolis Torrevieja, Aquópolis Cullera, Aquópolis Costa Dorada, and Aquópolis Cartaya (Spain) have implemented the Hidden Disabilities Sunflower program, designed to offer support to people with invisible disabilities.

- The Group's parks have received various recognitions and certifications in 2025. Atlantis Aquarium Madrid obtained

accessibility certifications for people with autism and for people with hearing disabilities and was awarded by the Madrid Autism Federation. Blackpool Zoo (United Kingdom) received the Lancashire Tourism Award in the "Accessibility and Inclusion" category. The German parks Movie Park and Vogelpark Walsrode are certified "Tourism for All (Reisen für Alle)", a national distinction in Germany that certifies accessibility in the tourism sector.

ACCESSIBILITY FOR DEAF PEOPLE –ZOO AQUARIUM DE MADRID, ATLANTIS AQUARIUM MADRID, PARQUE DE ATRACCIONES AND WARNER PARK (SPAIN)

Mirabilandia started this accessibility initiative aimed to increase inclusion for people with hearing disabilities in 2024, and in 2025 the initiative was rolled-out at Zoo Aquarium de Madrid, Atlantis Aquarium Madrid, Parque de Atracciones and Parque Warner.

The program includes the complete adaptation of the texts that describe attractions and animals, the audiovisual recording in situ, the translation of the videos into Spanish Sign Language (LSE), as well as a comprehensive process of editing, post-production, subtitling and voice-over. At Atlantis Aquarium, the project also incorporated a Marine Glossary in LSE, composed of 150 terms.

BEHAVIOURAL DE-ESCALATION ROOMS – AQUOPOLIS CULLERA (SPAIN), AQUOPOLIS TORREVIEJA (SPAIN), TROPICAL ISLANDS (GERMANY)

Atlantis Aquarium Madrid (Spain) and Bø Sommerland (Norway) led the development of behavioural de-escalation rooms in 2024. In 2025 Aquopolis Cullera, Aquopolis Torrevieja and Tropical Islands also implemented this initiative.

These spaces are designed to offer a calm and comforting environment for people with sensory processing needs or neurodiverse conditions. The rooms provide a quiet retreat from the park stimulating surroundings, and include soft lighting, tactile elements, and comfortable seating that promote relaxation and overall well-being. Aquópolis Cullera and Aquópolis Torrevieja have gone a step further by contemplating multi-disability needs. Both parks have incorporated signage inside the room with a QR code that links to an explanatory video in Spanish Sign Language, thus facilitating accessibility for people with hearing disabilities.

Objective and Transparent Information. Responsible Marketing

Objectives

- ❖ **Provide truthful and accessible information to all park customers**

Why does it matter? [Impacts, risks, and opportunities]

Transparency and objectivity in commercial information are essential to protect consumer rights, and to reinforce trust in the organization, contributing to a more satisfactory experience and

favoring the recommendation and loyalty of guests.

Management approach [Policies, actions and resources]

- Parques Reunidos is committed to offering a safe leisure activity that respects the rights of customers, consumers and users.
- The Group's Legal Manual establishes the principles that must govern customer relationship and commercial communication activities. Among them:
 - Make available to consumers, clearly and in advance, the necessary information so that they can make their decisions (general conditions, final prices without hidden costs, tender rules, etc.)
 - Not to mislead or deceive the customer by any means or form, considering the average consumer and, where appropriate, consumers that deserve special protection (minors, people with disabilities, etc.).
 - Do not impose abusive conditions in the contracting of services or acquisition of products.
 - Do not inconvenience consumers and users or engage in aggressive or intrusive commercial practices, especially towards protected groups.
- Parques Reunidos provides information for customers to announce the prices and conditions of all its products and services through marketing campaigns in the media, by email and through communication on other channels (social networks of each park, etc.).
- Marketing campaigns are tailored to the main profiles (families with children and young adults) to provide better experience and truthful communication.
- The marketing teams of both the central offices and the parks pre-validate all images and texts to ensure that the communication is truthful, respectful and free of sexist or discriminatory content. Likewise, it is verified that Parques Reunidos has the right to use all graphic material, especially when it involves minors.
- The parks' websites clearly show prices, conditions, opening hours, access policies, segmentation by type of customer (adults, children, people with disabilities) and other relevant information.
- Intermediary entities for ticket sales are contractually obliged to communicate prices and conditions in a transparent manner and aligned with the Group's standards. The conditions and prices are explicitly established in the collaboration agreements signed between Parques Reunidos and these intermediaries, reinforcing coherence and clarity for customers regardless of the purchase channel.

- Parques Reunidos uses both its own channels (website, social networks, email campaigns, the telephone customer service of each park), and paid channels (digital and traditional advertising). In advertising channels, communication focuses on the price and the experience offered, while the own channels allow you to detail all the information that a potential customer may require both before visiting the park and at the time of the visit (opening hours, possibility of entering the park with food, information and recommendations for the visit, etc.)
- Before the visit, the Corporate Customer Department of the Parques Reunidos headquarters sends a communication with recommendations for greater enjoyment in the park to customers who purchase tickets online. Between 48 and 72 hours before the visit, an automatic email is sent to all customers informing them of activities they can do in the park on the day of the visit, opening and closing times, maps of the park with relevant information, etc.)
- During the visit, information related to open restaurants, attractions, shows, etc. is provided through the digital application and the park's website, as a complement to the information offered through voice messages and posters, among others. Visitors are provided with information in a reactive way (on the park's website and app) but also proactively (voice messages via the park's public address system, etc.).
- Parques Reunidos follows a transparent and responsible approach, both in the development of the content and, therefore, in the definition of the message and its graphic and written expression, as well as in the use of channels and supports that allow its distribution until it reaches the potential customer.
- In Spain, where the headquarters are located, Parques Reunidos is a member of the Spanish Association of Advertisers (AEA) and adheres to the guidelines of Self-Control of Advertising, promoting truthful, honest, legal and loyal advertising. The Group applies the same responsible approach in all the countries in which it operates, in accordance with local consumer protection regulations.

Evaluating our approach [Metrics]

There have been no cases of non-compliance related to product and service labeling or marketing communications during the reporting period.

Customer Satisfaction

Objectives

- ❖ Maximize customer satisfaction
- ❖ Ensure that customer feedback is incorporated into decision-making processes

Why does it matter? [Impacts, risks, and opportunities]

Knowing customers' opinion and their degree of satisfaction regarding all the processes that make up the customer experience enables Parques Reunidos to establish a decision-making process aimed at achieving a more satisfactory experience for visitors.

A negative customer experience has both a potential economic impact (loss of future

customers and decreased return rates for current visitors) and reputationally.

On the other hand, the proactive management of the visitor experience allows us to identify areas for improvement, increase satisfaction levels and materialize opportunities for strengthen guest loyalty and differentiate the company from the competitors.

Management approach [Policies, actions and resources]

- A satisfied customer is a returning customer who recommends the Group's parks. That's why Parques Reunidos conducts satisfaction surveys and collects customer feedback at various points throughout the visitor experience.
- Customer feedback, including comments and claims and complaints, is analyzed to identify

areas for improvement and services that require attention. This makes it possible to evaluate the effectiveness of action plans, optimize processes and improve customer satisfaction.

Complaint and claim management

- Parques Reunidos makes available to its customers various means, both physical and digital, to channel their complaints and claims and thus be able to identify and correct any negative impact:
 - Official complaints book, according to the legislation of each country.
 - Online complaint and suggestion forms available on the websites of each park.
 - Social networks.
 - Suggestion sheets or books.
- Assessment questionnaires, available at different points in the parks, through QR codes.
- Post visit mail sent to customers requesting an evaluation of their experience.
- Likewise, Parques Reunidos has mechanisms in place to ensure that the processing of all this information respects at all times the current legislation regarding the protection of personal data³⁰.

³⁰ See section Privacy

- Complaints and claims can be made by email, telephone or at the park's customer service offices.
- Each park, at a local level, has a complaints and claims control system that establishes the process of reception, analysis, assessment, action and response to the customer.
- Such complaints and claims are analyzed and dealt with by the management committee of each park, which, in turn, informs the Group's Operations Management of any significant

incident. The information relating to the complaints and claims of each of the parks is consolidated at Group level to identify trends and areas for improvement and improve the customer experience.

- To evaluate the effectiveness of the measures implemented, information from subsequent satisfaction surveys sent to customers is analyzed to analyze whether satisfaction has increased or decreased after an incident has been addressed.

Customer satisfaction

- Parques Reunidos has various systems to know the customer's opinion and their degree of satisfaction throughout the different stages of the customer experience process:
 - **Post-purchase surveys on the website:** once the purchase has been made, the customer can assess the aspects related to the purchase process.
 - **On-site surveys** that allow to obtain specific evaluation of certain attractions, shows, shops, and restaurants at Parque Warner, Parque de Atracciones, and Mirabilandia (excluding Mirabeach). At the rest of the Group's parks, except Movie Park and Tropical Islands, customer satisfaction is assessed through QR codes distributed throughout the park, which allow for ratings of the overall experience through simplified surveys.
 - **Post-visit surveys:** consist of the automatic sending of online surveys to all customers – with an informed email – who have visited any of the Group's parks, two days after their visit.

Customer responses to such post-visit surveys are used to calculate the Net Promoter Score (NPS).

Once customer survey responses have been received, they are analyzed both at park level and in aggregate form. This information allows Parques Reunidos to quickly understand and identify opportunities for improvement in each of the parks.

- **Evaluation of customer reviews:** Parques Reunidos encourages direct and continuous interaction with customers through open communication channels such as social networks and platforms such as Google Reviews, Facebook, TripAdvisor or Booking, where users can express their doubts, opinions and/or suggestions directly. Customer reviews are consolidated into a digital review collection tool. Through this platform, each of the Group's parks can consult the comments that customers have made about their visit and manage the response and the corresponding actions. In addition, the comments provided in the review are collected in an anonymized form and analyzed using artificial intelligence in order to identify areas for improvement and pay greater attention to certain aspects and/or services.

Customer satisfaction analysis

- The joint analysis of post-visit surveys (NPS indicator) and reviews allows us to obtain insights into customer perceptions and opportunities for improvement. An important correlation is observed between the results of the reviews and the NPS, which reaffirms the

validity of these sources, as both point in concurrent directions.

- This analysis, together with the analysis of claims and complaints, provides a global view

of all aspects related to customer satisfaction and opportunities for improvement.

- Currently, there is no specific means to assess whether consumers or end users know and

Action plans

- Parks carry out action plans based on the NPS index obtained from post-visit satisfaction surveys.
- Customer complaints and claims are handled directly by the parks, mainly by email. Incidents are not closed until the complaint is resolved. In addition, all complaints or incidents that are collected in situ in the parks are responded to and resolved immediately by the park staff.

trust Parques Reunidos' processes to raise their concerns or needs.

- Complaints and claims are reported to the departments responsible for their resolution.
- Ongoing action plans to reduce customer complaints and grievances include continuous training of park staff, reinforcement of cleaning teams during peak periods, optimization of the queue management system, and a wider range of dining options.

Evaluating our approach [Metrics]

Post-purchase surveys

8,865 responses have been collected in the customer satisfaction study at the end of the online purchase process in the parks that are part

of the portfolio at year end. This allows for longitudinal analysis of customer satisfaction, from the moment of purchase to the visit.

On-site surveys

The project to track customer satisfaction using QR codes was launched in 2024 with the aim of obtaining specific evaluations for certain attractions, shows, shops, and restaurants. This project began at Parque Warner and Parque de Atracciones in Spain, and at Tropical Island and

Movie Park in Germany. In 2025, the project was discontinued in the German parks due to low visitor response, continuing only at Parque Warner and Parque de Atracciones, and expanding to Mirabilandia attraction park.

Post-visit surveys

- In 2025, the post-visit survey methodology was updated with the aim of optimizing the user experience and improving the response rate. The recommendation question (NPS)³¹ is now included directly in the body of the email, removing the need to access an external link. The post-visit survey is used to produce the Net Promoter Score (NPS), which is the key

indicator for monitoring customer satisfaction. This online survey is sent to customers for whom an email address is available and who have given their consent for its use.

- Online purchasing among the population continues to grow, and thanks to this trend,

³¹ The NPS is obtained by classifying customers who answered the question 'How likely are you to recommend us, on a scale from 0 to 10' into three categories: promoters, detractors, and passives. The proportion of customers who give a score of 0 to 6 (detractors)

is subtracted from the proportion of customers who give a score of 9 or 10 (promoters). The resulting figure is the NPS.

the sample becomes more robust each year. The average online buyer typically purchases two tickets per transaction; therefore, the respondent answers on behalf of the purchasing group.

- Once customer survey responses are received, they are displayed and analyzed both at the park level and in aggregate, thus providing real-time, up-to-date information on customer perception. This information allows Parques Reunidos to understand and identify opportunities for improvement in each park

Review Assessment

The digital tool used to manage visitor reviews on platforms such as Google, TripAdvisor, and Booking continued to be improved during 2025. Artificial intelligence systems were incorporated to

Complaint and claim management

- During 2025, the implementation of the complaints and claims management tool has been completed, which significantly improves traceability and speeds up their analysis. This tool allows the automatic opening of complaints and claims in the case of incoming digital communications (emails addressed to the park's general mailbox and forms on the

throughout the operational period. During 2025, a total of 165,468 responses to the post-visit survey were collected.

- The Group-level NPS remains positive and, following the same calculation methodology as in previous years, is weighted according to two criteria. The first criterion is the type of visitor (season-pass holder or single-visit guest), and the second is the size of the parks in terms of visitor numbers. In 2025, the Group NPS was 34 points, compared with 18 for the same perimeter of parks in 2024.

systematically analyze customer feedback, both in online reviews and in the open-ended satisfaction comments within the post-visit survey.

website), which are then manually categorized by the park staff indicating whether it is a complaint or claim, and the reason for it. Currently, the tool is implemented in all the Group's parks, except Nickelodeon Adventure and Bournemouth Oceanarium (United Kingdom), Vogelpark Walsrode (Germany), Bo Sommarland (Norway), and AquaSplash (France).

Number of claims and complaints by visitor.¹ Distribution by type of park.

Type of Park	Region	Unit	2023 ¹	2024 ¹	2025 (Parks as of 2025.12.31) ¹
Amusement parks	Spain	# complaints-claims / 1000 visitors	3.23	2.99	2.32
	Rest of Europe	# complaints-claims / 1000 visitors	0.72	0.84	0.79
Zoos and aquariums	Spain	# complaints-claims / 1000 visitors	2.49	3.00	1.86
	Rest of Europe	# complaints-claims / 1000 visitors	0.32	0.35	0.30
Water parks	Spain	# complaints-claims / 1000 visitors	0.99	3.31	2.47
	Rest of Europe	# complaints-claims / 1000 visitors	1.74	3.01	2.80
	Australia	# complaints-claims / 1000 visitors	0.14	0.81	0.80
Others ²	Spain	# complaints-claims / 1000 visitors	0.26	0.63	0.78
Total	All	# complaints-claims / 1000 visitors	1.26³	1.60³	1.56

A complaint is an expression made by customers raising specific problems about a situation experienced; it is problem-oriented feedback that highlights a sensitive issue. A claim is a formal petition made by customers revealing an incident that highly affected their experience; it may involve legal or reputational impact and may deserve compensation.

- 1) Only complaints registered in the Group tool for management of complaints and claims are included, so Nickelodeon Adventure, Bournemouth Oceanarium, Vogelpark Walsrode, Bo Sommarland, and AquaSplash have not been considered for the calculation of visitor ratios.
- 2) Includes complaints received at Benalmadena Cable Car
- 3) Includes EE.UU. parks and Belantis

Number of claims and complaints that are non-classifiable by type of park.

Type	Region	Unit	2023	2024	2025
Annual Bonus ¹	Spain	# complaints-claims / No. of bondholders	0.05	0.002	0.017
Travelparks Spain ²	Spain	# complaints-claims / Travelparks Spain Bookings	0.01	0.01	0.024
Travelparks Italy ³	Italy	# complaints-claims / Travelparks Italy Bookings		0.0002	0.003

- 1) Pass that allows the entry to different Group parks in Spain for one year.
- 2) Website for reservations and package deals for the Group's parks in Spain.
- 3) Website for reservations and package deals for the Group's parks in Italy

- During 2025, 1.56 complaints and claims were received for every 1,000 visitors. The highest ratios correspond to water parks in the Rest of

Europe (mainly Tropical Islands) with 2.80 complaints and claims per 1,000 visitors.

Action Plans. Resolution rate of complaints and claims

In 2025, the resolution rate of complaints and claims was 98.6%

4. GOVERNANCE

Principles

The Sustainability Policy of Parques Reunidos includes the following principles under the **Governance Principles** section:

- Complying with the applicable legislation in the countries and territories in which the Group operates, voluntarily adopting as complementary international commitments, standards and guidelines where there are no adequate or sufficient legal provisions.
- Creating a governance model and management structures which promote a culture of compliance.
- Establishing ethical and appropriate environmental, social and governance principles through relevant policies, standards, procedures and guidelines.
- Having a defined and documented corporate governance structure with clear roles and responsibilities and adequate internal control mechanisms.
- Adopting a due diligence approach in relation to actual and potential adverse impacts on human rights and the environment, with respect to its own operations and the operations of the value chain carried out by entities with which Parques Reunidos has a business relationship.
- Maintaining a high level of business ethics in all types of transactions and interactions,

having a zero tolerance against any type of unethical behaviour.

- Promote anti-corruption in all its forms, including extortion and bribery.
- Ensure the protection and respect for universally recognised fundamental human rights, within the scope of influence of the Group.
- Achieve high standards of animal welfare.
- Create a systematic approach to choose business partners who are able to support the Group's principles on sustainability.
- Behave in a tax transparent manner under strict compliance with the Group's tax obligations.
- Conduct root causes analysis and investigations related to sustainability incidents.

These principles apply to the entire life cycle of all the Group's activities including own operations and value chain, to all Parques Reunidos employees, contractors, agency personnel, and third parties who carry out activities for and on behalf of the Group, to the goods and services that Parques Reunidos acquires, and to the services that the Group provides to its customers.

Management approach

- The Group keeps a firm commitment to combating unethical behaviour, including corruption and bribery, and has zero tolerance for it.
- Parques Reunidos promotes an active ethical culture and a responsible business approach that ensures compliance with all

applicable regulations through rigorous policies, standards and procedures.

- Parques Reunidos ensures compliance with all tax obligations in a transparent and responsible manner.

4.1 BUSINESS CONDUCT

Corporate Culture. Business Ethics

Objectives

- ❖ **Zero incidents related to the Code of Ethics and Conduct**

Why does it matter? [Impacts, risks, and opportunities]

Due to the type of activity carried out by Parques Reunidos, the countries in which its parks are located, evaluated on the basis of Transparency International's Corruption Perceptions Index, are not considered to have a high risk of corruption and/or bribery.

The main risk of unethical conduct, such as bribery, derives from the fact that the Group's operations depend, to a certain extent, on different

types of administrative authorisations, which is why Parques Reunidos maintains constant relationship with the public authorities.

Regarding private corruption, the Group cannot ignore that Parques Reunidos, due to its own operations, turns to external suppliers to obtain essential products and services for the development of its activity. This is where the risk of private corruption could emerge.

Management approach [Policies, actions and resources]

- Parques Reunidos is committed to the fight against unethical behaviour and has zero tolerance towards it, in line with the principles of its Code of Ethics and Conduct, its Sustainability Policy and **Principle 10 of the United Nations Global Compact**.
- Integrity is one of the fundamental values of the culture of Parques Reunidos, which is firmly committed to developing its business model with ethics and integrity.
- The Code of Ethics and Conduct expressly establishes that Parques Reunidos' management is specifically responsible for embodying the Group's ethics, values and principles, setting a personal example and ensuring that the Code of Ethics and Conduct is duly applied and respected by their teams.
- Compliance risk management is the responsibility of the Board of Directors, which must ensure that the necessary material and human resources are in place and foster a compliance culture. Likewise, Parques Reunidos recognises that effective compliance governance not only requires adequate allocation of resources and responsibilities, but also strong alignment through cross-cutting coordination, collaboration and communication. Both the highest governance body and the employees at all levels are required to contribute to the compliance effort collectively.
- Parques Reunidos works to fulfil its purpose and maximise its value in a legal and ethical manner and, consequently, directs its efforts to improve compliance oversight in key areas such as environmental protection, accessibility, diversity, inclusion, non-discrimination, health and safety, working conditions, privacy, anti-bribery and anti-corruption measures, consumer protection, financial information, taxation, etc. Although compliance with legal regulations is fundamental, the search for constant improvement of internal policies, standards and procedures is also the objective of Parques Reunidos in order to maximise its value and consolidate its position as a leading operator within its sector.
- Parques Reunidos work to assess and understand the socio-economic environment in which the Group operates and identify all groups in the communities in its area of influence, especially vulnerable groups.

- In the process of identifying and assessing situations and activities with a higher risk of human rights violations, Parques Reunidos puts a special focus on the supply chain, as Parques Reunidos believes that its suppliers are a key ally for compliance and for the development of mechanisms for the prevention and mitigation of such risk and the remediation of impacts should they occur.
- The Group's General Contracts Procedure expressly refers to 'Anti-bribery and anti-corruption clauses', *stating that contracts 'shall include relevant anti-bribery and anti-corruption clauses in which, inter alia, the parties expressly undertake to operate at all times in accordance with the highest international ethical standards, and to comply*

with all applicable laws, especially those relating to corruption, bribery, fraudulent conduct or any other criminal activity'.

- In the contracts managed by the Corporate Legal Department, there is a specific clause on 'Commitment to Ethics and Regulatory Compliance', which states that *'Parques actively encourages that the conduct of all persons linked to it, including collaborators, suppliers and other persons forming part of the value chain, respond and adapt, not only to the provisions of the applicable regulations, but also to principles of ethics and corporate responsibility'.*

Conflicts of interest, corruption and bribery

- The Code of Ethics and Conduct makes express mention of conflicts of interest, corruption and bribery (or their equivalents in other legal systems). There is a duty to act with absolute transparency and avoid any conduct that, for their own benefit or that of the respective company, may entail, not only the commission of a criminal offence, but a violation of the Group's ethical principles.
- Parques Reunidos has globally applicable standards and procedures to manage potential conflicts of interest, as well as to detect, evaluate and avoid the risk of corruption and bribery. These internal standards and procedures include:
 - Anti-Corruption and Anti-Bribery Standard, whose updated version to adapt to the new content of the Code of Ethics and Conduct was approved in June 2024, and which establishes protocols aimed at avoiding, among other things, conflicts of interest and limiting the risk of acts of private corruption and bribery.
 - Procurement Policy designed to optimise and standardise the procurement processes, including bidding processes, request for several offers and analysis and selection of suppliers, meeting, among others, the following principles: operate in ways that meet fundamental

responsibilities in the areas of human rights, labour, environment, animal welfare, anti-bribery, and anti-corruption, and foster an active ethical culture and a responsible business approach.

- Supplier Code of Conduct, which is mandatory for suppliers, in which the supplier undertakes to act ethically and have the appropriate mechanisms to detect and combat fraud, bribery and corruption in all its forms. The Supplier Code of Conduct is available in the Parques Reunidos corporate web.
- Supplier Due Diligence Standard, approved in September 2025, which establishes a unified framework for assessing and managing supplier risks. This standard has been developed based on the Procurement Policy and Human Rights and Environmental Due Diligence Policy. Following the approval of this Standard, all suppliers with whom the Group works must accept the Supplier Code of Conduct, a requirement that had already been expressly incorporated into all contracts and purchase orders.
- Supplier Self-Assessment Questionnaires that enable Parques Reunidos' suppliers to be assessed beyond technical and economic criteria.

- Existence of economic limits for each signatory of contracts with suppliers, requiring, as a general rule, for legal transactions whose economic value exceeds a certain threshold, joint signatures so that there are always several people involved in the control of the transactions.
 - Annual training for all park directors and their management committees, as well as for employees at Parques Reunidos' head offices and, new in 2024, for members of the Board of Directors, on the ethical framework of Parques Reunidos, including specifically training on the prevention of criminal risks and, in particular, on the Whistleblower Channel.
- Each jurisdiction is responsible for providing that training to its local employees.
- Periodic training and information actions related to current policies, standards and procedures, mostly contained in the Legal Manual.
 - Information bulletins related to criminal risk prevention and ethical behaviour, which include crimes related to corruption and bribery.
 - Specialised external advice for the persons in charge of managing the whistleblowing channel, when necessary.

Compliance and Criminal Risk Prevention Model or Crime Prevention Model

- Parques Reunidos has a Compliance and Criminal Risk Prevention Model or Crime Prevention Model which, in addition to integrating the aforementioned rules and processes, aims to establish the most appropriate additional internal control procedures and policies to specifically prevent the commission of crimes within the organisation.
- During 2025, with the exit of the business from the United States (effective May 27, 2025), Parques Reunidos began the plan to update the content of the Criminal Risk Prevention Model and adapt it to the aforementioned circumstance. The work will be completed during 2026.
- As part of the previous project and with a broader scope, Parques Reunidos will also carry out during 2026 the unification and homogenization of the existing criminal risk matrices to create a uniform corporate taxonomy, simplifying and optimizing the controls associated with these risks. The end result will be a single, global matrix of criminal risks and controls (including specific data protection controls) that is homogeneous and fully applicable in all Group jurisdictions.

Ethical advice and information mechanisms.

The compliance bodies (until 27 May 2025, the European Surveillance Unit in Europe and Ethics Committee in USA and Australia, and since that date, the Surveillance Unit for the entire Group, i.e. for both Europe and Australia) are made up of high-level executive managers whose experience is linked to the ethical exercise of professional duties, from the perspective of law (legal department), transparency and true image (financial department), labour (people and organization department) and compliance and risks (internal audit). This leads to having collective bodies with (i) the ability to promote ethical principles and inform the policies and standards

on which employees should act; (ii) influence to ensure the proper implementation of a compliance culture; and (iii) competence and independence to resolve any issues and conflicts that may arise related to ethical behaviour.

The Surveillance Unit, as both recipient of the complaints or concerns about the organisation's business conduct made through the internal whistleblowing channel, is responsible for reporting at least once a year to the Audit and Control Committee on the total number of complaints and investigations carried out in relation to ethical breaches, analysing the level of

implementation of the compliance culture in the Group. For the 2026 financial year and in accordance with the agreement of the Board of Directors in October 2025 following the

Measures to combat money laundering

Although Parques Reunidos is not subject to money laundering legislation, it has policies and controls in place to mitigate this type of risk.

The risk events in which a money laundering situation could hypothetically occur are as follows: (i) Cash payment for tickets at the park ticket offices for amounts higher than those established without complying with the legal obligations; (ii) Collection of the amount collected, in cash and not declared, by intermediaries in the sale of tickets to the parks.

The rules regarding the issuance of invitations and donations are set out in the Anti-Corruption and Anti-Bribery Standard.

The foundations and non-profit organisations with which the parks collaborate, either directly or via Parques Reunidos Foundation or Four Wings Foundation, are analysed to check that their foundational purpose and the projects to which they contribute correspond to the areas of action of the 'Parques Reunidos Spirit'.³²and which have

Political influence and lobbying activities

Within the framework of Parques Reunidos' Code of Ethics and Conduct and Sustainability Policy, in particular, in regards to the established objective of always operating in a way that complies with the fundamental responsibilities in the field of anti-corruption, the Group has an Anti-corruption and Anti-bribery Standard that establishes the rules, instructions or guidelines of conduct within the framework of the active promotion of an ethical culture and a responsible business approach.

Pending the final approval of legislation on transparency and groups of interest (Bill on Transparency and Integrity in the Activities of

the aforementioned redefinition of the functions of the Sustainability Committee, the Supervisory Unit will report ethical breaches to that Committee.

the reputational solvency and adequate structure for the implementation of the projects.

In March 2025, the new Collaboration and Donation Procedure of Fundación Parques Reunidos was approved. The purpose of this procedure is to establish the processes of the Foundation in relation to collaborations, donations and obligations and set the roles and responsibilities of the people involved, both in the parks and in the central offices, for the proper development of the processes of that foundation.

In addition to monetary contributions, it is customary to make contributions in kind, consisting of the donation of tickets or *merchandising* items or invitations to meals in the park, to associations and organisations with social purposes so that they can organise activities in the Group's parks, as detailed in the Social Impact chapter.

Groups of Interest) in Spain, as the country where the Group's parent company is domiciled, Parques Reunidos' has always taken internal measures to increase transparency and ethics in the exercise of its own activity and in its possible interactions with public administrations. The Code of Ethics and Conduct establishes the obligation for Parques Reunidos employees to document meetings with public administrations and about decisions taken and to accredit compliance with applicable internal and external regulations, in order to make it easier for third parties and the Group's control

³² The "Parques Reunidos Spirit" acts as an umbrella for all the social, educational, environmental awareness and biodiversity

promotion and conservation actions and projects carried out by the parks, central offices and Parques Reunidos Foundation.

bodies to verify compliance with regulations in this area.

It should also be noted that the Code of Ethics and Conduct declares the principle of political neutrality by prohibiting the making of contributions or payments or support in any form, either directly or indirectly, to any political party or individual politicians.

The Anti-Corruption and Antibribery Standard goes into detail on the rules of conduct with Public

Evaluating our approach [Metrics]

In 2025, specific training on Compliance was given by an external advisor to the members of the Board of Directors, in which the following matters were discussed: conflicts of interest, the fight against bribery and corruption, harassment in the workplace and, finally, criminal risks in the regulation of public procurement and lobbying.

During 2025, the Corporate Legal Department has provided training on criminal risks and policies related to the Group to the directors of parks in Europe, to the members of the management committee of each park, and to the workers of the

Administrations, establishing that in each park, the person responsible for relations with the corresponding Public Institutions is the director of the park, and at corporate headquarters, the most senior employee in each corporate department, who must promote relations with said Public Institutions using the principles established by the Group, and are therefore one of the groups of employees who must receive mandatory training in the prevention of criminal risks.

headquarters in Madrid. Specifically, it is worth highlighting the training on criminal risks, aimed at a total of 316 employees, of which 218 completed it by passing the corresponding exam. The materials are downloadable and the directors of the parks have been asked to make them available to the rest of the employees.

Regarding specific measures in the face of acts of corruption or bribery, since none were detected, no measure has been adopted beyond reinforcing the training and awareness-raising measures in this regard.

Internal Whistleblowing Channels

Why does it matter? [Impacts, risks, and opportunities]

The Group is firmly committed in its fight against unethical behaviour and has a zero tolerance to it.

Whistleblowing Channels are an essential tool within corporate governance, enabling the detection, identification and management of risks related to the Group's impact, not only ethical (including corruption and fraud) but also environmental and social (human and labour rights).

Its correct implementation (including its correct dissemination and the generation of trust in its management and guarantees) contributes to the early detection of irregularities, thus, reducing the risk of economic sanctions, litigation and reputational damage, and also generating positive impacts on the organisational culture by fostering

transparency, integrity and corporate responsibility, promoting safer and more ethical working environments.

Whistleblowing channels not only mitigate risks, but also offer significant opportunities, such as enhancing the trust of employees, investors, customers and other stakeholders and optimising internal processes. In an increasingly demanding regulatory environment and with growing pressure from society to ensure compliance with environmental, social and governance criteria, having robust and well-managed Whistleblowing Channels is a competitive advantage that strengthens resilience and long-term sustainability.

Management approach [Policies, actions and resources]

- During 2025, Parques Reunidos has had a whistleblowing channel ("Whistleblowing Channel") for parks located in Europe and another for parks located in the United States and Australia until 27 May and, subsequently, a single channel for the whole of Europe, to which Australia joined, after the corresponding adaptations, in the last quarter of 2025 (collectively referred to as "Whistleblowing Channels"). The Whistleblowing Channel must be distinguished from other possible internal communication channels that the Group may have (e.g. suggestions box, complaints, works councils, purely labour matters, etc.), to avoid distorting it.
- In 2024, the European Whistleblowing Channel went from being configured as an email address to being configured as a web platform: <https://parquesreunidos.integrityline.com/>
- This website is not only the instrument through which complaints regarding any park in Europe and Australia can be submitted, but it also serves as a repository for all complaints submitted by any other means, since, as an improvement to the compliance approach, Parques Reunidos has decided that all complaints received through channels other than the officially established ones, as well as any other means such as anonymous letters, etc., will be subject to study.
- The Whistleblowing Channels allow for anonymous reporting and guarantee the protection of the whistleblower against any kind of retaliation.
- The Whistleblowing Channel Policy and the Internal Investigations Policy apply in all jurisdictions in which the Group operates, subject to any necessary adaptations to local regulations. The internal regulatory framework also ensures that the investigators or the investigation committee are separated from the management chain involved in the reported matter by establishing a specific procedure for the management of possible conflicts of interest.
- The objective scope of application of the Whistleblower Channel includes breaches relating to corruption and bribery, as well as any other breaches of a serious or very serious criminal or administrative nature in any of the jurisdictions where the Group has a presence. Likewise, the Whistleblower Channels enable

the reporting of any allegedly unlawful acts or acts constituting breaches of the Code of Ethics and Conduct, the Compliance Model or any of the procedures or policies that make up the Group's internal regulations, as well as any irregular or inappropriate conduct in the opinion of the whistleblower.

- The regulations applicable to the Whistleblower Channel expressly contemplate the possibility of making enquiries regarding the interpretation and application of the manuals or internal regulations of mandatory compliance or in the event of doubt or concern as to whether a certain situation could be considered contrary to the applicable legislation and/or a serious illegal act of those set out in the previous points.
- The Whistleblowing Channel provides the following persons with a secure mechanism to report allegations falling within the target scope: (a) "Employees," a category that includes workers, senior managers and persons belonging to the Group's governing, management or supervision body, including non-executive members, as well as volunteers, interns and workers in the training period, regardless of whether or not they receive remuneration; (b) "Third Parties," a category that includes: (i) shareholders; (ii) any person working for or under the supervision and direction of contractors, subcontractors and suppliers; (iii) persons who report information on infringements within the scope of application obtained in the framework of a work relationship that has already been completed; and (iv) persons whose employment relationship has not yet begun in cases where the information on infringements has been obtained during the selection or pre-contractual negotiation process.

Advertising and accessibility:

- Parques Reunidos guarantees the clear and easily accessible dissemination of the existence, use, usefulness, principles and guarantees of the Whistle-blowing Channel for all persons within its subjective scope of application, through its website and also through communication and training aimed at

- Other stakeholders such as visitors and affected communities may also use the Whistleblower Channel for these purposes in compliance with the Human Rights and Environmental Due Diligence Policy.
- In Europe, and in Australia, since its effective incorporation into the organisation of the European Whistleblowing Channel, complaints made through the official Whistleblowing Channel on the web platform are received by all members of the Surveillance Unit, which consists of the Chief Officers of Finance, Legal and People and Organisation, as well as the Internal Audit director. In USA and Australia, until May 2025, complaints were received by all members of the Ethics' Committee comprising local business, legal, finance, people and organization, and health and safety management. This committee, which was also required to apply the Internal Investigations Regulatory Policy, reported monthly on the status of complaints received to the Surveillance Unit until May 2025.
- The Surveillance Unit may rely on the collaboration of other departments or other Group companies for the proper conduct of the investigations. To this end, investigations may be carried out by people outside the Surveillance Unit, and depending on the relevance of the case, they can be outsourced, there being no specific independent budget for either internal training or compliance in this area.
- In addition, the Group's corporate legal services monitor cases on a half-yearly basis, in order to serve as a basis for the various internal reports.

all Group employees on the obligation to make communications through the Whistle-blowing Channel as the preferred channel.

- The Whistleblowing Channel Policy is available in the Group's online documentation repository, and a summary of its essential content is available in the "Whistleblower

Protection" section of the web platform on which the Whistleblowing Channel is hosted and also on the corporate website itself:

(<https://www.parquesreunidos.com/contactanos/canal-etico/>).

- The Surveillance Unit and the Corporate Department of People and Organisation ensure that dissemination and training actions are carried out on the existence and operation of the Whistleblowing Channel either through autonomous actions, such as through mandatory training courses on criminal risk prevention or incorporated into other related training. In 2025, specific training was given to

those responsible for the management of the channel, with the support of an external advisor, reminding them of how to carry out investigations based on the applicable regulations and the Regulatory Policy for Internal Investigations and the operation of the Whistleblowing Channel's web platform.

- In the contracts managed by the Corporate Legal Department, as well as in the Corporate Legal Manual, mention is made of the Whistleblower Channel, identifying the web address of the new platform implemented in 2024.

Training and Awareness

- The Group promotes awareness of the Whistleblower Channel among employees through posters in common areas. In addition, an annual reminder of its existence, functioning and characteristics is sent by means of a Newsletter. This poster has been updated and disseminated in all jurisdictions after the sale of the USA business became effective, to reflect the existence of a single whistleblowing channel for the entire Group. In addition, an annual reminder of its existence, operation and characteristics is sent by means of a Newsletter and, also, in each Newsletter on Compliance, information is provided on the form of access, providing the direct link to the website on which the platform is hosted.
- The existence of the Whistleblower Channel and its operation is explained in the annual

course given in Europe on criminal risks (possible criminal offences that may be committed in the Group's sphere of activity and the existence of the Whistleblower Channel) to the directors of the parks and employees of the Group's corporate offices (in particular, highlighting the members of the Corporate Procurement Department as well as those of the directors of the parks who have both been identified as the employees with the highest risk of being affected by an ethical breach).

- In 2025, the Corporate Legal Department launched, for the second consecutive year, a survey on awareness of the Whistleblower Channel to assess the level of awareness and trust in the Whistleblower Channel, allowing suggestions for improvement to be made.

Evaluating our approach [Metrics]

Since 2024, the use of the form to record suspected ethical breaches reported or investigated by any means has been replaced in Europe by the use of the new web-based platform for the direct receipt and management of complaints. This platform serves on the one hand, as a Whistleblowing Channel and, at the same time, as a management and monitoring system for complaints received, where appropriate, by other means. The United States and Australia continued to use their independent platform and to report suspected ethical breaches to the Corporate Legal Department through the above-mentioned form

until May 2025. Subsequently, and after the sale of the United States business became effective, Australia continued to report its complaints until the end of the year, joining the web platform in the last quarter.

When managing the supply chain ³³, Parques Reunidos has implemented a SaaS solution to assess and monitor its supply chain in terms of sustainability and compliance risks related, among others, to (i) environmental aspects: CO₂ footprint, energy management, pollution, use of

hazardous substances, etc. (ii) social matters: child labour, forced labour, diversity, inclusion, human rights, etc. (iii) governance issues: code of conduct, bribery, corruption, data protection, cybersecurity, etc.

Complaints received and investigated at a global level and results of the investigations

All parks

Of the 53 complaints received in total during 2025 (taking into account those received in the United States -8- and Belantis -0-), in 15 of them ethical breaches have been accredited and of these 7 have been considered serious ethical breaches. Of these serious ethical breaches, none of them were linked to crimes of corruption or bribery. Of the (7) proven complaints classified as serious, the most

numerous during 2025 (4) have been related to the category of "Other breaches of the Code of Conduct / non-compliance with the Group's policies/procedures", followed by those related to the category of (3) harassment (both sexual (2) and workplace (1)).

Parks at 31.12.2025

Of the 45 complaints received in total during 2025, in 12 of them ethical breaches have been accredited and of these 4 have been considered serious ethical breaches. Of these serious ethical breaches, none of them were linked to crimes of corruption or bribery. Of the (4) proven complaints classified as serious, the most numerous during

2025 (3) have been related to the category of "Other breaches of the Code of Conduct / non-compliance with the Group's policies/procedures", followed by those related to the category of workplace harassment (1).

Indicator	Unit	2024	2025 (All parks)	2025 (Parks as of 31.12.2025)
Complaints received ⁴⁵	#	86	53	45
Internal whistleblowing channel	#	22	37	34
Other Reporting Channels	#	64	16	11
Complaints opened last year	#	0	0	0
Open complaints (under investigation) at the end of the year	#	2	1	1
Proven ethical breaches	#	64	15	12
Corruption and bribery	#	0	0	0

³³ See section Sustainable Procurement

Other breaches ²	#	64	15	12
Serious ethical breaches¹ proven	#	34	7	4
Corruption and bribery	0	0	0	0
Other breaches ²	34	7	7	4
Serious ethical breaches¹ proven by 1000 employees ³	#	3,0	1,0	0,7

- 1) A serious breach is considered to be a breach which has ended with the initiation of criminal proceedings and/or with the dismissal of the accused.
- 2) "Other breaches" include both the conduct that, due to its configuration and seriousness, if proven, could constitute punishable conduct other than corruption and bribery, as well as the conduct whose seriousness is not sufficient to constitute a criminal offence but an infringement under any other internal or external regulation. In other words, in addition to violations of labour, administrative or sectorial regulations, we also include those that involve a breach of the Code of Conduct and related policies and standards, but which do not amount to a criminal offence or an infringement of any other applicable regulation.
- 3) Calculated using headcounts in average staff
- 4) Sometimes, a single report may result in the discovery of more than one ethical breach or more than one person involved, so for the purposes of calculating the number of ethical breaches, the number of ethical breaches may not coincide with the number of complaints. As an example, in 2025 a single complaint filed through other reporting channels led, after the corresponding investigation, to the discovery of two ethical breaches (attributable to different people), one of them serious.
- 5) Likewise, sometimes, several complaints may lead to the discovery of a single ethical breach or a single person involved, so that, for the purposes of calculating the number of ethical breaches, their number may not coincide with the number of complaints. As an example, in 2025, several complaints (specifically, four) filed through the whistleblowing channel that led, after the corresponding investigation, to the discovery of a single ethical breach attributable to a single person.

4.2 ANIMAL WELFARE

Objectives

- ❖ **Achieve high standards of animal welfare by providing environments that focus on the physical and behavioral needs of the animals, and follow scientific evidence-based and ethical management practices.**

Why does it matter? [Impacts, risks, and opportunities]

Parques Reunidos manages 9 zoos and aquariums³⁴.

Today's society is increasingly interested in the treatment of animals in general and particularly those kept under human care in zoos and aquariums.

Animal welfare is not simply another requirement to be fulfilled imposed by external and internal regulations, but it is an essential value that must be taken care of in a comprehensive way.

Management approach [Policies, actions and resources]

- The Animal Welfare Policy serves as a formal framework to reinforce the Group's commitment to animal welfare, ensuring the uniform application of its principles throughout operations. The policy, whose principles are based on a scientific approach and good practices set out in the World Association of Zoos and Aquaria's strategy (WAZA Animal Welfare Strategy 2025), takes into account the following principles:
 - Governance and compliance: compliance with national laws and adoption of international guidelines and best practices. Strengthening credibility by joining industry associations and working with authorities to improve regulations.
 - Animal welfare standards and practices: application of the Five Domains Model to address animal nutrition, environment, health, behaviour and mental state. Integration of respect and ethical treatment in all operations, while monitoring well-being through science-based criteria.
 - Design of facilities and environment: create enclosures tailored to each species' needs, based on scientific evidence, and review them regularly to maintain optimal welfare conditions.
- Training and awareness: delivery of training programs aimed at improving animal welfare. Promotion of the professional development of staff. Fostering a culture of continuous monitoring and record-keeping.
- Education, conservation and public participation: promotion of knowledge of species and ecosystems, prioritizing the conservation of endangered and threatened species. Safe and educational interactions for visitors, highlighting the animals' natural behaviors. Collaboration with institutions to expand understanding of animal welfare and biodiversity conservation.
- The implementation of the Policy is carried out through local procedures, derived from the Group's standards and adapted to the applicable local context and the collection of animals in each park. This approach ensures that the Animal Welfare Policy is globally consistent and locally relevant, reflecting

³⁴ Parks as of 31 December 2025, excluding Marineland closed to the public in January 2025.

Parques Reunidos' ongoing commitment to responsible management and continuous improvement in animal welfare practices.

- Animal welfare is guaranteed in the Group's parks through compliance with applicable legislation and adherence to the good practices promoted by national, regional and global bodies.
- Membership of sector associations ensures adherence to the highest standards of animal welfare through inspections carried out by independent third parties.
 - Both Zoo Aquarium de Madrid and Weltvogelpark Walsrode are full members of the World Association of Zoos and Aquariums (WAZA) and act as representatives of the rest of the Group's parks.
 - The Group's European parks are members of the national associations (AIZA, Spain; BIAZA, United Kingdom, VdZ, Germany). Walsrode, Blackpool Zoo, Zoo Aquarium de Madrid, Faunia, Selwo Marina and Selwo Aventura are members of the European Association of Zoos and Aquariums (EAZA).
 - Depending on the type of park and its species, the parks obtain additional certifications or members of other relevant associations. In the case of those parks that contain large-format aquariums (Zoo-Aquarium de Madrid and Atlantis Aquarium Madrid), the conservators are members of the European Association of Aquarium Curators (EUAC).
- The conservation and veterinary teams of the Group's parks play a leading role in professional forums and associations in the zoological field, and contribute to the development of standards, technical coordination and evaluation processes within the sector. Its participation in specialized committees, working groups, and inspection and accreditation activities reflects the Group's commitment to best practices, scientific rigor, and continuous improvement in both animal welfare and biodiversity conservation.
 - Members of the Parques Reunidos team hold various roles within the Iberian Association of Zoos and Aquariums (AIZA). They participate as members of the Board of Directors, coordinate the curators' working group, and serve as inspectors for different members of the association.
 - Parques Reunidos also plays an active role in the European Association of Zoos and Aquariums (EAZA). Parques Reunidos representatives hold several representative positions, such as the vice-chair of the Marine Mammal Working Group, and members of the technical team participate in different species committees. In addition, Parques Reunidos staff serve as evaluators in the association's periodic accreditation inspections. In 2025, the team participated in five inspections both within and outside Spain.
 - The Madrid Zoo regularly attends the European Marine Mammal Association (EAAM) congress. Madrid Zoo is a member of the EAMM Conservation Committee.
- The implementation of management protocols and the updating of the characteristics of zoological facilities, which constitute the basis of animal welfare, follow the criteria established in the different specialized working groups of international zoological associations, the European Endangered Species Programme and the European ex-situ conservation programmes.
- As part of the continuous improvement process, Parques Reunidos, in collaboration with ZAWEC (Zoo Animal Welfare Education Centre), launched an Animal Welfare Program in 2020. The Group Animal Welfare Programme aims to obtain a global view of the potential opportunities for improvement in zoos and aquariums through evaluation by an independent third party.
- At local level, animal parks apply the following specific animal welfare protocols:
 - Environmental enrichment programs adapted to the different species of each park.

- Animal welfare assessment programmes.
- Veterinary Training Programs.
- Continuous training programmes through EAZA and monographic courses taught by ZAWEC and other specialized entities.

Evaluating our approach [Metrics]

- The Animal Welfare Policy, approved by the Board of Directors in 2025 consolidates and documents the existing principles, previously defined in the Code of Ethics and Conduct and the Sustainability Policy, aligning them with the Animal Welfare Strategy of the World Association of Zoos and Aquariums (WAZA). In this way, Parques Reunidos guarantees that relevant aspects related to animal welfare are addressed in a structured and transparent way.
- In 2025, new improvement actions derived from the Animal Welfare Program were implemented in all the Group's parks.
- With regard to third-party inspections, during 2025, EAZA inspected Selwo Marina and Selwo Aventura and it is expected that in 2026 those corresponding to Zoo-Aquarium de Madrid and Faunia will be carried out.

ADVANCES IN INSTALLATIONS AND ENVIRONMENTAL MANAGEMENT IN FAUNIA (SPAIN)

As part of the continuous improvement process, Faunia has made improvements to the facilities for birds of prey. The design and characteristics of facilities have been approved by the EAZA birds of prey committee. In the same way, in the different installations of the thematic areas of Jungle and Night, all the interior luminaires of the facilities have been changed, thus providing, in addition to a reduction in energy consumption and an increase in energy efficiency, adequate lighting for each of the species, taking into account light intensity, accessibility to a source of ultraviolet rays and dimerization of light intensity, so that animals enjoy crepuscular recreations.

Other actions carried out in 2025:

- Creation of an animal welfare assessment procedure, approved by ZAWEC, for Selwo Marina and Selwo Aventura.
- Improvement of the environmental enrichment programme at Zoo and Faunia.
- Zoological collection review plan for Blackpool Zoo and Selwo Aventura.
- Monographic courses for university students with the assistance of the staff at Zoo Aquarium in Madrid.

4.3 SUSTAINABLE PROCUREMENT

Objectives

- ❖ **Ensure sustainable supply chain management, including environmental, social, and governance aspects**

Why does it matter? [Impacts, risks, and opportunities]

Parques Reunidos procures a wide range of products and services, with most of its suppliers being local and, in some cases, national or global. The establishment of sustainable procurement criteria, the analysis of supply-chain-related risks

and opportunities, and supplier assessments make it possible to identify those suppliers best positioned to meet the requirements set out in the Group's policies, thereby promoting sustainability across the upstream value chain of Parques Reunidos.

Management approach [Policies, actions and resources]

- Parques Reunidos promotes a systematic approach to selecting business partners capable of supporting the Group's sustainability principles, prioritizing suppliers that have embedded sustainable and ethical practices within their organization and that foster such practices across their own supply chains.
- Supplier management is governed by the principles set out in the Code of Ethics and Conduct, the Sustainability Policy, the Procurement Policy, the Human Rights and Environmental Due Diligence Policy, and the Supplier Due Diligence Standard.
- The **Procurement Policy** is designed to optimize and standardize procurement processes by defining sourcing methods and distinguishing between tactical and strategic procurement, establishing the applicable requirements for each type of procurement, and enabling the integration of sustainability into the Group's business model and procurement strategy.
- The **Human Rights and Environmental Due Diligence Policy** provides a framework for carrying out human rights and environmental due diligence across the value-chain operations of the entities with which Parques Reunidos maintains a business relationship.
- The **Supplier Due Diligence Standard** sets out the operational framework for applying due diligence principles to the management of the Group's supply chain.
- Dependencies, impacts, risks, and opportunities related to nature and to the social and environmental aspects of the different product and service categories are assessed annually. This assessment enables the identification of supplier groups that will be prioritized during the next annual cycle for evaluation and for the definition of engagement measures.
- Parques Reunidos' suppliers must adhere to the Supplier Code of Conduct, which establishes fundamental principles to ensure an ethical and responsible relationship and to promote a culture of responsibility and sustainability across the entire supply chain.
- Supplier selection practices include criteria such as compliance with applicable regulations, financial soundness, market experience and reputation, ability to adapt to the seasonality of the business, contribution to local economic development (preferably within the local communities of the Group parks), commitment to occupational risk prevention, minimization of environmental impacts, social and environmental sustainability aspects (both of the supplier

and of the purchased good or service), and the protection of personal data.

- Since 2024, Parques Reunidos has used a supplier assessment tool covering environmental, social, and governance matters. Through this tool, aspects related to ethics and compliance, anti-corruption, environment, health and safety, human rights, labor practices, diversity, equity and inclusion, and other corporate and financial information are evaluated. This assessment is conducted using both supplier-provided information and publicly available data.

- Supplier monitoring and oversight include the supervision of occupational health, safety, and environmental performance of contractors operating at the Group's workplaces. The health and safety standards applicable to Parques Reunidos employees equally apply to contractors working at the Group's facilities³⁵.
- Given the nature of Parques Reunidos' operations, most suppliers are local or national. The company also collaborates with globally recognized manufacturers, particularly for new attractions and merchandising products.

Supplier Due Diligence Standard

The Supplier Due Diligence Standard, developed in 2025, is issued under the Procurement Policy and the Human Rights and Environmental Due Diligence Policy, with the aim of regulating the processes and responsibilities of the departments involved in implementing responsible practices in the management of the supply chain.

The Standard sets out the objectives relating to Sustainable Procurement and has the ultimate purpose of creating shared value for society while managing supply chain risks through:

- Ensuring the consistent application of Parques Reunidos' policies and standards related to sustainability—including but not limited to health and safety, environment, human rights, and anti-bribery and corruption—across the entire supplier base.
- Identifying and assessing actual and potential negative impacts associated with purchased goods or services, with the aim of stopping, preventing, and mitigating such negative impacts.

- Creating a safe and healthy working environment for contractors.
- Procuring goods and services that are safe for end users (including workers and visitors) and that have a reduced overall environmental footprint.
- Ensuring that suppliers are selected by considering their dependencies and/or impacts on people and the environment, including those associated with the goods or services they provide. In particular, ensuring that suppliers are not involved in human rights violations or environmental harm.
- Ensuring a transparent and fair business relationship with suppliers that enhances the local economy and creates value for all parties.
- Aligning procurement practices with the UN Global Compact Principles and OECD Guidelines.

General Principles

- Business decisions favour suppliers who are not only economically and technically qualified but also committed to sustainable

development, both within their own operations and across their supply chains.

³⁵ See Safe and Healthy Workplaces section

- All active and new direct suppliers are systematically evaluated against Parques Reunidos’ sustainability standards, including—but not limited to—those related to health and safety, environment, human rights, and anti-bribery and corruption.
- Consequence management is applied through:
 - Supporting suppliers in developing their capabilities and improving their performance, when appropriate.
 - Terminating the relationship with suppliers that (i) refuse to cooperate with Parques Reunidos’ sustainable procurement approach or (ii) breach the standards set out in the Group’s Supplier Code of Conduct.
- The ultimate aim is to partner with suppliers to deliver value for money for the Group and its customers, while demonstrating responsible supply chain management.

Implementation Approach

The Standard establishes that supplier due diligence is implemented across the Group through the following seven steps:

1. **Communicate the Supplier Due Diligence Standard** to relevant Parques Reunidos employees.
2. **Communicate the Supplier Code of Conduct** to all current and potential new suppliers doing business with Parques Reunidos.
3. **Prioritize the supplier base** to identify “target suppliers” (“Supplier Selection and Prioritization”).
4. **Assess suppliers** identified as “target suppliers” through supplier self-assessments, fact-finding, or audits (“Supplier Assessment”).
5. **Mitigate identified risks**, including those related to non-compliance with applicable regulations (“Remediation and Consequence Management”).
6. **Monitor suppliers’ sustainability performance** (“Performance Monitoring”).
7. **Report** on overall sustainable procurement performance.

Elements of the Parques Reunidos Sustainable Procurement Programme

a) Sustainable Procurement Working Group

The Sustainable Procurement Working Group is composed of representatives from Procurement, Sustainability, Health, Safety & Environment, In-Park (including both Merchandising and F&B), and Legal.

The Group, which will formally begin operating in 2026, will meet twice a year to review progress in implementing the Supplier Due Diligence Standard and to define action plans and next steps as needed.

Progress updates will be presented by the Chief Health, Safety, Environment and Sustainability Officer at each Sustainability Committee meeting.

b) Supplier Code of Conduct

The Parques Reunidos Supplier Code of Conduct sets out the expectations for ethical and responsible business practices that Parques Reunidos requires from its suppliers. It helps

ensure that suppliers adhere to the Group’s values and comply with its requirements regarding health and safety, environment, human rights, anti-bribery and corruption, among others.

c) Supplier Selection and Prioritization

The objective of the Supplier Selection and Prioritization process is to (i) focus assessment efforts on suppliers that represent a potentially high risk to Parques Reunidos and (ii) define the **Annual Supplier Assessment Plan**.

Additional specific or ad-hoc assessments (e.g., data protection assessments) may be required to meet environmental, social, or governance requirements established in Parques Reunidos’ internal standards or in local regulations.

The full supplier base is assessed at least annually.

d) Supplier Assessment Tool

The Group’s Supplier Assessment Tool integrates all assessment requirements related to health and

safety, environment, human rights, and anti-bribery and corruption. This ensures consistency and transparency in evaluating supplier performance and makes the assessment process more efficient for both Parques Reunidos and its suppliers.

Implementation of the Supplier Assessment Tool is coordinated globally by the corporate departments of Procurement and Health, Safety, Environment and Sustainability.

e) Supplier Assessment Levels and Outcomes

Parques Reunidos establishes three assessment levels to evaluate suppliers' compliance with the Supplier Code of Conduct and specific compliance requirements:

1. Self-assessment.
2. Fact-finding, using both the supplier assessment tool and external sources of information.
3. Audit.

Contracts include clauses requiring suppliers to comply with national and international rules and regulations related to ethical and responsible conduct. During the term of the contract, the supplier accepts that Parques Reunidos—either directly or through an external auditor—may audit compliance with these standards and commits to implementing any necessary corrective measures.

Evaluating our approach [Metrics]

- In 2025, the first TNFD-aligned (Taskforce on Nature-related Financial Disclosures) assessment was carried out to evaluate nature-related dependencies, impacts, risks, and opportunities for the different supplier groups within Parques Reunidos' supply chain. Suppliers in the agri-food and textile sectors were identified as those with the highest environmental risk due, among other factors, to their impacts on biodiversity (e.g., deforestation) and water (e.g., water consumption), followed by construction-services suppliers. The results of this assessment were incorporated into each supplier group's social and governance (country-related) risk analysis to identify priorities for the following annual cycle from an integrated perspective and to develop the Annual Supplier Assessment Plan.
- In 2025, Parques Reunidos communicated to all parks the directive to include in all new contracts a clause requiring suppliers to comply with the Supplier Code of Conduct, thereby adding a formal commitment mechanism ensuring responsible business practices. Previously, supplier acceptance of the Supplier Code of Conduct occurred only during the onboarding process.
- The Supplier Code of Conduct is now publicly available on the Parques Reunidos website. The Code has been translated into all languages spoken in the countries where the Group operates.
- Parques Reunidos has achieved an A score in the CDP Supplier Engagement Assessment (SEA).

Suppliers characteristics .

- For the portfolio parks as of 31.12.2025, 6,766 active suppliers were identified, of which 749 (11%) had annual invoicing with the Group exceeding € 50 K. These suppliers represented 86% of the Group's annual spend, considering the portfolio parks as of 31.12.2025.

Outcome of the Annual Supplier Assessment Plan .

- In 2025, the environmental, social, and governance homologation process was completed for the supplier prioritized according to the 2025 Supplier Assessment Plan, including:

- The top 30 Food and Beverage and Merchandising suppliers (15 from each category) that represents 62% of the total spend of both categories. The 15 Food and Beverage suppliers contacted accounted for 71% of the total 2025 spend in that category, and the 15 Merchandising suppliers contacted accounted for 34% of total 2025 spend in that category (considering only active suppliers in the Group's parks after the 2025 divestments)
- The suppliers headquartered in high-risk countries³⁶.
 - The process consisted of sending questionnaires through the supplier self-assessment tool and reviewing the responses.
 - During 2026 it is planned to include in the annual Supplier Assessment Plan, new suppliers from the Food and Beverage and Merchandising category, as well as suppliers from the Construction category.

³⁶ See section Human Rights

4.4 RESPONSIBLE TAXATION

Why does it matter? [Impacts, risks, and opportunities]

Responsible taxation reflects the Parques Reunidos Group's commitment to transparency, ethics and contribution to social welfare.

A responsible tax strategy goes beyond mere legal compliance, seeking to align tax practices with

corporate values and stakeholder expectations. This approach not only strengthens the Group's reputation but also contributes to the sustainable development of the communities in which it operates.

Management approach [Policies, actions and resources]

The tax strategy, which applies in all the countries and jurisdictions in which Parques Reunidos is present, and covers all areas and businesses that are developed by the Group, comprises the following guidelines:

- Strict compliance with the Group's tax obligations. These obligations include, among others, the declaration and payment of taxes, the provision of tax information of the Group companies or the provision of tax information from third parties, either due to periodic obligations or as a result of information requirements made by the tax authorities.
- Decision-making based on business criteria, taking into account the fiscal aspects associated with them.
- Use of non-opaque structures that respond to the economic reality of the Group's companies.
- Collaboration with renowned external advisers who provide support to Parques Reunidos staff in tax matters.
- Collaboration with the tax authorities in the resolution of all issues that may arise as a result of compliance with own- or third-party tax obligations.
- Management of fiscal risks, establishing the appropriate mechanisms for their coverage, prevention, reduction, and monitoring, considering not only their economic impact, but also the associated reputational factor.
- Application of tax regulations in accordance with the interpretative criteria of the competent tax authorities, with the support of

consultations, resolutions, and judgments of administrative or jurisdictional bodies regarding the specific case.

- Adequate coordination of the actions with fiscal impact of the different entities of the Group.
- Transfer pricing policy for all its operations between related parties and entities in accordance with the principles of arm's length, free competition, and value creation through the assignment of functions, assets, risks, and benefits.

The tax function, dependent on the Group's Chief Finance Officer, is responsible for the effective control of these basic principles, as well as for the establishment of procedures and monitoring and control measures that guarantee and consider the tax risk in the process of taking decisions and the dissemination of the tax strategy in the Group.

Along with the Chief Finance Officer, there are other internal and external agents that intervene directly and indirectly in the exercise of the tax function:

Internal:

- Tax/administration/financial Department: responsible for compliance with tax obligations, as well as preparation and presentation of tax returns required by current regulations.
- People and Organization Department: in charge of determining the salary retention and taxes applicable to the personnel, as well

as the establishment of remuneration policies, and supervision of their fiscal impact.

- Local business units, which carry out the tax function when any of their processes or functions generate a tax impact at the local level (direct or indirect) for the Group.
- Internal audit, in charge of supervising and evaluating the different processes, compliance and controls, as well as their impact on the Group's fiscal function. It is also responsible for ensuring compliance with the established fiscal controls.
- Any other departments of the Group when making decisions inherent to its area of

influence, insofar as these could have a fiscal impact.

-

External:

- External tax advisers in charge of providing recurrent support to the departments involved in the tax function in matters related to taxation derived from the ordinary activity of the Group.
- Advisors on specific or exceptional matters arising from the non-recurring activity of the Group.

Evaluating our approach [Metrics]

When filing the consolidated corporate tax for the 2024 financial year in 2025, Spanish entities opted to mark the section “Option of 0.7% of the full tax

for social purposes (Law 6/2018, of July 3)”. The contribution amounts to € 69.4 K.

Revenues, operating costs, taxes and public subsidies

Indicator	Unit	2024	2024 ¹⁾	2025
Revenues	€k	857,984	576,694	549,368
Operating costs	€k	- 562,987	- 405,336	- 360,286
Salaries and employee benefits	€k	- 265,456	- 168,817	- 154,843
Pre-tax Profit/(Loss)	€k	- 86,121	- 96,945	- 69,195
Public subsidies	€k	62	62	267
CapEx	€k	104,282	79,120	61,642
Stock buyback and dividend payment	€k	-	-	-
Total taxes paid- (cash in (+)/cash out (-)) ²⁾	€k	- 41,517	- 30,784	- 43.558

1) To ensure comparability with the information presented in the financial statements, the data presented in this column exclude USA (USA has been reclassified as a discontinued operation).

2) Total taxes 2025 (€k) - breakdown by category (cash in (+), cash-out (-)): income tax (- 20,021), property taxes (-2,852), VAT (-619), other taxes on sales (- 64), taxes on salaries (- 17,756), and other taxes (- 2,246)).

Information by country - Year 2025

Country	Unit	Revenues from third-party sales	Pre-tax Profit/(Loss)	Corporate income tax paid (cash in (+)/cash out (-))	Corporate income tax accrued on profit or loss
Norway	€	26,320,932	4,100,934	-	147,894
Germany	€	171,796,819	18,508,674	- 10,293,078	- 5,149,812
Australia	€	9,119,875	- 2,497,592	-	50,150
Netherlands	€	32,636,091	- 19,288,991	-	- 379
Denmark	€	9,154,666	- 162,710	-	- 49
United Kingdom	€	20,868,715	- 3,286,559	450,903	1,593,848
Belgium	€	26,723,010	- 920,112	- 410	1,083
Spain	€	195,531,762	- 39,245,104	- 9,910,648	21,931,712
France	€	7,864,558	- 23,916,421	-	- 319,587
Italy	€	49,351,312	- 2,487,364	- 268,240	106,440
Total	€	549,367,740	- 69,195,245	- 20,021,473	18,361,300

Awards and Recognitions

Below is a non-exhaustive list of awards and recognitions as well as other relevant certifications related to social and environmental matters, obtained by the parks.

Center	Granting entity	Award / Recognition	Description
Parks in Spain (Spain)	ICTE (Institute for Spanish Tourism Quality)	S for Sustainable Tourism	Certification of alignment with the Sustainable Development Goals (SDGs) - 3, 4, 5, 6, 7, 8, 10, 12, 13, 14, 15, 16 y 17 in tourism organization.
Parks in Spain (Spain)	Plataforma Tercer Sector. Ministry Social Affairs	Solidarity Company	The Solidarity Company seal recognizes the social responsibility of companies that allocate 0.7% of their taxes to finance social Projects.
Parques Reunidos Servicios Centrales, S.A.	Plataforma Tercer Sector. Ministerio Asuntos Sociales	Ambassador of the seal 'Solidarity Company'	Recognition of the awareness work carried out by the Parques Reunidos Group in Spain to promote the seal 'Solidarity Company'.
Parks Spain (Parques Reunidos Foundation)	Pequeño Deseo (Little Wish) Foundation	Little Wish Award	Recognition of the joint inclusive leisure project aimed at the beneficiaries of the Pequeño Deseo Foundation.
Warner Beach and Aquopolis Villanueva (Spain)	El Mundo	100 Best Ideas Award	Award given to the 'Solidarity Duck Race' project carried out in both parks
Atlantis Aquarium Madrid (Spain)	Autism Federation Madrid	ADS Badge	Badge certifying that the park is accessible to people with ASD (autism spectrum disorder)
Atlantis Aquarium Madrid (Spain)	State Confederation of Deaf People (CNSE)	LSE Badge	Badge certifying that the park is accessible to people with hearing disabilities.
Atlantis Aquarium Madrid (Spain)	Autism Federation Madrid	TEA Recognition	Recognition for the accessibility measures implemented in the park for people with ASD.
Movie Park (Germany)	Deutsches Seminar für Tourismus - DSFT Berlin e.V.	Raisen für alle (Turismo para Todos)	German certification for accessible tourism.
Movie Park (Germany)	German Child Protection Association (Kinderschutzbund) & TÜV NORD	OK für Kids (OK for Children)	Certification for providing safe and supportive environments for children and youth.
Vogelpark Walsrode (Germany)	Deutsches Seminar für Tourismus - DSFT Berlin e.V.	Raisen für alle	German certification for accessible tourism.
Blackpool Zoo (UK)	Marketing Lancashire	Lancashire Tourism Award)	Award in the 'Accessibility and Inclusion' category given to the park for the accessibility measures implemented
Bonbonland (Denmark)	Social Pris Næstved	Social Inclusion Recognition	Recognition for social inclusion work

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Annexes

- I. List of centers included in the scope of the report**
- II. Sustainability Policy- Principles**
- III. Policies**
- IV. Materiality assessment process and methodology**
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- VI. Environmental, Social and Governance Performance – Key Indicators**
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- VIII. Environmental Evaluation according to Locations**

Annex I: List of Centers Included in the Scope of the Report

Spain	Rest of Europe	USA and Australia
Aquópolis Cartaya	Belantis Park (*)	Adventureland (*)
Aquópolis Costa Dorada	Blackpool Zoo	Boomers! Palm Spring (*)
Aquópolis Cullera	Bobbejaanland	Boomers! Vista (*)
Aquópolis Torrevieja	Bonbonland	Castle Park (*)
Aquópolis Villanueva	Bo Sommarland	Dutch Wonderland (incl. Cartoon Network Hotel) (*)
Atlantis Aquarium	Bournemouth Oceanarium	Idlewild (*)
Faunia	Lakes Aquarium	Kennywood (*)
Parque de Atracciones	Marineland, incl. Adventure Golf, Aquasplash, y Marineland Resort	Lake Compounce (*)
Parques Reunidos Servicios Centrales- Oficina Corporativa	Mirabilandia, incl. Mirabeach	Malibu Norcross (*)
Selwo Aventura	Movie Park	Mountasia-Marietta (*)
Selwo Marina	Nickelodeon Lakeside	Noah's Ark (*)
Teleférico Benalmádena	Slagharen, incl. Aqua Mexicana y Slagharen Lodging	Raging Waters Los Angeles (*)
Warner, incl. Warner Beach	Tropical Islands, incl. Tropical Islands Lodging	Raging Waters Sydney
Zoo de Madrid	Tusenfyrd	Sand Castle (*)
	Vogelpark Walsrode	Sealife Park Hawaii (*)
		Splish Splash (*)
		Story Land (incl. Living Shores) (*)
		USA Corporate Office Pennsylvania (*)
		Water Country (*)
		Wet & Wild - Emerald Pointe (*)

The centers that are part of the park portfolio as of December 31, 2025, are indicated in bold. Centers divested by 2025 are indicated with an asterisk (*).

The list of companies can be found in the Consolidated Annual Accounts and Consolidated Management Report

Annex II: Sustainability Policy- 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 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.

- 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.
- 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.

Annex III: Policies

Area	Policies/Commitments	Description
Ethical principles	Code of Ethics and Conduct Conduct	<p>It includes the ethical and behavioral principles that must guide each and every one of the actions of all Parques Reunidos staff in Europe, including internal relationships, contacts and communications with customers, shareholders, suppliers, sponsors, associated companies and in general with any person or organization in the social environment of the countries where it operates or expects to do so.</p> <p>Parques Reunidos's Code of Conduct was elaborated in 2009 and reviewed in 2018. Since 2018 significative regulatory changes have occurred making necessary a complete review and restatement of the Code, primarily to align it with the requirements of the Corporate Sustainability Reporting Directive, the Directive on the protection of persons who report breaches of law, the Directive on Corporate Sustainability Due Diligence, and the Ten Principles of the United Nations Global Compact. The restated Code of Ethics and Conduct was approved by the Board of Directors in February 2024.</p>
Sustainability	Sustainability Policy	<p>The Sustainability Policy reflects the strategy and general principles of the organization. Through it, Parques Reunidos expresses its commitment to actively manage its business in a way that balances its environmental, social, and economic objectives.</p> <p>It addresses the issues included in the Ten Principles of the United Nations Global Compact, which Parques Reunidos subscribes, and in Law 11/2018 on non-financial information, as well as other material matters identified by Parques Reunidos in its materiality assessment.</p> <p>The Policy acts as the basis for the development of other policies, standards and procedures related to sustainability by each area of the Group.</p> <p>The policy principles are structured in three blocks: environmental, social and governance principles.</p> <p>The sustainability policy was approved by the Board of Directors in January 2021. In 2023, the Policy was reviewed in order to update it and ensure its due alignment with the Corporate Sustainability Reporting Directive (CSRD), with the European Sustainability Reporting Standards (ESRS) and with the Communication on Progress of the United Nations Global Compact. The updated Sustainability Policy was approved by the Board of Directors in February 2024.</p>
Human Rights and Due Diligence (including environmental due diligence)	Human Rights Policy	<p>The Board of Directors approved the Human Rights Policy in July 2024, which aims to develop the principles outlined in the Sustainability Policy and the Code of Ethics and Conduct, providing a framework to make Parques Reunidos' commitment to human rights recognized in national and international legislation a reality.</p>
	Human Rights and Environmental Due Diligence Policy	<p>The Board of Directors approved the Human Rights and Environmental Due Diligence Policy in July 2024, which aims to develop the principles outlined in the Sustainability Policy and the Code of Ethics and Conduct, providing a framework for carrying out human rights and environmental due diligence with respect to its own operations and the value chain operations carried out by entities with which Parques Reunidos has an established business relationship.</p>
Risk Control	Risk Management and Control Policy	<p>The policy approved in 2021 defines the basic principles and the general framework of action for the management and control of all the risks to which the Group is exposed.</p> <p>In October 2025, the Audit and Control Committee reviewed the Policy to align it with current Internal Audit functions. The Policy was approved by the Board of Directors in February 2026.</p>

Area	Policies/Commitments	Description
Criminal risk prevention	Compliance and Criminal Risk Prevention Model	<p>The Model includes elements of (i) prevention such as the criminal risk map; matrix of general and specific corporate controls in each jurisdiction in Europe (the so-called "mirror" matrices); Compliance and Criminal Risk Prevention Manual and Policy; (ii) Detection, essentially through the reporting channel; (iii) Permanent monitoring of the model through a system of specific controls; and (iv) response through the adoption of corresponding disciplinary measures.</p> <p>On July 26, 2023, the Board of Directors of the Company approved the general update of the Compliance and Criminal Risk Prevention Model, which included the update of the Compliance and Criminal Risk Prevention Policy and Manual, expanding its scope of application to all jurisdictions in which the Group operates (without prejudice to the necessary adaptations to local regulations), as well as to recent legislative changes derived from Organic Law 2/2023 regulating the protection of persons reporting regulatory violations and corruption, which transposes Directive 2019/1937 in Spain; Organic Law 10/2022, on the comprehensive guarantee of sexual freedom; and Organic Law 3/2023, of March 28, amending the Penal Code regarding animal abuse.</p>
Health and Safety, and Environment	Health and Safety Policy	<p>In October 2025, the Company's Board of Directors approved the Health and Safety Policy, which incorporates the commitments established through the Group's existing Health, Safety, and Environmental Management System.</p> <p>This Policy elaborates on the principles included in the Sustainability Policy and the Code of Ethics and Conduct and serves as a formal framework to reinforce the Group's commitment to health and safety, ensuring that these principles are consistently applied across all its operations in order to prevent incidents involving workers (including own workforce and workers in the value chain) and visitors.</p>
	Policy on Environment, Climate and Nature	<p>The Board of Directors approved the Environment, Climate and Nature Policy in July 2024, which aims to develop the principles outlined in the Sustainability Policy and the Code of Ethics and Conduct, providing a framework to materialize Parques Reunidos' commitment to environmental sustainability and addressing the dependencies, impacts, risks and opportunities in relation to the environment, climate and nature.</p>
	<p>Safety, Health and Environment Management System</p> <p>Safety, Health and Environment Management Standards and Procedures</p>	<p>The Safety, Health and Environment standards establish the framework to manage environmental risks and opportunities and those associated with safety and health, both for workers and customers, and prevent damage to the safety and health of workers, customers or any other person who may be affected by our activities, property damage and environmental damage.</p> <p>The following matters are covered in specific standards and procedures relating to health and safety: internal audit of safety, health and environment aspects, incident reporting and investigation, risk assessment, emergency plans, fire and explosion risk prevention, ride evacuation, drowning prevention, prevention of risks associated with animal handling, management of work at height, confined spaces, mobile equipment, electrical work, energy isolation, handling of chemical products, work permit, training and awareness for incident prevention, management of the safety, health and environment of contractors, prevention of risks in hot work and assessment of psychosocial risks.</p> <p>The following matters are covered in specific standards and procedures relating to the environment: identification and assessment of environmental aspects, waste management, energy management, and water and effluent management.</p>
Food Safety	Food Safety Manual	<p>The purpose of this manual is to establish guidelines to guarantee that all the food and beverages that we serve to guests and workers in all Parques Reunidos facilities are safe.</p>

Area	Policies/Commitments	Description
Right to disconnect	Right to Disconnect Policy	With this policy approved in 2021, Parques Reunidos fully recognizes the right of its employees to disconnect from their work and not participate in electronic communications related to work, such as emails, phone calls or other messages, outside the normal workday, except in cases of emergency, a justified business reason or a voluntary agreement or decision to do so; and it assumes its responsibility to promote the welfare of its employees and allow them to achieve a healthy and sustainable balance between their job and personal life.
Diversity, Equity and Inclusion	Diversity, Equity and Inclusion Policy	<p>This policy was approved in 2021 and forms the basis of the Group's work on inclusiveness. Its aim is to ensure that diversity, inclusion and belonging are essential parts of the daily work and day-to-day management in the Group, recognizing the importance of reflecting the diversity of customers and markets in the workforce, given that the management of diversity makes the Group more creative, flexible, productive, competitive and a better place to work.</p> <p>In October 2025, the Company's Board of Directors reviewed this Policy, which had originally focused solely on employees, in order to reflect the broader and more integrated approach applied across the Group. This updated approach extends not only to employees but also to visitors, through the promotion of measures to improve accessibility, and to society at large by addressing social impact considerations.</p>
	Standards on Diversity, Equity and Inclusion (Employees, Guests, and Broader Society)	The purpose of these standards is to define the dimensions of Diversity, Equity and Inclusion on which the Parques Reunidos Group shall focus for employees, guests and broader society, and provide guidance for the development of the diversity, equity and inclusion improvement plan.
Harassment and Discrimination	Policy against Workplace Harassment and Discrimination	<p>In this Policy, approved in 2021, Parques Reunidos fully acknowledges its obligation—to employees, customers, suppliers, investors, shareholders, local communities, and society at large—to guarantee zero tolerance for workplace harassment, and its responsibility to promote a respectful work environment and ensure that all individuals who are directly and/or indirectly part of the Group embrace this commitment, adhering to the principles of respect, collaboration, camaraderie, and zero tolerance for harassment.</p> <p>In October 2025, the Company's Board of Directors approved an update to this Policy to reflect a broader and more integrated approach that encompasses both harassment and discrimination, both recognized by legal frameworks as sources of psychosocial risks in the workplace.</p>
Privacy	Personal Data Protection Manual	<p>It establishes for Spain and the European Union the key notions to know what personal data is and the general principles and guidelines to know how they should be treated in the exercise of our professional activities in order to comply with European regulations on data protection (Regulation (EU) 2016/679 of the European Parliament and of the Council of April 27, 2016, on the protection of natural persons with regard to the processing of personal data and the free circulation of such data (GDPR) and with the other applicable European and national regulations. This Manual must be complied with by all employees who engage in their activities in the different Group companies in Spain.</p> <p>Group companies located in the rest of the European Union countries must also comply with the content of the Manual, as long as it does not contradict local data protection regulations in the country where the company is located, since, in this case, they must comply with said local regulation.</p>

Area	Policies/Commitments	Description
	Incident Response Plan	Comprehensive incident response plan, including instructions for detection, response, communication, and recovery of information systems in the event of a security incident, as well as the necessary guidelines to activate privacy protocols required by applicable data protection regulations and the identification of the various roles and responsibilities involved in each case.
	Process for the approval of suppliers with access to personal data	It establishes the guidelines to be followed before and during the hiring of service providers who require access to personal data as part of the execution of their services, all in compliance with the obligations established by the applicable data protection regulations.
	Procedure for risk analysis and assessment of the impact relating to personal data protection.	It establishes for the companies in Spain the tools they need to define the risk of processing with the aim of identifying the security measures needed to mitigate/reduce the risks associated with data protection to which its processing activities are exposed, as well as providing the roadmap to follow in each case in accordance with the regulation for protecting personal data applicable and the criteria required by the AEPD.
	Information Security Regulatory Body	Global regulatory framework on information security consisting of procedures, policies, and instructions aimed at establishing security measures and controls to ensure the confidentiality, availability, and integrity of Parques Reunidos' information.
	Instructions for the Treatment of Images, Photographs and Videos	They establish the general guidelines and principles that should guide the treatment of images, designs, photographs and videos used or captured by or in Parques Reunidos. The objective is to ensure that such treatment faithfully reflects the Group's image (values, culture, brand, etc.), complies with applicable legislation and respects personal rights (such as the right to intimacy, privacy, honour and self-image) and the rights of third parties, including intellectual and industrial property rights (such as trademarks or copyrights).
	Standard on the storage and deletion of personal data	It establishes global criteria that must guide the processing, storage, and deletion of personal data processed by the Group to comply with the general privacy principles issued by European data protection regulations and, in particular, with the principles of data minimization, storage limitation, purpose limitation, and accountability required of Group companies that process personal data as part of their activities.
	Instructions for Contests and Raffles (Spain)	It establishes general guidelines that must govern contests, raffles, and games promoted and/or held by Group companies in Spain to promote their image, products, and/or services, with the aim of ensuring that they are conducted transparently, fairly, and in accordance with applicable regulations regarding personal data protection, consumer and user rights, taxation, and e-commerce.
Animal Welfare	Animal Welfare Policy	The Board of Directors approved the Animal Welfare Policy in December 2025, which aims to ensure that animal welfare considerations are integrated into business decisions. This policy provides a formal framework to reinforce the Group's commitment to animal welfare, ensuring that animal welfare principles are consistently applied across all its operations. It also consolidates and documents the principles already included in the Code of Ethics and Conduct and the Sustainability Policy, aligning them with the World Association of Zoos and Aquariums (WAZA) animal welfare strategy.

Area	Policies/Commitments	Description
Procurement	Procurement Policy	<p>The Procurement Policy, approved by the Board of Directors in December 2022, has been designed to optimize and standardize procurement processes and procedures and, to this end, establishes the requirements for identifying and selecting the appropriate suppliers to cover the needs of the business units and functional areas of all the companies that make up the Group. It applies to all Group employees who carry out procurement and contracting activities on behalf of Parques Reunidos or who interact, directly or indirectly, with suppliers; and is governed by the following principles: (i) Commit to sustainability, minimizing risks and addressing opportunities related to the Group's social, environmental and economic impacts through structured governance principles; (ii) Facilitate the integration of sustainability into the Group's business model and strategy; (iii) Operate in a manner that complies with fundamental responsibilities regarding human rights, labour, the environment, animal welfare and the fight against bribery and corruption; (iv) Promote an active ethical culture and a responsible business approach; and (v) Increase transparency in the aforementioned matters.</p>
	Supplier Code of Conduct	<p>The Supplier Code of Conduct, approved in 2022, is mandatory for suppliers and through it they commit to always act in an ethical manner, having established the appropriate mechanisms to detect and combat fraud, bribery and corruption in all its forms. It also obliges them to comply with all anti-bribery and anti-corruption laws and regulations applicable in the countries in which they operate and reinforces the obligations contained in the Anti-Corruption Standard with regard to payments, services, gifts, entertainment or other benefits to employees of Parques Reunidos. It also includes the obligation to proactively notify Parques Reunidos of any conflict to report if any Parques Reunidos employee may have any type of interest in the supplier's business or any type of economic link with the supplier.</p>
Fight against corruption	Whistleblowing Channel Regulatory Policy	<p>On June 19 2023, the Board of Directors approved the modification of the Whistleblowing Channel Regulatory Policy and newly approved the Internal Investigations Regulatory Policy, all in compliance with the regulations derived from the approval in Spain of Organic Law 2/2023 regulating the protection of persons reporting regulatory violations and fighting against corruption, which transposes Directive (EU) 2019/1937 of the European Parliament and of the Council of October 23, 2019, on the protection of persons reporting breaches of Union law (Whistleblowing Directive). These changes and innovations also aim to establish a common framework for the Group in this area, always respecting the particularities of each jurisdiction.</p> <p>The Whistleblowing Channel Regulatory Policy establishes the configuration of the whistleblowing channel, its guiding principles, the obligations and guarantees of its recipients, and covers the entire lifecycle of reports received in relation to the model for preventing criminal risks.</p>
	Internal Investigations Regulatory Policy	<p>The purpose of the Internal Investigations Regulatory Policy is to establish an objective, regulated, coherent, and stable mode of operation that facilitates the investigation of internal reports.</p>
	Anti-Corruption and Anti-Bribery Standard	<p>This standard was approved in 2021 within the framework of Parques Reunidos' Code of Conduct and Sustainability Policy, replacing the previous institutional relations policy. It establishes the rules that govern the Group's relations and thus of its managers and employees, with the different public institutions (national, regional and local), with the remaining institutions and with the Group's products and services suppliers, to specify and define Parques Reunidos' commitment to show zero tolerance to all forms of corruption.</p>
	Internal Control over Sustainability Reporting Manual	<p>The purpose of this Manual is to (i) describe the key components of Parques Reunidos' Internal Control System for Sustainability Reporting (ICSR), as well as the associated functions, responsibilities, and methodologies, in order to ensure that</p>

Area	Policies/Commitments	Description
Sustainability Information		<p>the information disclosed in the annual Sustainability Report meets the fundamental characteristics (relevance and faithful representation) and the enhancement characteristics (comparability, verifiability, and understandability); and (ii) provide confidence to the governing bodies and other stakeholders, such as lenders, analysts, and society as a whole, that the annual Sustainability Report accurately reflects Parques Reunidos' impact on the environment and society, as well as the dependencies, risks, and opportunities associated with environmental, social, and governance (ESG) aspects.</p> <p>The ICSR will be developed progressively through specific procedures that address each component individually. As these procedures are implemented and refined, the system will evolve in scope and complexity, gradually increasing its level of maturity and robustness over time.</p>
Financial Information	Policy of the Internal Financial Reporting Control System	<p>This Policy defines the principles and lines of action that establish the bases and responsibilities for maintaining an effective internal control system for financial data reporting. Due to the transformation process that has been carried out in the Group, significant changes have occurred at the organizational level, in the processes and in the systems (mainly with the change of the Enterprise Resource Planning -ERP- in Spain), which have caused the internal financial control system - SCIIF - that was implemented with the IPO in 2017 to become outdated.</p> <p>A large part of the controls that were designed and formalized then have been covered by the new systems, but the system has not yet been formally updated, with the description of the control activities and the identification and assignment of new owners to the new controls implemented. In short, the Group has financial information control activities, but the formal system (SCIIF) through which the execution of its corresponding control activities was tracked and monitored has not been updated and has been temporarily interrupted until the update process is completed.</p>
Fiscal policy	Fiscal Policy	<p>This Policy establishes a specific tax strategy for the Group and includes in its governance system the processes and principles that should guide this matter.</p>

Annex IV: Materiality assessment process and methodology

Summary of the materiality assessment process

	<p>Review of the topics identified as material in the previous year Parques Reunidos Materiality Assessment to determine if:</p> <ul style="list-style-type: none"> • the topics identified are still relevant, • its relevance for Parques Reunidos or its stakeholders has been modified, or • there are new topics that must be incorporated or removed from the inventory of material topics, taking as a starting point the topics addressed in the ESRS issued by EFRAG.
	<p>Assessment of the topics considering a double materiality approach:</p> <ul style="list-style-type: none"> • how sustainability matters influence the business via risks and opportunities (outside-in view). • the company's impact on people and the environment (inside-out view) <p>The assessment uses as input:</p> <ul style="list-style-type: none"> - the results of the risk identification according to the Corporate Risk Map reviewed in 2025 (final validation in 2026), - the analysis of the year-on-year company's sustainability performance (incident rates, CO₂ emissions, water usage, supply chain evaluation, ...) to identify impacts, risks and opportunities. - the analysis of climate and nature impacts, dependencies, risks and opportunities conducted internally.
	<p>Review and validation of the list of material topics through consultation with the relevant stakeholders and review of internal and external sources.</p> <p>Internal sources:</p> <ul style="list-style-type: none"> - identification of the opinion of key stakeholders about the topics identified via online questionnaires, - guest claims and complaints, and customer reviews <p>External sources:</p> <ul style="list-style-type: none"> - review of material topics for the sector identified by the Sustainability Accounting Standards Board (SASB), - review of material topics identified by competitors and other operators in the sector, - review of material topics (non-sector specific) identified through global risks and trends studies, - analysis of guidelines and good practices published by the International Association of Amusement Parks and Attractions (IAAPA).

	<p>The criteria to identify the material topics for Parques Reunidos is to consider a topic as material if</p> <ul style="list-style-type: none"> - it has been identified in the top 50% topics by priority according to the outside-in assessment - it has been identified in the top 50% topics by priority according to the inside-out assessment - it is included in the SASB sector specific standard - it has been identified as material by at least three of the stakeholder groups, or by employees and customers at the same time - it has been identified as material by all (most) peers.
	<p>After review by Executive Committee and Audit and Control Committee, Parques Reunidos' highest governance body (Board of Directors) oversee the process and review and approve the list of material topics.</p>

Information used to validate the material topics

Stakeholder	Tool
Employees	<p>Questionnaire sent via Parques Reunidos Group HSE and Sustainability Newsletter and email.</p> <p>The topics were selected from the topics addressed by the European Sustainability Reporting Standards, and a questionnaire was prepared based on these standards. Questionnaire consisted of six sections:</p>
Suppliers	<ul style="list-style-type: none"> o Identification: This section allows to classify participants into their stakeholder groups and geographical area. o Relevant Topics (5 sections): These sections ask the participant to rate the level of importance that each topic currently has in Parques Reunidos, as well as the importance it will have in the future, being 1 (low importance) and 7 (critical topic). The sections are: <ul style="list-style-type: none"> ▪ Environment ▪ Social - own workforce ▪ Social – workers in the value chain ▪ Social– guests and other customers, consumers, end-users and broader society ▪ Governance
Non-profits Academics	<ul style="list-style-type: none"> o Closure: This section asks participants to indicate any other subject that they would like to see in the report and that is not included in the questionnaire.

Shareholders	<ul style="list-style-type: none"> - Questionnaire sent via email (see Annex IV). - Direct dialogue and information available from their sustainability policies and practices.
Guests	<ul style="list-style-type: none"> - Marketing area surveys, claims and complaints, and customer reviews. - External sources, including market research and academic papers: <ul style="list-style-type: none"> a) General consumer insights <ul style="list-style-type: none"> o Healthy & Sustainable Living Report 2025 – GlobeScan o People and Planet Consumer Insights and Trends 2025 – Ingka Group (IKEA) & GlobeScan o Sostenibilidad y Consumo 2025 – Observatorio Cetelem (Spain) o Sustainability and ESG-Oriented Consumer Insights: The 2025 Imperative – Cogentix Research o From satisfaction to sustainability: A conceptual introduction to sustainable consumer well-being (2025)- AMS Review o The impact of product attributes on sustainable purchasing and its emotional effects on consumers: the role of social enterprises (2025)- Economics and Business Letters o Mindful, responsible, and sustainable consumption: a hybrid review of evolving research trends (2025)- Discover Sustainability o Sustainability from the perspective of consumers (2025)- University of Bergen b) Consumer insights- Tourism sector <ul style="list-style-type: none"> o Observatorio de Turismo Sostenible 2025 – Auren (España) o Informe Turismo Responsable 2025 – Open-Ideas o WTTC – Bridging the Say-Do Gap (FITUR 2025) o WTTC – Consumers in Favour of Sustainable Travel but Cost is King (2025)
Tour Operators	<ul style="list-style-type: none"> - Review of focus areas according their internal policies (TUI requirements). - Topics identified by Global Sustainable Tourism Council- GSTC Industry Criteria.
Animal and nature organisations	<ul style="list-style-type: none"> - Periodic meetings and interactions
Other stakeholders	<p>For the remaining groups with which the organisation cannot maintain a constant dialogue, the following sources were taken into account as a reference for identifying and prioritising material topics:</p> <ul style="list-style-type: none"> - The criteria established in the industry standards developed by the Sustainability Accounting Standards Board (SASB) for the Leisure sector, as well as those applicable to the sectors of Restaurants and Hotels (they apply to parks that have their own accommodation). In addition, the standard related to Toys (as applying to shops and merchandising) is using as partial reference. - The topics most frequently dealt with in the media and social media. Given that our guests are members of the general public, this information is considered representative of the topics that could be relevant for them. - The results of the materiality analyses published by our peers and other operators in the sector through their sustainability reports and annual reports, as well as the information about sustainability related areas of action published in their websites. - Global Risk studies: <ul style="list-style-type: none"> o WEF: World Economic Forum- Global Risk Report 2026 o ECIIA: European Confederation of Institutes of Internal Auditing- Risks in Focus 2026

	<ul style="list-style-type: none">○ S&P – Top 10 sustainability trends to watch in 2026○ Allianz– Allianz Risk Barometer 2026○ Verdantix- 10 Predictions for Sustainability In 2026 and Beyond○ IMD : Sustainability trends businesses must watch in 2026○ Reuters Impact – Sustainability Trends Report
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Annex V: Data consolidation methodology

Contents

In preparing the contents for the report, Parques Reunidos has taken into account the topics considered as material according to the materiality analysis carried out; Likewise, other indicators and information have been taken into account that, although not material according to the analysis, are relevant for a better understanding of the context in which the company operates.

The information and data, for the purposes of collection and consolidation, are grouped into 10 general topics:

- Health and Safety of both workers and guests.
- Environment.
- Diversity, equity and inclusion, including employees, guests and broader society
- Data related to personnel and labour issues.
- Privacy.
- Corporate governance. Business conduct and whistleblowing channels.
- Animal welfare.
- Business performance and economic information.
- Other social aspects not included in previous sections.

- Other information related to customers not included in previous sections

For each general topic, a 'Group data owner/information owner' has been defined who is responsible for preparing the relevant information to be included in the Sustainability Report, acting as a point of contact with the parks and controlling the quality of the data and information. received, without prejudice to subsequent controls carried out on the final consolidated report by the Group HSE and Sustainability department.

In the sections that refer to aggregations by region, the following regions are used:

- Spain
- Rest of Europe
- Estados Unidos and Australia

Particular situations:

For data relating to Health and Safety, the Madrid Central Offices data are not computed in Spain, being assigned directly in the calculations of the Group as a whole.

For data relating to Environment, the Madrid Central Offices are included in Spain.

Divested business

For businesses divested during the reporting period and that, therefore, cease to be part of the Group as of the date of divestment, quantitative data related to the aspects of this document are included up to the moment of divestment, that is, until the moment when the operations are no longer under the control of Parques Reunidos.

In the event that due to the characteristics of the divestment it is not possible to have all the relevant data, this circumstance is recorded in the report.

During 2025, the divestment of the parks in the United States and the German Belantis park took place.

Closures

For businesses closed permanently or temporarily to the public during the reporting period but which continue being part of the Group, the quantitative

data relating to the aspects covered by this document are included up to the time of closure of the work center.

In the event that due to the characteristics of the closure it is not possible to have all the relevant data, this circumstance is recorded in the report.

During 2025, the Marineland animal park (France) was closed to the public, however the workplace

remains open, so the data relating to the year 2025 is included in the report.

Acquisitions

When a new park is acquired by Parques Reunidos, their procedures and definitions of non-financial data may not be in line with our standards. Consequently, we give the new park time to meet our reporting standards and reports. In general, a period of 6 months is considered necessary to comply with the reporting standards.

In the event that due to the characteristics of the acquisition it is not possible to have all the relevant data, this circumstance is stated in the report.

No parks have been acquired during 2025.

Recalculations after divestment or acquisitions

Relevant Group-level indicators (both absolute and intensity indicators) are recalculated following

acquisitions or divestments of parks to ensure adequate performance monitoring.

SBTi Perimeter

SBTi perimeter is defined as the perimeter including parks that were part of the portfolio at the moment of the SBTi initial target submission (November 2022) or the latest SBTi update (if any), as SBTi requires to compare the yearly emissions against a baseline year and comparable perimeter.

The following rules are applied for updating this perimeter:

- Divestments: parks that are not part of the portfolio anymore are excluded from the input data for calculating the GHG emissions of the SBTi perimeter if their contribution to the group footprint exceeds the materiality threshold (>5% of the total group emissions).
- Acquisitions: parks that are new in the portfolio are included in the input data for calculating the GHG emissions of the SBTi perimeter in case their contribution to the group footprint

exceeds the materiality threshold (>5% of total group emissions).

The SBTi perimeter, up to the date of resubmission of new targets for validation by SBTi, comprised all parks included in the scope of this report (Annex I), with the exception of Adventureland (USA, acquired in December 2021) and Miami Seaquarium (USA, divested in 2022).

Following the divestment of the American parks and the German park Belantis, Parques Reunidos has resubmitted its Science Based Targets (SBTi) for approval (expected during the first half of 2026) to reflect the new park portfolio and the new emissions profile.

Annex VI: Environmental, Social and Governance Performance – Key Indicators

Indicator	Unit	2024	2025 ^{1), 2)}					Targets	
		Group	2025 – Parks as of 12.31.2025 ^{1), 2)}				2025	2030	
			Group	Spain	Rest of Europe	Australia			
ENVIRONMENTAL PERFORMANCE									
Greenhouse Gas Emissions (GHG) – SBTi Perimeter (parks as of 12.31.2025)									
(a) Targets updated in December 2025 pending SBTi validation: Absolute reduction target of 76.2% for market-based Scope 1 and 2 emissions compared to 2019 as the base year. Absolute reduction target of 27.5% for Scope 3 emissions compared to 2019 as the base year.									
Scope 1 - Direct emissions	t CO ₂ e	7,706	-	7,587	767	6,805	15		10,240 (a)
Scope 2 - Indirect emissions MB (market-based)	t CO ₂ e	5,902	-	6,136	0	6,136	0		
Scope 2 - Indirect emissions LB (location-based)	t CO ₂ e	27,294	-	27,770	5,987	19,585	2,198		
Scope 3 - Other indirect emissions	t CO ₂ e	82,138	-	72,204	-	-	-		68,006 (a)
Out of Scope - Direct CO ₂ emissions from biofuels	t CO ₂ e	679	-	891	520	371	0		
Scope 3: 1- Purchased goods and services	t CO ₂ e	37,378	-	34,833	-	-	-		
Scope 3: 2- Capital goods	t CO ₂ e	23,005	-	17,642	-	-	-		
Scope 3: 3- Fuel and energy related activities	t CO ₂ e	8,167	-	8,151	-	-	-		
Scope 3: 4- Upstream transport and distribution	t CO ₂ e	1,609	-	424	-	-	-		
Scope 3: 5- Waste generated in operations	t CO ₂ e	844	-	1,298	-	-	-		
Scope 3: 6- Business travel	t CO ₂ e	640	-	438	-	-	-		
Scope 3: 7- Employee commuting	t CO ₂ e	10,494	-	9,418	-	-	-		
Total GHG emissions intensity by visitors	t CO ₂ e / 10 ³ visitors	6.6	-	6.3	-	-	-		
Scope 1 - Direct emissions	t CO ₂ e / 10 ³ visitors	0.5	-	0.6	0.1	0.9	0.1		
Scope 2 - Indirect emissions MB	t CO ₂ e / 10 ³ visitors	0.4	-	0.4	0	0.8	0		
Scope 2 - Indirect emissions LB	t CO ₂ e / 10 ³ visitors	1.9	-	2.0	1.0	2.6	7.4		
Scope 3 - Other indirect emissions	t CO ₂ e / 10 ³ visitors	5.7	-	5.3	-	-	-		

Indicator	Unit	2024	2025 ^{1), 2)}					Targets	
		Group	Group	Spain	Rest of Europe	Australia	2025	2030	
Total GHG emissions intensity by revenue	t CO ₂ e / million €	172	-	156	-	-	-		
Scope 1 - Direct emissions	t CO ₂ e / million €	14	-	14	-	-	-		
Scope 2 - Indirect emissions MB	t CO ₂ e / million €	11	-	11	-	-	-		
Scope 2 - Indirect emissions LB	t CO ₂ e / million €	49	-	51	-	-	-		
Scope 3 - Other indirect emissions	t CO ₂ e / million €	148	-	131	-	-	-		
Energy									
Total energy consumption	MWh	235,744	191,443	171,890	41,271	126,261	3,659		
Purchased electricity	MWh	146,748	107,047	93,460	34,973	54,885	3,602		
Self-generated electricity	MWh	0	488	488	14	475	0		
Natural gas	MWh	46,447	37,997	33,212	1,675	31,538	0		
Biomethane	MWh	0	1,954	1,954	1,954	0	0		
District heating	MWh	32,854	35,007	35,007	0	35,007	0		
Other non-renewable fuels	MWh	8,018	7,205	6,025	1,828	4,140	58		
Other renewable fuels	MWh	1,677	1,744	1,744	827	916	0		
Energy from renewable sources	MWh	148,426	111,233	97,646	37,768	56,276	3,602		
Purchased electricity	MWh	146,748	107,047	93,460	34,973	54,885	3,602		
Self-generated electricity	MWh	0	488	488	14	475	0		
Natural gas	MWh	0	0	0	0	0	0		
Biomethane	MWh	0	1,954	1,954	1,954	0	0		
District heating	MWh	0	0	0	0	0	0		
Other non-renewable fuels	MWh	0	0	0	0	0	0		
Other renewable fuels	MWh	1,677	1,744	1,744	827	916	0		
Energy from renewable sources	%	63	58	57	92	44	98		75
Electricity from renewable sources	%	100	100	100	100	100	100		100

Indicator	Unit	2024	2025 ^{1), 2)}					Targets	
		Group	2025 – Parks as of 12.31.2025 ^{1), 2)}					2025	2030
			Group	Group	Spain	Rest of Europe	Australia		
Fuels from renewable sources over total fuels	%	3	8	9	44	3	0		20
Energy intensity by visitors	MWh / 10 ³ visitors	12.1	-	12.6	7.2	16.7	12.4		11.1 (-25% vs 2021)
Energy intensity by opening day	MWh / opening day	22.7	-	27.0	14.9	36.3	42.5		
Energy intensity by revenue	MWh / million €	275	-	313	-	-	-		
Water									
Total water withdrawal	1000 m ³	4,218	3,059	2,831	1,312	1,356	162		
Withdrawal in high or extremely high water risk areas	1000 m ³	1,724	1,567	1,545	1,216	330	0		
Withdrawal in other areas	1000 m ³	2,493	1,492	1,285	97	1,027	162		
Water withdrawal by origin									
Third party water	1000 m ³	3,467	2,437	2,236	1,300	774	162		
Drinking water	1000 m ³	2,923	1,937	1,736	800	774	162		
Recycled water	1000 m ³	544	501	501	501	0	0		
Underground water	1000 m ³	667	521	493	12	481	0		
Surface water	1000 m ³	81	98	98	0	98	0		
Sea water	1000 m ³	3	4	4	0	4	0		
Use of recycled water in high or extremely high-water risk areas	% vs total withdrawal	30.2	31.2	31.6	40.2	0	0		
Non-freshwater (recycled water from third parties and groundwater) in high or extremely high water risk areas	% vs total withdrawal	45.2	44.5	45.1	41.2	59.7	0	50	>50
Use of recycled water in high or extremely high water stress areas	% vs total withdrawal	19.4	20.8	21.3	38.1	0	0		
Non-freshwater (recycled water from third parties and groundwater) in high or extremely high water stress areas	% vs total withdrawal	36.1	36.7	36.4	39.1	39.1	0		
Total water withdrawal by visitors	1000 m ³ / 10 ³ visitors	0.22	-	0.21	0.23	0.18	0.55		0.18 (-25% vs 2021)

Indicator	Unit	2024	2025 ^{1), 2)}					Targets	
		Group	Group	Spain	Rest of Europe	Australia	2025	2030	
Total water withdrawal by opening day	1000 m ³ /opening day	0.41	-	0.45	0.47	0.39	1.88		
Total water withdrawal by revenue	1000 m ³ / million €	4.92	-	5.15	-	-	-		
Waste									
Waste generated									
Non-hazardous waste	t	13,269	11,603	10,327	3,436	6,781	110		
Hazardous waste	t	236	163	156	23	131	1		
Waste Managed									
Non-hazardous waste	t	13,270	11,476	10,200	3,436	6,654	110		
Waste sent for recovery	t	6,683	6,220	6,023	3,227	2,785	11		
Preparation for reuse	t	220	44	42	0	42	0		
Recycling	t	4,361	4,669	4,475	1,809	2,655	11		
Other recovery operations	t	2,102	1,508	1,506	1,418	89	0		
Waste sent for disposal	t	6,587	5,256	4,177	209	3,868	99		
Incineration with energy recovery	t	2,984	2,086	1,914	0	1,914	0		
Incineration without energy recovery	t	182	781	781	3	778	0		
Landfilling	t	3,074	1,252	470	180	191	99		
Other disposal operations	t	346	1,136	1,011	26	985	0		
Hazardous waste	t	233	162	155	23	130	1		
Waste sent for recovery	t	159	115	109	20	89	0		
Preparation for reuse	t	5	7	7	0	7	0		
Recycling	t	141	96	92	19	72	0		
Other recovery operations	t	14	12	10	0	10	0		
Waste sent for disposal	t	74	47	46	4	41	1		
Incineration with energy recovery	t	28	28	28	0	28	0		

Indicator	Unit	2024	2025 ^{1), 2)}					Targets	
		Group	2025 – Parks as of 12.31.2025 ^{1), 2)}					2025	2030
			Group	Group	Spain	Rest of Europe	Australia		
Incineration without energy recovery	t	13	15	15	4	10	1		
Landfilling	t	4	0	0	0	0	0		
Other disposal operations	t	29	4	3	0	3	0		
Waste Managed - Total									
Waste sent to landfill	% vs total	23	11	5	5	3	89	10	< 10
Waste sent for recovery	% vs total	51	54	59	94	42	10		> 75
Waste generation intensity									
Waste (hazardous + non hazardous) by visitors	kg / 10 ³ visitors	690	-	769	601	911	376		580 (-50% vs 2021)
Non-hazardous waste by visitors	kg / 10 ³ visitors	678	-	757	597	894	372		
Non-hazardous waste by opening day	kg / opening day	1,275	-	1,624	1,239	1,938	1,276		
Non-hazardous waste by revenue	t / million €	15	-	19	-	-	-		
Hazardous waste by visitors	kg / 10 ³ visitors	12	-	11	4	17	5		
Hazardous waste by opening day	kg / opening day	23	-	24	8	37	16		
Hazardous waste by revenue	t / million €	0.28	-	0.28	-	-	-		
Waste Reduction Programs									
Parks with reusable cups	%	49	-	88	100	85	0		100
Parks participating in a food waste reduction program	%	21	-	54	64	50	0		100

SOCIAL PERFORMANCE

Our Team

Average Staff	# FTEs	7,200	4.678	4.010	1.567	2.195	248		
Distribution by Type of Contract									
Permanent	%	39.7	51.0	53.6	18.6	30.1	0.3		
Temporary	%	60.3	39.6	32.2	1.6	24.7	5.6		

Indicator	Unit	2024	2025 ^{1), 2)}					Targets	
		Group	Group	Group	Spain	Rest of Europe	Australia	2025	2030
Distribution by Gender									
In Total Staff (average staff)	% women	49.6	47.4	47.8	53.1	43.8	49.6	50	max. 60% of same gender
In Management (average staff) ⁴⁾	% women	38.3	34.3	33.9	36.6	23.5	53.6	40	
In Executive Committee (average staff)	% women	44.4	50.0	50.0		-			
Other diversity indicators	# employees with disability	58	158	149	50	98	1		
	% employees with disability		-	1.2	0.4	0.8	0.0		
Health and Safety - Employees									
Serious Injury Rate ⁵⁾	# serious injuries / 10 ⁶ hours worked	0	0	0	0	0	0	0	0
Recordable Injury Rate	# recordable injuries / 10 ⁶ hours worked	8.1	9.0	7.1	9.1	6.4	0		6.4 (25% reduction vs average 2021-2025)
Frequency rate of Incidents with sick leave > 1 days	# incidents / 10 ⁶ hours worked	16.3	17.0	18.2	30.0	13.1	0		
Severity rate of Incidents with sick leave > 1 days	# days lost / 10 ⁶ hr worked	449	538	595	1217	295	0		481 (25% reduction vs average 2021-2025)
Occupational illness	# illnesses	0	1	1	1	0	0	0	0
Health and Safety - Contractors									
Number of serious injuries ⁵⁾	# serious injuries	0	0	0	0	0	0		0
Number of recordable injuries	# recordable injuries	15	9	9	6	3	0		
Recordable Injury Rate	# recordable injuries / 10 ⁶ hours worked	19.4	7.5	7.2	10.4	4.7	0		
Training									
Training hours per employee	# hr/employee	25.8	31.7	14.3					
Our Customers									
Health and Safety									
Incidents related to the activity of the park and its attractions ⁶⁾	# incidents/10 ⁶ visitors	0.05	0	0	0	0	0	0	0

Indicator	Unit	2024	2025 ^{1), 2)}					Targets	
		Group	Group	Spain	Rest of Europe	Australia	2025	2030	
Diversity, equity and inclusion									
Parks that offer discounts and other benefits for people with disabilities or their companions	% parks	100	100	100	100	100	100	100	100
Customer Satisfaction									
Complaints and claims	# / 10 ³ visitors	1.60	1.50	1.56	2.47	2.80	0.80		
Our Community ⁷⁾									
Positive Impact initiatives - Economic valuation ^{7.1)}									
Social impact initiatives and contributions to social projects via taxes	% vs sales	0.27	-	0.14	0.27	0.07	0.02		0.2
Distribution by type of beneficiary									
Economic valuation ^{7.2)}	€ 1.000	2,134		714	473	238	3		
Disability or serious illnesses	% vs. total valuation	24.8		47.5	64.1	13.9	100		
Risk of exclusion	% vs. total valuation	40.9		40.0	21.9	76.4	0		
Other ^{7.4)}	% vs. total valuation	34.3		12.5	14	9.7	0		
Number of beneficiaries ^{7.3)}	# 1.000	65.1		24.6	14.1	10.5	0.02		
Disability or serious illnesses	% vs total beneficiaries	31.9		50.4	63.1	33.1	100		
Risk of exclusion	% vs total beneficiaries	34.2		38.7	23	60.0	0		
Other ^{7.4)}	% vs total beneficiaries	33.8		10.9	13.9	6.9	0		
GOVERNANCE PERFORMANCE									
Ethics and Data Privacy									
Breaches of Code of Conduct									
Serious breaches ⁹⁾	#	34	7	4	-	-	0	0	
Serious breaches per 1000 employees ⁹⁾	Breaches/ 1,000 employees	3.0	1.0	0.7	-	-			

Indicator	Unit	2024	2025 ^{1), 2)}					Targets	
		Group	Group	Spain	Rest of Europe	Australia	2025	2030	
Privacy and Data Protection									
Claims received	#	0	0	0	0	0	0	0	0

- 1) The sum of partial figures may not add up to the corresponding overall figure due to rounding.
- 2) During 2025, Parques Reunidos divested its parks located in the United States, as well as the Belantis park in Germany. This report includes information for all these parks up to the effective date of their divestiture. To facilitate comparability in future periods, the data tables present both the aggregate values of all parks, including the divested parks, and aggregate values referring exclusively to the parks operated by the Group as of December 31, 2025. In the case of GHG emissions, only data for parks as of December 31, 2025 is included in the table to align with SBTi target resubmission and base year calculations to reflect the current park portfolio.
- 3) It includes Parques Reunidos Servicios Centrales office.
- 4) It is calculated with the average workforce data including Executive Committee, Directors and Heads of Departments.
- 5) Work-related injury that results in a fatality or in an injury from which the worker cannot, does not, or is not expected to recover fully to pre-injury health status within 6 months (GRI definition)
- 6) Incident resulting in death, injury such that the person does not fully recover to pre-accident state of health within 6 months, or immediate admission to hospital and hospitalization for more than 24 hours for reasons other than medical observation (IAAPA definition).
- 7) 7.1) The 2024 Sustainability Report included information related to “Social impact initiatives, contributions to biodiversity conservation projects, and contributions to social projects through taxes,” with a reported value of 0.27 for all parks. From 2025 on, biodiversity conservation projects will not be included in this calculation. Likewise, in the calculation of the total economic valuation of “Positive Impact Initiatives – Economic Valuation,” the 2024 report included “Discounts and free tickets for visitors with disabilities and/or their companions” (valued at 1.19), bringing the total to 1.46. From 2025 on, discounts and free tickets for visitors with disabilities and/or their companions will not be included
7.2) This includes the value of donated tickets and other goods, as well as any financial contributions to associations and other entities, as detailed in the section “Contribution to foundations and non-profit entities.”
7.3) The number of beneficiaries has been calculated based on the number of tickets donated (1 ticket = 1 beneficiary), the number of gifts distributed (1 gift = 1 beneficiary), the number of meals donated (1 meal = 1 beneficiary), and the monetary donation (40€ = 1 beneficiary).
7.4) “Others” includes immigrants, women survivors of violence, and other groups, as well as donations made to local entities or donations made in connection with specific events.
- 8) A breach is considered serious if it has resulted in the initiation of criminal proceedings and/or the dismissal of the accused.
- 9) Serious breaches per 1000 employees as headcounts.

Annex VII: Employee Indicators ¹

Average staff

Distribution by Gender and Age

Indicator	Unit	Average staff 2024 (FTE)		Average staff 2025 All Parks (FTE)		Average staff 2025 Parks as of 31.12.2025 (FTE)	
		# employees	%	# employees	%	# employees	%
Gender							
Women	# empl. / %	3,570	49,6	2,219	47.4	1,917	47.8
Men	# empl. / %	3,584	49,8	2,344	50.1	1,983	49.5
Undeclared	# empl. / %	34	0,5	111	2.4	109	2.7
Others	# empl. / %	12	0,2	4	0.1	1	0.0
Total	# empl. / %	7,200	100,0	4,678	100	4,010	100
Age							
<30	# empl. / %	3,867	53,7	2,056	44.0	1,665	41.5
30-50	# empl. / %	2,117	29,4	1,725	36.9	1,554	38.8
> 50	# empl. / %	1,216	16,9	897	19.2	791	19.7
Total	# empl. / %	7,200	100,0	4,678	100	4,010	100

Geographical Distribution

Indicator	Unit	Average staff 2024 (FTE)		Average staff 2025 All Parks (FTE)		Average staff 2025 Parks as of 31.12.2025 (FTE)	
		# employees	%	# employees	%	# employees	%
Country							
Corporate	# empl. / %	291	4.0	216	4.6	193	4.8
Spain	# empl. / %	228	3.2	193	4.1	193	4.8
USA	# empl. / %	63	0.9	23	0.5	0	0.0
Spain	# empl. / %	1,542	21.4	1,374	29.4	1,374	34.3
Spain	# empl. / %	1,542	21.4	1,374	29.4	1,374	34.3
USA and Australia	# empl. / %	2,612	36.3	877	18.7	248	6.2
USA	# empl. / %	2,253	31.3	629	13.4	0	0.0
Australia	# empl. / %	359	5.0	248	5.3	248	6.2
Rest of Europe	# empl. / %	2,754	38.3	2,211	47.3	2,195	54.7
Germany	# empl. / %	1,097	15.2	965	20.6	949	23.7

¹ The sum of partial figures may not add up to the corresponding overall figure due to rounding.

Norway	# empl. / %	173	2.4	205	4.4	205	5.1
Netherlands	# empl. / %	244	3.4	229	4.9	229	5.7
Italy	# empl. / %	372	5.2	319	6.8	319	8.0
France	# empl. / %	386	5.4	148	3.2	148	3.7
United Kingdom	# empl. / %	303	4.2	160	3.4	160	4.0
Denmark	# empl. / %	59	0.8	66	1.4	66	1.6
Belgium	# empl. / %	120	1.7	119	2.5	119	3.0
Total	# empl. / %	7,200	100.0	4,678	100	4,010	100

Indicator	Unity	Average staff 2024 (Headcount)		Average staff 2025 All Parks (Headcount)		Average staff 2025 Parks as of 31.12.2025 (Headcount)	
		# employees	%	# employees	%	# employees	%
Country		# employees	%	# employees	%	# employees	%
Corporate	# empl. / %	296	2.6	219	3.2	196	3.5
Spain	# empl. / %	230	2.0	196	2.9	196	3.5
USA	# empl. / %	66	0.6	23	0.3	0	0.0
Spain	# empl. / %	1,766	15.5	1,564	22.7	1,564	28.2
Spain	# empl. / %	1,766	15.5	1,564	22.7	1,564	28.2
USA and Australia	# empl. / %	5,313	46.7	1,674	24.1	360	6.5
USA	# empl. / %	4,955	43.6	1,314	18.9	0	0.0
Australia	# empl. / %	359	3.2	360	5.2	360	6.5
Rest of Europe	# empl. / %	3,994	35.1	3,441	50.0	3,420	61.7
Germany	# empl. / %	1,550	13.6	1,382	20.1	1,361	24.6
Norway	# empl. / %	552	4.9	541	7.8	541	9.8
Netherlands	# empl. / %	369	3.2	339	5.1	339	6.1
Italy	# empl. / %	458	4.0	359	5.2	359	6.5
France	# empl. / %	401	3.5	148	2.2	148	2.7
United Kingdom	# empl. / %	313	2.8	280	4.0	280	5.1
Denmark	# empl. / %	226	2.0	266	3.8	266	4.8
Belgium	# empl. / %	124	1.1	126	1.8	126	2.3
Total	# empl. / %	11,369	100.0	6,898	100.0	5,540	100.0

Distribution by Type of Contract and Gender

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		Women	Men	Other/ Not declared	Total	Women	Men	Other/ Not declared	Total	Women	Men	Other/ Not declared.	Total
Permanent	#	1,173	1,684	2	2,859	999	1,378	7	2,384	922	1,223	6	2,151
Permanent seasonal	#	397	245	0	642	355	212	0	567	355	212	0	567
Temporary	#	1,999	1,655	44	3,698	865	754	108	1,727	640	548	104	1,292
Total	#	3,570	3,584	46	7,200	2,219	2,344	115	4,678	1,917	1,983	110	4,010

Distribution by Type of Contract and Region

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		Spain	Rest of Europe	USA and Australia	Total	Spain	Rest of Europe	USA and Australia	Total	Spain	Rest of Europe	Australia	Total
Permanent	#	992	1,284	584	2,859	936	1,214	234	2,384	936	1,203	12	2,151
Permanent seasonal	#	642	0	0	642	567	0	0	567	567	0	0	567
Temporary	#	137	1,471	2,090	3,698	64	997	666	1,727	64	992	236	1,292
Total	#	1,770	2,755	2,674	7,200	1,567	2,211	900	4,678	1,567	2,195	248	4,010

Distribution by Gender and Professional Category

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared	Total
Average staff	# empl.	3,570	3,584	46	7,200	2,219	2,344	115	4,678	1,917	1,983	110	4,010
Average staff	%	49.6	49.8	0.6	100.0	47.4	50.1	2.5	100	47.8	49.5	2.7	100
Professional Category		Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared	Total
Executive Committee	# empl.	4	5	0	9	4	4	0	8	4	4	0	8
Directors	# empl.	12	73	0	85	12	54	0	66	11	45	0	56
Heads of Department	# empl.	132	159	1	292	77	120	0	197	62	101	0	163
Managers	# empl.	294	391	3	688	216	286	4	506	165	225	3	393

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
Experts	# empl.	3,128	2,956	43	6,126	1,910	1,880	111	3,901	1,675	1,608	107	3,390
Total	# empl.	3,570	3,584	46	7,200	2,219	2,344	115	4,678	1,917	1,983	110	4,010

Distribution by Country and Gender

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		Country	Women	Men	Other/ Not declared.	Total	Women	Men	Other/ Not declared.	Total	Women	Men	Other/ Not declared.
USA	# empl.	1,098	1,196	22	2,316	297	350	5	652	0	0	0	0
Spain	# empl.	949	822	0	1,771	832	735	0	1,567	832	735	0	1,567
Germany	# empl.	433	664	0	1,097	380	585	0	965	375	574	0	949
Australia	# empl.	187	161	11	359	123	108	17	248	123	108	17	248
Netherlands	# empl.	125	118	1	244	106	122	1	229	106	122	1	229
United Kingdom	# empl.	176	127	0	303	80	69	11	160	80	69	11	160
France	# empl.	214	172	0	386	73	75	0	148	73	75	0	148
Italy	# empl.	218	155	0	372	181	138	0	319	181	138	0	319
Belgium	# empl.	47	72	0	120	48	71	0	119	48	71	0	119
Norway	# empl.	93	71	9	173	75	69	61	205	75	69	61	205
Denmark	# empl.	29	27	3	59	24	22	20	66	24	22	20	66
Total	# empl.	3,570	3,584	46	7,200	2,219	2,344	115	4,678	1,917	1,983	110	4,010

Distribution by Age and Gender

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		Age1)	Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared
<30	# empl.	2,014	1,812	40	3,867	994	953	109	2,056	795	765	105	1,665
30-50	# empl.	1,008	1,107	1	2,117	811	910	4	1,725	744	807	3	1,554
> 50	# empl.	547	665	4	1,216	414	481	2	897	378	411	2	791
Total	# empl.	3,570	3,584	46	7,200	2,219	2,344	115	4,678	1,917	1,983	110	4,010

Distribution by Type of Contract, Seniority and Type of Working Day

Due to the seasonality of the business and the increase in visitors during the high season, a large part of the workforce has a temporary contractual

relationship, with this type of contract accounting for 36.9% of the contracts during the reporting period.

Indicator	Unit	Average staff 2024 (FTE)		Average staff 2025 All Parks (FTE)		Average staff 2025 Parks as of 31.12.2025 (FTE)	
		# employees	%	# employees	%	# employees	%
Type of contract							
Permanent ¹	# empl. / %	2,859	39.7	2,384	51.0	2,151	53.6
Permanent seasonal	# empl. / %	642	8.9	567	12.1	567	14.1
Temporary ³	# empl. / %	3,698	51.4	1,727	36.9	1,292	32.2
Total	# empl. / %	7,200	100.0	4,678	100	4,010	100
Seniority							
<5 years	# empl. / %	5,469	76.0	3,126	66.8	2,573	64.2
5-10 years	# empl. / %	579	8.0	979	20.9	919	22.9
>10 years	# empl. / %	1,152	16.0	573	12.2	518	12.9
Total	# empl. / %	7,200	100.0	4,678	100	4,010	100
Type of working day							
Full-time	# empl. / %	3,442	47.8	2,875	61.5	2,624	65.4
Partial	# empl. / %	3,757	52.2	1,803	38.5	1,386	34.6
Total	# empl. / %	7,200	100.0	4,678	100	4,010	100

- 1) Permanent: contract with a permanent relationship between the company and the worker, which will only be terminated when one of the parties decides to terminate this. Depending on the percentage of the working day, this may be full-time or part-time.
- 2) Permanent seasonal: an open-ended contract will be issued for seasonal work or work related to seasonal productive activities, or for non-seasonal work that is intermittent and has fixed, definite, or indefinite periods of performance. Depending on the percentage of working hours, the contract may be full-time or part-time.
- 3) Temporary: contract with a previously determined duration as a result of production or temporary circumstances or to replace a worker. Depending on the percentage of the working day, this may be full-time or part-time

Distribution by Region and Type of Contract

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		Permanent seasonal	Permanent	Temporary	Total	Permanent seasonal	Permanent	Temporary	Total	Permanent seasonal	Permanent	Temporary	Total
Corporate	%	0.0	4.0	0.1	4.0	0.0	4.6	0.0	4.6	0.0	4.8	0.0	4.8
Spain	%	8.9	10.6	1.9	21.4	12.1	15.9	1.3	29.4	14.1	18.6	1.6	34.3

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
USA and Australia	%	0.0	7.3	29.0	36.3	0.0	4.5	14.2	18.7	0.0	0.3	5.9	6.2
Rest of Europe	%	0.0	17.8	20.4	38.3	0.0	25.1	21.3	47.3	0.0	30.1	24.7	54.7
Total	%	8.9	39.7	51.4	100.0	12.1	51.4	36.9	100.0	14.1	53.6	32.2	100.0

Distribution by Type of Contract and Age

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Type of Contract1)													
Permanent	# empl.	607	1,489	764	2,859	431	1,305	648	2,384	388	1,181	582	2,151
Permanent seasonal	# empl.	385	171	86	642	325	152	90	567	325	152	90	567
Temporary	# empl.	2,875	457	366	3,698	1,300	268	159	1,727	952	221	119	1,292
Total	# empl.	3,867	2,117	1,216	7,200	2,056	1,725	897	4,678	1,665	1,554	791	4,010

Distribution by Professional Category and Type of Contract

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		Permanent seasonal	Permanent	Temporary	Total	Permanent seasonal	Permanent	Temporary	Total	Permanent seasonal	Permanent	Temporary	Total
Executive Committee	# empl.	0	9	0	9	0	8	0	8	0	8	0	8
Directors	# empl.	0	85	0	85	0	66	0	66	0	56	0	56
Heads of Department	# empl.	0	278	14	292	1	196	0	197	1	162	0	163
Managers	# empl.	6	528	153	688	6	429	71	506	6	360	27	393
Experts	# empl.	636	1,960	3,531	6,126	560	1,685	1,656	3,901	560	1,565	1,265	3,390
Total	# empl.	642	2,859	3,698	7,200	567	2,384	1,727	4,678	567	2,151	1,292	4,010

Distribution by Type of Workday and Gender

Indicator	Unit	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		Women	Men	Other/Not declared	Total	Women	Men	Other/Not declared	Total	Women	Men	Other/Not declared	Total
Full-time	# empl.	1,436	2,004	2	3,443	1,198	1,652	25	2,875	1,113	1,487	24	2,624
Part-time	# empl.	2,134	1,580	43	3,757	1,021	692	90	1,803	804	496	86	1,386
Total	# empl.	3,570	3,584	46	7,200	2,219	2,344	115	4,678	1,917	1,983	110	4,010

Distribution by Type of Workday and Age

Indicator	Unity	Average staff 2024 (FTE)				Average staff 2025 All Parks (FTE)				Average staff 2025 Parks as of 31.12.2025 (FTE)			
		<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Full-time	# empl.	1,192	1,488	763	3,443	1,004	1,253	618	2,875	947	1,126	551	2,624
Part-time	# empl.	2,675	629	453	3,757	1,052	472	279	1,803	718	428	240	1,386
Total	# empl.	3,867	2,117	1,216	7,200	2,056	1,725	897	4,678	1,665	1,554	791	4,010

Distribution by Region and Type of Workday

Indicator	Unit	Average staff 2024 (FTE)			Average staff 2025 All Parks (FTE)			Average staff 2025 Parks as of 31.12.2025 (FTE)		
		Full-time	Partial	Total	Full-time	Partial	Total	Full-time	Partial	Total
Corporate	# empl.	289	3	291	213	3	216	190	3	193
Spain	# empl.	849	693	1.542	740	634	1.374	740	634	1.374
USA and Australia	# empl.	527	2.085	2.611	434	443	877	219	29	248
Rest of Europe	# empl.	1.778	977	2.755	1.488	723	2.211	1.475	720	2.195
Total	# empl.	3.443	3.757	7.200	2.875	1.803	4.678	2.624	1.386	4.010

Distribution by Professional Category and Type of Workday

Indicator	Unit	Average staff 2024 (FTE)			Average staff 2025 All Parks (FTE)			Average staff 2025 Parks as of 31.12.2025 (FTE)		
		Full-time	Partial	Total	Full-time	Partial	Total	Full-time	Partial	Total
Executive Committee	# empl.	9	0	9	8	0	8	8	0	8
Directors	# empl.	85	0	85	66	0	66	56	0	56
Heads of Department	# empl.	271	21	292	195	2	197	161	2	163
Managers	# empl.	519	169	688	410	96	506	341	52	393

Indicator	Unit	Average staff 2024 (FTE)			Average staff 2025 All Parks (FTE)			Average staff 2025 Parks as of 31.12.2025 (FTE)		
Experts	# empl.	2,559	3,568	6,126	2,196	1,705	3,901	2,058	1,332	3,390
Total	# empl.	3,442	3,757	7,200	2,875	1,803	4,678	2,624	1,386	4,010

Distribution by Work Center

Country	Work center	Unit	Average staff 2024 (FTE)	Average staff 2025 All Parks (FTE)	Average staff 2025 Parks as of 31.12.2025 (FTE)
Australia	Raging Waters Sydney	#	359	248	248
Belgium	Bobbejaanland	#	120	119	119
Denmark	Bonbonland	#	59	66	66
France	Aquasplash & Adventure Golf	#	58	40	40
	Marineland	#	239	74	74
	Marineland Resort	#	64	34	34
Germany	Belantis	#	109	16	0
	Movie Park	#	338	319	319
	Tropical Islands	#	567	553	553
	Weltvogel Park	#	79	77	77
Netherlands	Aqua Mexicana	#	13	11	11
	Slagharen	#	225	218	218
Italy	Mirabilandia	#	347	303	303
	Mirabilandia Beach	#	14	16	16
Norway	Bo Sommarland	#	27	66	66
	Tusenfryd	#	147	139	139
Spain	Atlantis Aquarium Madrid	#	37	29	29
	Aquópolis Cartaya	#	16	15	15
	Aquopolis Costa Dorada	#	39	38	38
	Aquópolis Cullera	#	26	27	27
	Aquopolis Torre Vieja	#	32	33	33
	Aquópolis Villanueva	#	40	41	41
	Faunia	#	157	106	106
	Parque de Atracciones	#	194	178	178
	Parques Reunidos Servicios Centrales	#	228	193	193
	Warner	#	582	533	533
	Warner Beach	#	35	34	34
	Selwo Aventura	#	84	83	83
Selwo Marina	#	77	65	65	

	Benalmadena Cable Car	#	26	24	24
	Zoo	#	200	168	168
United Kingdom	Aquarium of the Lakes	#	27	19	19
	Blackpool Zoo	#	179	96	96
	Bournemouth	#	52	30	30
	Nickelodeon Lakeside	#	44	15	15
USA1	All Parks	#	2,253	652	0

1) Data for the USA disaggregated by work center is not available as they ceased to be part of the Group's portfolio since May 2025.

Employees as of 31-12-2025

Distribution by Gender and Age

Indicator	Unit	Employees as of 31.12.24 (FTE)		Employees as of 31.12.25 (FTE)	
		# employees	%	# employees	%
Gender					
Women	# empl. / %	2,623	47.3	1,464	46.4
Men	# empl. / %	2,836	51.1	1,669	52.9
Not declared	# empl. / %	78	1.4	21	0.7
Others	# empl. / %	8	0.2	1	0.0
Total	# empl. / %	5,545	100.0	3,155	100
Age1)					
<30	# empl. / %	2,654	47.9	1,043	33.1
30-50	# empl. / %	1,886	34.0	1,418	44.9
> 50	# empl. / %	1,005	18.1	694	22.0
Total	# empl. / %	5,545	100.0	3,155	100

Geographical Distribution

Indicator	Unity	Employees as of 31.12.24 (FTE)		Employees as of 31.12.25 All Parks (FTE)	
		# employees	%	# employees	%
Geographical Distribution					
Corporate	# empl. / %	282	5.1	172	5.5
Spain	# empl. / %	218	3.9	172	5.5
USA	# empl. / %	63	1.1	0	0
Spain	# empl. / %	1,250	22.5	1,088	34.5
Spain	# empl. / %	1,250	22.5	1,088	34.5
USA and Australia	# empl. / %	1,914	34.5	260	8.2
USA	# empl. / %	1,296	23.4	0	0

Australia	# empl. / %	618	11.1	260	8.2
Rest of Europe	# empl. / %	2,100	37.9	1,635	51.8
Germany	# empl. / %	1,025	18.5	942	29.9
Norway	# empl. / %	52	0.9	54	1.7
Netherlands	# empl. / %	260	4.7	195	6.2
Italy	# empl. / %	81	1.5	90	2.9
France	# empl. / %	419	7.5	95	3.0
United Kingdom	# empl. / %	172	3.1	131	4.2
Denmark	# empl. / %	27	0.5	29	0.9
Belgium	# empl. / %	63	1.1	99	3.1
Total	# empl. / %	5,545	100,0	3,155	100

Distribution by Type of Contract and Region

Indicator	Unity	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		Spain	Rest of Europe	USA and Australia	Total	Spain	Rest of Europe	USA and Australia	Total
Permanent	#	968	1,272	556	2,796	897	1,183	13	2,093
Permanent seasonal	#	346	0	0	346	322	0	0	322
Temporary	#	154	828	1,421	2,403	41	452	247	740
Total	#	1,468	2,100	1,978	5,545	1,260	1,635	260	3,155

Distribution by Gender and Professional Category

'Management Team' is considered to be all employees who belong to the categories of Executive Committee, Directors and Heads of

Department. As of 31.12.2025, the number of people belonging to the 'Management Team' was 211, of which 71 were women (33.6%)

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared	Total
Employees as of Dec 31	# empl.	2,623	2,836	87	5,545	1,464	1,669	22	3,155
Employees as of Dec 31	%	47.3	51.1	1.6	100.0	46.4	52.9	0.7	100
Professional Category		Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared	Total
Executive Committee	# empl.	4	5	0	9	4	4	0	8

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
Directors	# empl.	11	68	0	79	10	41	0	51
Heads of Departments.	# empl.	117	153	0	270	57	95	0	152
Managers	# empl.	261	364	1	626	150	209	2	361
Experts	# empl.	2,230	2,246	85	4,561	1,243	1,320	20	2,583
Total	# empl.	2,623	2,836	87	5,545	1,464	1,669	22	3,155

Distribution by Country and Gender

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared.	Total
USA	# empl.	602	742	16	1,360	0	0	0	0
Spain	# empl.	786	680	0	1,466	669	591	0	1,260
Germany	# empl.	387	638	0	1,025	361	581	0	942
Australia	# empl.	296	255	67	618	123	132	5	260
Netherlands	# empl.	133	126	1	260	90	104	1	195
United Kingdom	# empl.	98	75	0	172	65	56	10	131
France	# empl.	237	181	0	419	50	45	0	95
Italy	# empl.	32	51	0	83	38	52	0	90
Belgium	# empl.	23	41	0	63	40	59	0	99
Norway	# empl.	20	32	0	52	19	33	2	54
Denmark	# empl.	10	15	2	27	9	16	4	29
Total	# empl.	2,623	2,836	87	5,545	1,464	1,669	22	3,155

Distribution by Age and Gender

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		Women	Men	Other/ Not Declared.	Total	Women	Men	Other/ Not Declared.	Total
<30	# empl.	1,332	1,242	80	2,654	481	545	17	1,043
30-50	# empl.	872	1,011	3	1,886	658	757	3	1,418
> 50	# empl.	418	584	3	1,005	325	367	2	694
Total	# empl.	2,623	2,836	87	5,545	1,464	1,669	22	3,155

Distribution by Type of Contract, Seniority and Workday

Indicator	Unit	Employees as of 31.12.24 (FTE)		Employees as of 31.12.25 (FTE)	
		# employees	%	# employees	%
Type of contract					

Permanent	# empl. / %	2,796	50.4	2,093	66.3
Permanent seasonal	# empl. / %	346	6.2	322	10.2
Temporary	# empl. / %	2,403	43.3	740	23.5
Total	# empl. / %	5,545	100.0%	3,155	100
Seniority		# employees	%	# employees	%
<5 years	# empl. / %	4,039	72.8	1,857	58.9
5-10 years	# empl. / %	490	8.8	472	15.0
>10 years	# empl. / %	1,017	18.3	826	26.2
Total	# empl. / %	5,545	100.0	3,155	100
Type of working day		# employees	%	# employees	%
Full-time	# empl. / %	3,046	54.9	2,119	67.2
Partial	# empl. / %	2,500	45.1	1,036	32.8
Total	# empl. / %	5,545	100.0	3,155	100

Distribution by Region and Type of Contract

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		Permanent seasonal	Permanent	Temporary	Total	Permanent seasonal	Permanent	Temporary	Total
Corporate	%	0.0	5.0	0.0	5.1	0	5.5	0	5.5
Spain	%	6.2	13.5	2.8	22.5	10.2	23.0	1.3	34.5
USA and Australia	%	0.0	8.9	25.6	34.5	0	0.4	7.8	8.2
Rest of Europe	%	0.0	22.9	14.9	37.9	0	37.5	14.3	51.8
Total	%	6.2	50.4	43.3	100.0	10.2	66.3	23.5	100

Distribution by Type of Contract and Gender

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		Women	Men	Other/ Not declared	Total	Women	Men	Other/ Not declared	Total
Permanent	#	1,140	1,653	3	2,796	890	1,195	8	2,093
Permanent seasonal	#	236	110	0	346	218	104	0	322
Temporary	#	1,247	1,073	84	2,403	356	370	14	740
Total	#	2,623	2,836	87	5,545	1,464	1,669	22	3,155

Distribution by Type of Contract and Age

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		<30	30-50	>50	Total	<30	30-50	>50	Total
Type of Contract1)									
Permanent	# empl.	616	1,446	735	2,796	398	1,149	546	2,093
Permanent seasonal	# empl.	137	134	75	346	128	119	75	322
Temporary	# empl.	1,901	306	196	2,403	517	150	73	740
Total	# empl.	2,654	1,886	1,005	5,545	1,043	1,418	694	3,155

Distribution by Professional Category and Type of Contract

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		Permanent seasonal	Permanent	Temporary	Total	Permanent seasonal	Permanent	Temporary	Total
Executive Committee	# empl.	0	9	0	9	0	8	0	8
Directors	# empl.	0	79	0	79	0	51	0	51
Heads of Department	# empl.	0	262	8	270	0	152	0	152
Managers	# empl.	0	529	97	626	0	343	18	361
Experts	# empl.	346	1,917	2,298	4,561	322	1,539	722	2,583
Total	# empl.	346	2,796	2,403	5,545	322	2,093	740	3,155

Distribution by Type of Workday and Gender

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		Women	Men	Other/ Not declared	Total	Women	Men	Other/ Not Declared	Total
Type of Schedule									
Full-time	# empl.	1,233	1,810	3	3,046	840	1,270	9	2,119
Partial	# empl.	1,390	1,026	84	2,500	624	399	13	1,036
Total	# empl.	2,623	2,836	87	5,545	1,464	1,669	22	3,155

Distribution by Type of Working Day and Age

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
		<30	30-50	>50	Total	<30	30-50	>50	Total
Type of Schedule									
Full-time	# empl.	955	1,388	703	3,046	606	1,031	482	2,119

Indicator	Unit	Employees as of 31.12.24 (FTE)				Employees as of 31.12.25 (FTE)			
Partial	# empl.	1,699	498	302	2,500	437	387	212	1,036
Total	# empl.	2,654	1,886	1,005	5,545	1,043	1,418	694	3,155

Distribution by Region and Type of Schedule

Indicator	Unit	Employees as of 31.12.24 (FTE)			Employees as of 31.12.25 (FTE)		
		Full-time	Partial	Total	Full-time	Partial	Total
Region							
Corporate	# empl.	280	2	282	169	3	172
Spain	# empl.	686	564	1,250	582	506	1,088
USA and Australia	# empl.	496	1,418	1,914	176	84	260
Rest of Europe	# empl.	1,584	515	2,100	1,192	443	1,635
Total	# empl.	3,046	2,500	5,545	2,119	1,036	3,155

Distribution by Professional Category and Type of Workday

Indicator	Unit	Employees as of 31.12.24 (FTE)			Employees as of 31.12.25 (FTE)		
		Full-time	Partial	Total	Full-time	Partial	Total
Professional Category							
Executive Committee	# empl.	9	0	9	8	0	8
Directors	# empl.	79	0	79	51	0	51
Heads of Department	# empl.	257	14	270	150	2	152
Managers	# empl.	509	118	626	314	47	361
Experts	# empl.	2,192	2,368	4,561	1,596	987	2,583
Total	# empl.	3,046	2,500	5,545	2,119	1,036	3,155

Distribution by Work Center

Country	Work center	Unit	Employees as of 31.12.2024 (FTE)	Employees as of 31.12.2025 (FTE)
Australia	Raging Waters Sydney	#	618	260
Belgium	Bobbejaanland	#	63	99
Denmark	Bonbonland	#	27	29
France	Aquasplash & Adventure Golf	#	70	3
	Marineland	#	249	48
	Marineland Resort	#	76	44
Germany	Belantis	#	57	0
	Movie Park	#	308	313
	Tropical Islands	#	591	560

	Weltvogel Park	#	65	69
Netherlands	Aqua Mexicana	#	15	9
	Slagharen	#	239	186
Italy	Mirabilandia	#	81	90
	Mirabilandia Beach	#	0	0
Norway	Bo Sommarland	#	10	12
	Tusenfyrd	#	43	42
Spain	Atlantis Aquarium Madrid	#	37	29
	Aquópolis Cartaya	#	5	4
	Aquopolis Costa Dorada	#	13	13
	Aquópolis Cullera	#	5	4
	Aquopolis Torrevieja	#	5	5
	Aquópolis Villanueva	#	7	6
	Faunia	#	172	100
	Parque de Atracciones	#	154	140
	Parques Reunidos Servicios Centrales	#	216	172
	Warner	#	482	473
	Warner Beach	#	2	0
	Selwo Aventura	#	76	77
	Selwo Marina	#	70	53
	Benalmadena Cable Car	#	22	22
	Zoo	#	201	162
United Kingdom	Aquarium of the Lakes	#	20	16
	Blackpool Zoo	#	93	76
	Bournemouth	#	35	27
	Nickelodeon Lakeside	#	24	12
USA	All Parks	#	1,296	0

Other Employee Related Indicators

[Temporary Suspensions of Contracts \(ERTE in Spain or local legal equivalent in each country\)](#)

Furloughed Employees

Year	Women (Headcount)			Men (Headcount)			Other/ Not Declared (Headcount)			Total (Headcount)		
	Partial	Total	All	Partial	Total	All	Partial	Total	All	Partial	Total	All
2024	1	0	1	0	0	0	0	0	0	1	0	1
2025 Parks on 31.12.2025	0	4	4	0	8	8	0	0	0	0	12	12

Layoffs

The number of dismissals only considers departures that were not voluntary (terminations of contracts with a predefined end date and voluntary resignations are therefore excluded).

For dismissals, headcounts are used as the basis for calculation, so that each employee counts as a dismissal.

Dismissals by Type of Contract

Indicator	Unit	2024 (Headcount)				2025 All Parks (Headcounts)				2025 Parks as of 31.12.2025 (Headcounts)			
		Women	Men	Other/ Not declared.	Total	Women	Men	Other/ Not declared.	Total	Women	Men	Other/ Not declared.	Total
Permanent	# empl.	52	109	0	161	69	101	0	170	65	92	0	157
Permanent seasonal	# empl.	46	24	0	70	17	7	0	24	17	7	0	24
Temporary	# empl.	215	292	4	511	65	97	9	171	43	65	9	117
Total	# empl.	313	425	4	742	151	205	9	365	125	164	9	298

Dismissals by Age

Indicator	Unit	2024 (Headcount)				2025 All Parks (Headcounts)				2025 Parks as of 31.12.2025 (Headcounts)			
		Women	Men	Other/ Not declared.	Total	Women	Men	Other/ Not declared.	Total	Women	Men	Other/ Not declared.	Total
<30	# empl.	226	301	4	531	104	116	9	229	82	88	9	179
30-50	# empl.	57	85	0	142	38	75	0	113	36	666	0	102
> 50	# empl.	30	39	0	69	9	14	0	23	7	10	0	17
Total	# empl.	313	425	4	742	151	205	9	365	125	164	9	298

Dismissals by Professional Category

Indicator	Unit	2024 (Headcount)				2025 All Parks (Headcounts)				2025 Parks as of 31.12.2025 (Headcounts)			
		Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared	Total	Women	Men	Other/ Not Declared	Total
Dismissals by professional category													
Executive Committee	# empl	1	0	0	1	0	2	0	2	0	2	0	2
Directors	# empl	2	8	0	10	0	5	0	5	0	5	0	5
Heads of Department	# empl	3	6	0	9	5	14	0	119	5	12	0	17
Managers	# empl	19	25	0	44	13	12	0	25	11	11	0	22
Experts	# empl	288	386	4	678	133	172	8	314	109	134	9	252
Total	# empl	313	425	4	742	151	205	8	365	125	164	9	298

New hires

For recruitment, the headcount is used as the basis for calculation, so that each employee counts as a recruitment.

correspond to women and 83.2% to employees under 30 years of age.

In 2025, including the divested parks, 12,893 new hires have been made. Of these hires, 49.9%

2024

Indicator	Unit	Gender					Age			
		Women	Men	Undeclared	Others	Total	<30	30-50	>50	Total
Region										
USA and Australia	# empl.	5,329	4,860	130	58	10,377	8,904	843	630	10,377
Rest of Europe	# empl.	3,202	2,494	97	8	5,801	4,286	838	677	5,801
Spain	# empl.	1,704	1,159	0	0	2,863	2,178	499	186	2,863
Corporate	# empl.	31	37	3	0	71	29	30	12	71
Total	# empl.	10,266	8,550	230	66	19,112	15,397	2,210	1,505	19,112

All parks in the 2025 portfolio

Indicator	Unit	Gender					Age			
		Women	Men	Undeclared	Others	Total	<30	30-50	>50	Total
Region										
USA and Australia	# empl.	3,798	3,412	65	28	7,303	6,304	535	464	7,303
Rest of Europe	# empl.	1,892	1,616	709	8	4,225	3,249	676	300	4,225
Spain	# empl.	785	561	0	0	1,346	1,140	170	36	1,346
Corporate	# empl.	10	9	0	0	19	15	4	0	19
Total	# empl.	6,485	5,598	774	36	12,893	10,708	1,385	800	12,893

Parks as of 31.12.2025

Indicator	Unit	Gender					Age			
		Women	Men	Undeclared	Others	Total	<30	30-50	>50	Total
Australia	# empl.	309	287	32	0	628	585	31	12	628
Rest of Europe	# empl.	1,823	1,543	709	8	4,083	3,203	622	258	4,083
Spain	# empl.	785	561	0	0	1,346	1,140	170	36	1,346
Corporate	# empl.	6	3	0	0	9	5	4	0	9
Total	# empl.	2,923	2,394	741	8	6,066	4,933	827	306	6,066

Absenteeism

It includes common illnesses, work-related accidents and occupational illnesses, and maternity and paternity leave. Specific information

on absenteeism due to occupational accidents and illnesses can be found in the Safe and Healthy Workplaces section.

Indicator	Unit	2024	2025 All Parks
Hours of absenteeism	Hours	328,520	394,848
Hours of absenteeism per FTE	Hours/FTE (average)	45.6	84.4

Staff turnover

For the calculation of the turnover rate, headcounts have been considered. This indicator is calculated by considering voluntary and involuntary contract terminations with respect to the average number of headcounts in the year.

During 2025, considering only the parks that are part of the Group as of 31.12.2025, the resulting turnover rate has been 24.4%, mainly focused on temporary employees. Considering only

permanent employees, the rate is reduced to 5.0%.

Regarding voluntary resignations, considering value 1 for each worker regardless of the duration of their contract and working day, during 2025 there have been 1,225 voluntary resignations in the parks at the end of the year, of which 47.9% correspond to women and 75.7% to those under 30 years of age.

2024

Indicator	Unit	Gender				Age			
		Women	Men	Other/ Not Declared	Total	<30	30-50	>50	Total
USA and Australia	# empl.	3,340	2,980	58	6,378	5,514	496	368	6,378
Rest of Europe	# empl.	903	655	10	1,568	1,163	239	166	1,568

Indicator	Unit	Gender				Age			
		Women	Men	Non declared	Others	<30	30-50	>50	Total
Spain	# empl.	245	183	0	428	327	83	18	428
Corporate	# empl.	26	25	2	53	21	25	7	53
Total	# empl.	4,514	3,843	70	8,427	7,025	843	559	8,427

2025 – Parks as of 31.12.2025

Voluntary resignations

Region	Unit	Gender				Age				
		Women	Men	Region	Others	Women	Men	Region	Women	
Australia	# empl.	27	19	12	0	58	54	2	2	58
Rest of Europa	# empl.	357	305	124	0	786	599	129	58	786
España	# empl.	189	167	0	0	356	272	70	14	356
Corporate	# empl.	14	11	0	0	25	2	16	7	25
Total	# empl.	587	502	136	0	1,225	927	217	81	1,225

For the calculation of this indicator, a value of 1 has been considered for each employee, regardless of the duration of their contract and their working hours.

Total Contract Terminations (voluntary and involuntary)

Region	Unit	Gender				Age				
		Women	Men	Non declared	Others	Total	<30	30-50	>50	Total
Australia	# empl.	97	81	16	0	194	177	12	5	194
Rest of Europa	# empl.	492	422	40	1	955	597	222	136	955
España	# empl.	98	77	0	0	175	105	47	23	175
Corporate	# empl.	10	15	0	0	25	2	16	7	25
Total	# empl.	697	595	56	1	1,349	881	297	171	1,349

For the calculation of this indicator, the duration of each employee's contract has been considered.

Unadjusted gender pay gap

The unadjusted gender pay gap has been calculated using each employee's total compensation, including fixed salary and benefits in kind.

For the calculation, the full calendar year has been considered, including all employees who were employed at any point during that period, with the exception of the CEO, apprentices, and interns. Employees who do not identify or have reported a

gender other than female or male have also been excluded from the calculations

Employees have been gathered into **groups according to professional categories**, as this is an adequate indication of the value provided by each role, and the gap for the different locations has been analyzed.

The information related to the unadjusted pay gap analyses in corporate offices and parks is shown in the following tables:

Parks- Unadjusted pay gap

Reference period 1 January 2024 - 31 December 2024

Country	# employees	Gap Group 1 ⁽¹⁾	Gap Group 2 ⁽¹⁾	Gap Group 3 ⁽¹⁾	Gap Group 4 ⁽¹⁾	Gap Group 5 ⁽¹⁾	Gap Group 6 ⁽¹⁾	Gap Total ⁽²⁾
Spain	2,771	-	-	-	10%	10%	6%	12.5%
Belgium	174	-	-	-	-5%	-5%	-4%	-4.7%
Denmark	276	-	-	-	-	-5%	3%	10.8%
Germany	2,493	-	-	-	22%	-19%	4%	5.9%
Netherlands	630	-	-	-	30%	40%	3%	12.6%
Italy	456	-	-	-	68%	10%	2%	9.8%
Norway	1,097	-	-	-	-5%	16%	5%	7.4%
United Kingdom	310	-	-	-	-75%	-8%	3%	8.6%
France ¹	525	-	-	-	-16%	-3%	4%	8.1%
Australia	892	-	-	-	-33%	25%	-5%	-5.1%
USA	9,761	-	-	9%	19%	12%	6%	8.7%

1) Groups: 1 (CEO); 2 (other Executive Committees); 3 (Directors); 4 (Heads of Department); 5 (Managers); 6 (Experts)

2) The calculation includes all employees who were with the company at some point during 2024 with their annualized salaries. Groups without a percentage gap are those in which employees of both genders have not been identified, so a comparison cannot be made.

Reference period 1 January 2025 - 31 December 2025

Country	# employees	Gap Group 1 ⁽¹⁾	Gap Group 2 ⁽¹⁾	Gap Group 3 ⁽¹⁾	Gap Group 4 ⁽¹⁾	Gap Group 5 ⁽¹⁾	Gap Group 6 ⁽¹⁾	Gap Total ⁽²⁾
Spain	3928	-	-	-	0.0%	8.7%	3.4%	9.4%
Belgium	186	-	-	-	-2.1%	5.3%	-1.7%	2.5%
Denmark	234	-	-	-	-	13.7%	6.1%	11%
Germany	2660	-	-	-	43.0%	76.8%	3.9%	7.2%
Netherlands	779	-	-	-	-7.6%	14.0%	0.3%	43.7%

Country	# employees	Gap Group 1 ⁽¹⁾	Gap Group 2 ⁽¹⁾	Gap Group 3 ⁽¹⁾	Gap Group 4 ⁽¹⁾	Gap Group 5 ⁽¹⁾	Gap Group 6 ⁽¹⁾	Gap Total ⁽²⁾
Italy	914	-	-	-10.2%	-	12.8%	0.9%	6.4%
Norway	652	-	-	-	-	25.9%	2.9%	8.3%
United Kingdom	364	-	-	-	-	-18.6%	2.7%	5.1%
France	473	-	-	-	4.8%	11.8%	4.0%	7.7%
Australia	1168	-	-	-	-41.7%	14.1%	-2.8%	-2.7%

- 1) Groups: 1 (CEO); 2 (other Executive Committees); 3 (Directors); 4 (Heads of Department); 5 (Managers); 6 (Experts)
- 2) The calculation includes all employees who were with the company at some point during 2025 with their annualized salaries. except USA and Belantis due to their divestment. Groups without a percentage gap are those in which employees of both genders have not been identified, so a comparison cannot be made.

Corporate Offices- Unadjusted Pay Gap

Reference period 1 January 2024 - 31 December 2024

Country	# employees	Gap Group 1 ⁽¹⁾	Gap Group 2 ⁽¹⁾	Gap Group 3 ⁽¹⁾	Gap Group 4 ⁽¹⁾	Gap Group 5 ⁽¹⁾	Gap Group 6 ⁽¹⁾	Gap Total ⁽²⁾
Spain	251	-	42%	-5%	13%	12%	14%	22.1%
USA	83	-	-	19%	14%	7%	5%	15.1%

- 1) Groups (according to professional category): 1 (CEO); 2 (other Executive Committees); 3 (Directors); 4 (Heads of Department); 5 (Managers); 6 (Experts)
- 2) The calculation includes all employees who were with the company at some point during 2024, with their annualized salaries. The groups without a percentage gap are those in which employees of both genders have not been identified, so a comparison cannot be made

Reference period 1 January 2025 - 31 December 2025

Country	# employees	Gap Group 1 ⁽¹⁾	Gap Group 2 ⁽¹⁾	Gap Group 3 ⁽¹⁾	Gap Group 4 ⁽¹⁾	Gap Group 5 ⁽¹⁾	Gap Group 6 ⁽¹⁾	Gap Total ⁽²⁾
Spain	225	-	26%	8%	17%	18%	10%	37%

- 1) Groups: 1 (CEO); 2 (other Executive Committees); 3 (Directors); 4 (Heads of Department); 5 (Managers); 6 (Experts)
- 2) The calculation includes all employees who were with the company at some point during 2025 with their annualized salaries. except for the U.S. and Belantis due to their divestment. Groups without a percentage gap are those in which employees of both genders have not been identified, so a comparison cannot be made.

Annex VIII: Environmental Evaluation According to Locations: Water Stress and Protected Areas

Park/Site	Part of the Group as of 31.12.2025	Water Risk	Water Stress	Red Natura 2000	Key Biodiversity Areas (KBA)	UK SAC & SPA (JNCC)	PAD-US	Protected Areas of Australia
Adventureland	No	Low (0-1)	Low (<10%)					
Aquópolis Cartaya	Yes	Medium - High (2-3)	Extremely High (>80%)	ES6150006 (1 km) (SAC, SPA)	River Piedras marshes and Rompido sandbank (1 km)			
Aquópolis Costa Dorada	Yes	High (3-4)	Extremely High (>80%)	ES0000512 (1 km) (SPA) ES5140004 (< 1 km) (SAC)	Plataforma Marina del Delta del Ebro - Columbretes (< 1 km)			
Aquópolis Cullera	Yes	High (3-4)	Extremely High (>80%)	ES0000471 (< 1 km) (SPA)	Albufera de Valencia marshes (< 1 km)			
Aquópolis Torrevieja	Yes	Extremely High (4-5)	Extremely High (>80%)	ES0000059 (2 km) (SAC) ES0000485 (2 km) (SPA) ESZZ16009 (3 km) (SPA)	Mata and Torrevieja lagoons (2 km) Tabarca - Cabo de Palos (3 km)			
Aquópolis Villanueva	Yes	Medium – High (2-3)	High (40-80%)	ES3110005 (< 1 km) (SAC)	El Escorial - San Martín de Valdeiglesias (3 km)			
Belantis Park	No	Low - Medium (1-2)	High (40-80%)	DE4639451 (< 1km) (SPA) DE4739302 (2 km) (SAC) DE4739451 (2 km) (SPA)	Leipziger Auwald (< 1 km)			
Blackpool Zoo	Yes	Low (0-1)	Low (<10%)		Morecambe Bay (4 km) Ribble and Alt Estuaries (4 km)	UK9020294 (4 km)		
Bo Sommarland	Yes	Low (0-1)	Low (<10%)					
Bobbejaanland	Yes	Medium – High (2-3)	Extremely High (>80%)	BE2100026 (< 1 km) (SAC)	Zegge (< 1 km)			
Bonbonland	Yes	Low – Medium (1-2)	Low - Medium (10-20%)	DK006Y091 (1 km) (SPA) DK006Y231 (3 km) (SAC) DK006Y275 (3 km) (SAC)	Holmegård Mose & Porsmose (1 km)			

Park/Site	Part of the Group as of 31.12.2025	Water Risk	Water Stress	Red Natura 2000	Key Biodiversity Areas (KBA)	UK SAC & SPA (JNCC)	PAD-US	Protected Areas of Australia
Boomers! Palm Spring	No	High (3-4)	Extremely High (>80%)				Santa Rosa And San Jacinto National Monument (< 1 km)	
Boomers! Vista	No	Extremely High (4-5)	Extremely High (>80%)					
Bournemouth Oceanarium	Yes	Low (0-1)	Low (<10%)			UK9020330 (< 1 km)		
Cartoon Network Hotel	No	Low (0-1)	Low (<10%)					
Castle Park	No	High (3-4)	Extremely High (>80%)					
Corporate Office USA Pennsylvania	No	Low - Medium (1-2)	Medium - High (20-40%)					
Dutch Wonderland	No	Low (0-1)	Low (<10%)					
Faunia	Yes	High (3-4)	Extremely High (>80%)					
Idlewild	No	Low (0-1)	Low - Medium (10-20%)					
Kennywood	No	Low – Medium (1-2)	Medium - High (20-40%)					
Lakes Aquarium	Yes	Low (0-1)	Low (<10%)			UK0030306 (2 km)		
Lake Compounce	Yes	Low (0-1)	Low (<10%)					
Malibu Norcross	No	Low - Medium (1-2)	High (40-80%)					
Marineland Park	Yes	Medium – High (2-3)	High (40-80%)	FR9301572 (1 km) (SAC) FR9301573 (1 km) (SAC)	Basse vallée du Var (inside)			

Park/Site	Part of the Group as of 31.12.2025	Water Risk	Water Stress	Red Natura 2000	Key Biodiversity Areas (KBA)	UK SAC & SPA (JNCC)	PAD-US	Protected Areas of Australia
MEC Acuario Xanadú	Yes	Medium – High (2-3)	High (40-80%)	ES3110005 (< 1 km) (SAC)	El Escorial - San Martín de Valdeiglesias (2 km)			
Mirabilandia Park	Yes	High (3-4)	Extremely High (>80%)	IT4070010 (< 1 km) (SAC, SPA)	Ortazzo and Ortazzino (3 km)			
Mountasia-Marietta	No	Low - Medium (1-2)	High (40-80%)					
Movie Park	Yes	Low (0-1)	Low (<10%)	DE4307301 (4 km) (SAC) DE4209302 (5 km)				
Nickelodeon Lakeside	Yes	Low – Medium (1-2)	High (40-80%)					
Noah's Ark Park	No	Medium - High (2-3)	High (40-80%)					
Parque de Atracciones	Yes	High (3-4)	Extremely High (>80%)					
Parques Reunidos Servicios Centrales	Yes	High (3-4)	Extremely High (>80%)	ES3110004 (2 km) (SAC) ES0000011 (4 km) (SPA)	El Pardo-Viñuelas (4 km)			
Raging Waters Los Angeles	No	High (3-4)	Extremely High (>80%)				Walnut Creek (1 km)	
Raging Waters Sydney	Yes	Medium – High (2-3)	High (40-80%)					Prospect (<1 km)
Sand Castle	No	Low – Medium (1-2)	Medium - High (20-40%)					
Sea Life Park-Hawaii	No	NO DATA	NO DATA				Ka Iwi Scenic (<1 km) Offshore Island, Kaohikaipu Island (<1 km)	
Selwo Aventura	Yes	Extremely High (4-5)	Extremely High (>80%)	ES6170010 (4 km) (SAC) ES6170037 (4 km) (SAC)	Mountain ranges of Ronda, Bermeja and Crestellina (4 km)			

Park/Site	Part of the Group as of 31.12.2025	Water Risk	Water Stress	Red Natura 2000	Key Biodiversity Areas (KBA)	UK SAC & SPA (JNCC)	PAD-US	Protected Areas of Australia
Selwo Marina	Yes	Extremely High (4-5)	Extremely High (>80%)					
Slagharen Park	Yes	Low (0-1)	Low (<10%)		Slagharen - de Krim (inside)			
Splish Splash	No	Medium – High (2-3)	Extremely High (>80%)				Otis Pike Preserve (2 km) Long Island State Pine Barrens Preserve (2 km) Suffolk County Lands (2 km)	
Story Land Park	No	Low (0-1)	Low (<10%)				Crocker (2 km)	
Teleférico Benalmádena	Yes	Extremely High (4-5)	Extremely High (>80%)					
Tropical Islands Park	Yes	Medium – High (2-3)	High (40-80%)	DE4151421 (3 km) (SPA) DE3948303 (3 km) (SAC) DE3948305 (3 km)	Spreewald (3 km)			
Tusenfyrd	Yes	Low - Medium (1-2)	Low - Medium (10-20%)					
Vogelpark Walsrode	Yes	Low - Medium (1-2)	Medium - High (20-40%)	DE2924301 (< 1 km) DE3023301 (3 km)				
Warner Park	Yes	High (3-4)	Extremely High (>80%)	ES3110006 (< 1 km) (SAC) ES0000142 (< 1 km) (SPA)	Cortados del Jarama (< 1 km)			
Water Country	No	Low (0-1)	Low (<10%)				Banfield Rd, Land (< 1 km) Agricultural Conservation Easement Program - Wetland Reserve Easements (ACEP-WRE), Rockingham, NH (2 km)	
Wet & Wild - Emerald Pointe	No	Low - Medium (1-2)	High (40-80%)					

Park/Site	Part of the Group as of 31.12.2025	Water Risk	Water Stress	Red Natura 2000	Key Biodiversity Areas (KBA)	UK SAC & SPA (JNCC)	PAD-US	Protected Areas of Australia
Zoo	Yes	High (3-4)	Extremely High (>80%)					

Sources used for data:

Water stress and Water risk: WR (World Resource Institute): Aqueduct 4.0 Current and Future Global Maps Data.

Protected Areas: UNEP-WCMC and IUCN (2024), Protected Planet: The World Database on Protected Areas (WDPA) [Online], February 2024, Cambridge, UK: UNEP-WCMC and IUCN. & 2024 keybiodiversityareas.org

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- II. Index of content according to GRI (Global Reporting Initiative)**
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- IV. Index of content according to SASB (Sustainability Accounting Standards Board)**
- V. Index of content according to TCFD (Task Force on Climate-related Financial Disclosures)/ IFRS S2**
- VI. Index of content according to TNFD (Task Force on Nature-related Financial Disclosures)**

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Information required by the Non-Financial Information Act	Website	Sustainability Report	Page number	Comments	GRI Indicator
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Geographical presence	X	X	5	https://www.parquesreunidos.com/en/the-group/about-us	GRI 2-1, GRI 2-6
Objectives and strategies		X	8-9 18-19		GRI 2-9, GRI 2-10, GRI 2-12 y GRI 2-22
Main factors and trends which affect future performance		X	10-12 28-31	See also "Sustainability Context" (pg. 10-12)	GRI 2-25
Good governance and Due diligence					
Description of the Group's policies		X	142-147	Annex III- Policies See also 'Our Principles' in each section	GRI 2-16, GRI 2-23, GRI 2-24
Due diligence procedures applied to identify, evaluate, prevent, and mitigate significant risks and impacts		X	20-27	See also 'Management approach' for each material topic	GRI 2-12, GRI 2-13, GRI 2-19, GRI 2-27
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Key indicators of non-financial results		X	154-161 162-182	See also tables of indicators corresponding to each section and material topic Annex VI- Environmental, Social and Governance Performance – Key Indicators Annex VII – Employee indicators	See each section
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Materiality Analysis		X	9-17 148-151	The report includes a summary of the materiality analysis performed and the list of material topics.	GRI 3-1, GRI 3-2, GRI 3-3

Information required by the Non-Financial Information Act	Website	Sustainability Report	Page number	Comments	GRI Indicator
ENVIRONMENTAL MATTERS					
Policies and Risk management					
A description of the policies applied by the group regarding such matters, which must include the due diligence procedures applied for identifying, assessing, preventing, and mitigating the significant risks and impacts and those for verification and control, including the measures adopted		X	33-35 142-147	See sections: 'Principles (Environment)' and 'Management approach' for each material topic (climate change, energy, water, circular economy and waste management, and biodiversity and ecosystems). See also Annex III- Policies	GRI 2-23, GRI 2-24, GRI 2-25
The results of such policies and key indicators of the non-financial results		X	36-54 154-161	See 'Evaluating our approach' for each material topic and tables of indicators corresponding to each section and material topic See Annex VI- Environmental, Social and Governance Performance – Key Indicators.	GRI 2-23, GRI 2-24
The main risks related to these matters in connection with the group's activities, including, when pertinent and proportional, the commercial relations, products or services which may have negative effects on those areas, and how the group manages such risks, explaining the procedures used to detect and evaluate them in accordance with the benchmark national, European, or international frameworks used in each matter. Information must be included about the impacts which are detected, providing their breakdown, in particular regarding the short-, medium- and long-term risks		X	15-17 28-31 33-54	See 'Why does it matter?' (risks), 'Management approach' (procedures) and 'Evaluating our approach' (impacts) for each material topic.	GRI 2-25
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Environmental assessment or certification procedures		X	33-35		
Resources dedicated to the prevention of environmental risks		X	33-35		
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Provisions and guarantees for environmental risks		X	33-35		
Pollution					
Measures to prevent, reduce or repair emissions which seriously affect the environment, taking into account any form of air pollution specific to an activity, including noise and light pollution.		X	33-35 36-40		GRI 305-5, GRI 305-6, GRI 305-7

Information required by the Non-Financial Information Act	Website	Sustainability Report	Page number	Comments	GRI Indicator
Circular economy and waste prevention and management					
Prevention, recycling and reuse measures, other forms of waste recovery and elimination		X	47-49		GRI 306-2
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Measures adopted to adapt to the consequences of climate change		X	36-40		
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Measures adopted to preserve or restore biodiversity		X	50-54		GRI-101-1
Impacts caused by activities or operations in protected areas		X	50-54	See also Annex VIII- Protected Areas See also Index of Content According to TNFD	GRI 101-2
SOCIAL AND STAFF MATTERS					
Policies and Risk management					
Description of the policies applied by the group regarding such matters, which must include the due diligence procedures applied for identifying, assessing, preventing, and mitigating the significant risks and impacts and those for verification and control, including the measures adopted		X	55-57 142-147	See also section 'Principles (Social)' and 'Why does it matter?' for each material topic See also Annex III - Policies	GRI 2-23, GRI 2-24, GRI 2-25
The results of such policies and key indicators of the non-financial results.		X	55-93 154-161 162-182	See 'Evaluating our approach' for each material topic. See tables of indicators corresponding to each section and material topic:	GRI 2-23, GRI 2-24, GRI 2-25

Information required by the Non-Financial Information Act	Website	Sustainability Report	Page number	Comments	GRI Indicator
				Annex VI - Environmental, Social, and Governance Performance - Key Indicators Annex VII - Employee Indicators	
The main risks related to these matters in connection with the group's activities, including, when pertinent and proportional, the commercial relations, products or services which may have negative effects on those areas, and how the group manages such risks, explaining the procedures used to detect and evaluate them in accordance with the benchmark national, European, or international frameworks used in each matter. Information must be included about the impacts which are detected, providing their breakdown, in particular regarding the short-, medium- and long-term risks .		X	15-17 28-31 55-93	See 'Why does it matter?' (risks), 'Management approach' (procedures) and 'Evaluating our approach' (impacts) for each material topic.	GRI 2-25
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Information required by the Non-Financial Information Act	Website	Sustainability Report	Page number	Comments	GRI Indicator
Health and safety					
Occupational health and safety conditions		X	65-70		GRI-403-1, GRI-403-8
Occupational incidents, in particular their frequency and seriousness, and occupational illnesses, broken down by gender		X	69-70		GRI-403-9 GRI-403-10
Labour relations					
Organisation of the social dialogue, including procedures to inform and consult the staff and negotiate with them		X	83-84		GRI 2-29, GRI 402-1 GRI-403-4
Percentage of employees covered by a collective bargaining agreement by country		X	85-86		GRI 2-30
The assessment of the collective bargaining agreements, particularly in the area of occupational health and safety		X	84		GRI 403-4
Training					
The training policies implemented		X	87-89		GRI 404-2
The total training hours by professional category		X	89		GRI 404-1
Universal access for people with disabilities					
Universal access for people with disabilities		X	60-61 71-74	See also 'Consumers and End Users – Access to Products and Services. Guest Accessibility and Inclusion' for aspects related to customers	
Employees with disabilities		X	73		
Equality					
Measures adopted to foster equal treatment and opportunity between men and women		X	55-57 60-61 71-72		
Equality plans (Chapter III of Constitutional Act 3/2007 of 22 March, governing the effective equality of women and men), measures adopted to foster employment, anti-harassment protocols based on gender, integration, and universal accessibility for people with disabilities		X	71-72		
The policies against all types of discrimination and, where applicable, diversity management		X	60-61 71-72		

HUMAN RIGHTS

Information required by the Non-Financial Information Act	Website	Sustainability Report	Page number	Comments	GRI Indicator
Policies and Risk management					
Description of the policies applied by the group regarding such matters, which must include the due diligence procedures applied for identifying, assessing, preventing, and mitigating the significant risks and impacts and those for verification and control, including the measures adopted		X	55-57 58-59 60-61 65-75 127-131	See sections 'Human Rights ' (own workforce, workers in the value chain, consumers and end users) See also sections 'Own Workforce' for aspects related to employees, and section 'Sustainable Procurement' for aspects related to suppliers and supply chain.	GRI 2-23, GRI 2-24
The results of such policies and key indicators of the non-financial results.		X	55-57 58-59 60-61 65-75 127-131	See sections 'Human Rights ' (own workforce, workers in the value chain, consumers and end users) See also sections 'Own Workforce' for aspects related to employees, and section 'Sustainable Procurement' for aspects related to suppliers and supply chain.	GRI 2-23
The main risks related to these matters in connection with the group's activities, including, when pertinent and proportional, the commercial relations, products or services which may have negative effects on those areas, and how the group manages such risks, explaining the procedures used to detect and evaluate them in accordance with the benchmark national, European, or international frameworks used in each matter. Information must be included about the impacts which are detected, providing their breakdown, in particular regarding the short-, medium- and long-term risks .		X	55-57 58-59 60-61 65-75 127-131	See 'Why does it matter?' (risks), 'Management approach' (procedures) and 'Evaluating our approach' (impacts).	GRI 2-25
Detailed information					
Application of human rights due diligence procedures		X	58-59		GRI 2-23
Prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and repair possible abuses committed		X	58-59		GRI 2-23
Complaints for cases of human rights violation		X	58		GRI 419-1
Promotion and compliance with the provisions of the fundamental conventions of the International Labour Organization related to respect for freedom of association and the right to collective bargaining		X	58	See also section 'Sustainable Procurement ' for aspects related to suppliers and supply chain.	GRI 407-1, GRI 2-30
Elimination of discrimination in respect of employment and occupation		X	58	See also section 'Sustainable Procurement'	

Information required by the Non-Financial Information Act	Website	Sustainability Report	Page number	Comments	GRI Indicator
Suppression of forced or compulsory labour		X	58	See also section 'Sustainable Procurement'	
Effective abolition of child labour		X	58	See also section 'Sustainable Procurement'	

FIGHT AGAINST CORRUPTION AND BRIBERY

Policies and Risk management

Description of the policies applied by the group regarding such matters, which must include the due diligence procedures applied for identifying, assessing, preventing, and mitigating the significant risks and impacts and those for verification and control, including the measures adopted		X	113 114-118 119-121 142-147	See section 'Principles (Governance)' and 'Management approach' See also 'Annex III- Policies'	GRI-2-23, GRI 2-24
The results of such policies and key indicators of the non-financial results.		X	121-123	See 'Evaluating our approach'	GRI 2-23, GRI 2-24
The main risks related to these matters in connection with the group's activities, including, when pertinent and proportional, the commercial relations, products or services which may have negative effects on those areas, and how the group manages such risks, explaining the procedures used to detect and evaluate them in accordance with the benchmark national, European, or international frameworks used in each matter. Information must be included about the impacts which are detected, providing their breakdown, in particular regarding the short-, medium- and long-term risks .		X	114-118 119-121	See 'Why does it matter?' (risks), 'Management approach' (procedures) and 'Evaluating our approach' (impacts).	GRI 2-25

Detailed information

Measures adopted to prevent corruption and bribery		X	114-116		GRI 2-22, GRI 2-23 GRI 205-1 GRI-205-2
Measures to fight money laundering		X	117-118		
Contributions to foundations and non-profit organizations		X	95-96		

SOCIETY

Policies and Risk management

Description of the policies applied by the group regarding such matters, which must include the due diligence procedures applied for identifying, assessing, preventing, and mitigating the significant risks and impacts and those for verification and control, including the measures adopted		X	55-57 94-96 97-100 142-147	See section 'Principles (Social)' and 'Management approach' See also Annex III- Policies	GRI-2-23, GRI 2-24
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Information required by the Non-Financial Information Act	Website	Sustainability Report	Page number	Comments	GRI Indicator
The results of such policies and key indicators of the non-financial results.		X	94-100	See 'Evaluating our approach' for each material topic	GRI 2-23, GRI 2-24
The main risks related to these matters in connection with the group's activities, including, when pertinent and proportional, the commercial relations, products or services which may have negative effects on those areas, and how the group manages such risks, explaining the procedures used to detect and evaluate them in accordance with the benchmark national, European, or international frameworks used in each matter. Information must be included about the impacts which are detected, providing their breakdown, in particular regarding the short-, medium- and long-term risks .		X	94-100	See 'Why does it matter?' (risks), 'Management approach' (procedures) and 'Evaluating our approach' (impacts).	GR 2-25
Company commitments to sustainable development					
The impact of the company's activity on employment and local development		X	94-96 97-100	See also section 'Own Workforce'	GRI 2-25; GRI 413-1 GRI 413-2
The impact of the company's activity on the local population and the territory		X	94-96 97-100	See also section 'Own Workforce'	GRI 2-25; GRI 413-1 GRI 413-2
The relations maintained with the players of local communities and the type of dialogue with them		X	94-96 97-100	See also section 'Social Impact'	GRI 2-25, GRI 2-29 GRI 413-1; GRI 413-2
The association or sponsorship actions		X	95-96	See also section 'Social Impact'	GRI 2-28
Subcontracting and suppliers					
The inclusion of social, gender equality and environmental issues on the procurement policy		X	127-130		GRI 308-1, GRI 414-1
Consideration of the relations with suppliers and subcontractors regarding their social and environmental responsibility		X	127-130	See also section 'Safe and Healthy workplaces' for aspects related to contractors' health and safety	GRI 308-1, GRI 414-1
Supervision and audit systems and their results		X	128-130	See also section 'Safe and Healthy workplaces' for aspects related to contractors' health and safety	
Consumers					
Health and safety measures for consumers		X	101-103		GRI 416-1 GRI-416-2
Claims systems, complaints received and how they are resolved		X	108-112		GRI 418-1, GRI 2-25, GRI 2-29
Tax information					
Benefits by country		X	134		GRI 201-1, GRI 207-4

Information required by the Non-Financial Information Act	Website	Sustainability Report	Page number	Comments	GRI Indicator
Profit taxes paid		X	133-134		GRI 201-1, GRI 207-4
Public subsidies received		X	133-134		GRI 201-4

Index of content according to GRI (Global Reporting Initiative)

Parques Reunidos has reported in accordance with the GRI Standards for the period January 1 to December 31, 2025

GRI 1 used: GRI 1: Foundation 2021

GRI Sector Standards: No GRI Sector Standards are applicable.

The Sustainability Report, and consequently the GRI Content Index, includes **information on identified material topics**, as well as **information on other topics** that, while deemed non-material as a result of the materiality analysis conducted, may be relevant to certain stakeholders or are specifically required by Law 11/2018. In this regard, and in order to facilitate the identification of information for report users, **the present GRI Content Index includes all GRI indicators in the corresponding order of these standards:**

- When it comes to material topics, **the corresponding material topic is identified along with the relevant GRI indicator or group of indicators** ["MATERIAL TOPIC: name"]
- For non-material topics, the indicator is identified as ["ADDITIONAL INFORMATION"]

GRI REFERENCE AND DESCRIPTION		Website	Sustainability Report	Page number	Omission	Reason/Explanation of Omission / Comments
GRI 2 GENERAL CONTENTS 2021						
GRI 2-1	Organizational details		x	5 138	no	Piolin Bidco S.A.U. Calle Federico Mompou, 5, Las Tablas Business Park, Building 1, 3rd floor, 28050, Madrid, Spain https://www.parquesreunidos.com/en/the-group/about-us and Annex I
GRI 2-2	Entities included in the organization's sustainability reporting		x	138	no	https://www.parquesreunidos.com/en/the-group/about-us and Annex I
GRI 2-3	Reporting period, frequency and contact point		x	3	no	Year 2025 (January 1 to December 31, 2025). Annual reporting Isidora Díaz Heredia (Chief HSE and Sustainability Officer) idheredia@grpr.com
GRI 2-4	Restatements of information		x	152-153	no	See "Management Approach" for each chapter and Annex VI
GRI 2-5	External assurance		x	220	no	The report has been verified by KPMG in accordance with the defined process and scope in Law 11 / 2018

Activities and workers

GRI 2-6	Activities, value chain and other business relationships	x	x	10-11 58-59 127-131	no	See 'Our Business', 'Human Rights' and 'Sustainable Procurement'
GRI 2-7	Employees		x	65-93	no	See "Own Workforce"
GRI 2-8	Workers who are not employees		x	65-70 76-77	no	See "Own Workforce"

Governance

GRI 2-9	Governance structure and composition		x	20-27	no	
GRI 2-10	Nomination and selection of the highest governance body		x	20-21	no	
GRI 2-11	Chair of the highest governance body		x	20-21	no	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts		x	21-22 23-24	no	
GRI 2-13	Delegation of responsibility for managing impacts		x	23-24	no	
GRI 2-14	Role of the highest governance body in sustainability reporting		x	22	no	
GRI 2-15	Conflicts of interest		x	22-23	no	
GRI 2-16	Communication of critical concerns		x	119-123	no	
GRI 2-17	Collective knowledge of the highest governance body		x	23	no	
GRI 2-18	Evaluation of the performance of the highest government body		x	24	no	
GRI 2-19	Remuneration policies		x	22	no	
GRI 2-20	Process to determine remuneration		x	22	no	
GRI 2-21	Annual Total Compensation Ratio		x	82	no	

Strategy, policies and practices

GRI 2-22	Statement on sustainable development strategy		x	8-9	no	
GRI 2-23	Policy commitments		x	8-9 114-118 142-145	no	
GRI 2-24	Embedding policy commitments		x	139-141 142-145	no	
GRI 2-25	Processes to remedy negative impacts		x	23-24	no	
GRI 2-26	Mechanisms for seeking advice and raising concerns		x	119-123	no	
GRI 2-27	Compliance with laws and regulations		x	114-118	no	
GRI 2-28	Membership associations		x	95-96	no	
GRI 2-29	Approach to stakeholder engagement		x	14	no	
GRI 2-30	Collective bargaining agreements		x	83-86	no	

GRI 3 – MATERIAL ISSUES 2021		Website	Sustainability Report	Page number	Omission	Reason/Explanation of Omission / Comments
GRI 3-1	Process for determining material topics		x	9-17 148-151	no	
GRI 3-2	List of material topics		x	16-17	no	
GRI 3-3	Management of material topics		x	200	no	See "Management Approach" in the sections corresponding to each of the material topics.

TOPIC STANDARDS GRI 100 BIODIVERSITY, CLIMATE, ENERGY		Website	Sustainability Report	Page number	Omission	Reason/Explanation of Omission / Comments
GRI-101- Biodiversity 2024		MATERIAL TOPIC: BIODIVERSITY CONSERVATION				
(GRI101-Biodiversity 2024 replaces GRI 304- Biodiversity 2016 on 1 January 2026)						
GRI 101-1	Policies to halt and reverse biodiversity loss		x	33-35	no	
GRI 101-2	Management of biodiversity impacts		x	50-54	no	
GRI 101-3	Access and benefit-sharing			-	yes	Reason for omission: Not material
GRI 101-4	Identification of biodiversity impacts		x	50-54 127-131	no	No significant direct or indirect negative impacts on biodiversity have been detected as a result of the Group's activities. Regarding positive impacts (biodiversity conservation activities carried out by the Group's zoos and aquariums, directly or via Parques Reunidos

						Foundation or Four Wings Foundation, please refer to the chapter “Biodiversity and Ecosystems” and the websites of the zoos and aquariums.
GRI 101-5	Locations with biodiversity impacts		x	183-187	no	
GRI 101-6	Direct drivers of biodiversity loss		x	50-54 127-131	no	
GRI 101-7	Changes to the state of biodiversity		x	50-54 127-131	no	
GRI 101-8	Ecosystem services		x	50-54	no	

GRI-102- Climate Change 2025

MATERIAL TOPIC: CLIMATE CHANGE

GRI 102 Climate Change 2025 replaces Contents 305-1 to 305-5 of GRI 305: Emissions 2016, as well as Content 201-2 of GRI 201: Economic Performance 2016, effective 1 January 2027. Following GRI's early adoption recommendation, Parques Reunidos includes both standards (102 and 305) in this report..

GRI 102-1	Transition plan for climate change mitigation		x	33-35 36-38	no	
GRI 102-2	Climate change adaptation plan		x	36-38	no	
GRI 102-3	Just transition			-	yes	Reason for omission: not material. Parques Reunidos does not consolidate specific information or metrics related to workers, local communities or Indigenous peoples in the context of just transition.
GRI 102-4	GHG emissions reduction targets and progress		x	38-40	no	
GRI 102-5	Scope 1 GHG emissions		x	39-40	no	
GRI 102-6	Scope 2 GHG emissions		x	39-40	no	
GRI 102-7	Scope 3 GHG emissions		x	39-40	no	
GRI 102-8	GHG emissions intensity		x	39-40	no	
GRI 102-9	GHG removals in the value chain		x	201	no	Parques Reunidos does not claim any GHG removals within its value chain.
GRI 102-10	Carbon credits		x	201	no	Parques Reunidos does not claim the cancellation of any carbon credits.

GRI 103 - Energy 2025

MATERIAL TOPIC: ENERGY MANAGEMENT

GRI 103: Energy 2025 will replace GRI 302: Energy 2016 on January 1, 2027. Following GRI's early-adoption recommendation, Parques Reunidos includes both standards (103 and 302) in this report.

GRI 103-1	Energy policies and commitments		x	41-42	no	
GRI 103-2	Energy consumption and self-generation within the organization		x	42-43	no	
GRI 103-3	Upstream and downstream energy consumption			-	yes	Reason for omission: not material. Parques Reunidos does not consolidate metrics related to the energy consumption of its upstream value chain, other than Scope 3 related metrics. Energy consumption of its downstream value chain (i.e. clients) is estimated to be not material.
GRI 103-4	Energy intensity		x	43	no	
GRI 103-5	Reduction in energy consumption		x	201	no	The energy efficiency initiatives implemented in the reporting year have a modelled fossil-fuel energy consumption reduction of 2,650 MWh and an electricity consumption reduction of 479 MWh annually in Parques Reunidos direct operations. Additional information can be consulted in Parques

Reunidos Annual Carbon Footprint Report, which is publicly accessible in the website.

**TOPIC STANDARDS GRI 200
ECONOMIC TOPICS**

	Website	Sustainability Report	Page number	Omission	Reason/Explanation of Omission / Comments
GRI 201 - Economic performance 2016					
ADDITIONAL INFORMATION					
GRI 201-1	Direct economic value generated and distributed	x	5	no	
GRI 201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	x	28 36-40	no	
GRI 201-3	Coverage of the organization's defined benefit plan obligations	x	202	no	The benefit and retirement plans are regulated according to the applicable national legislation. The Group does not provide a retirement plan to its employees.
GRI 201-4	Financial assistance received from government	x	132-133	no	
GRI 202 - Market presence 2016					
MATERIAL TOPIC: WORKING CONDITIONS					
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	x	81	no	
GRI 202-2	Proportion of senior management hired from the local community	x	-	yes	Reason for omission: Currently, Parques Reunidos does not have consolidated quantitative information regarding the proportion of senior management hired from the local community. An action plan is underway to gather this information and include it in the Sustainability Report for the reporting year 2028. The majority of park employees, including park management committees, are from the local community. Given the international nature of the group, members of the Executive Committee may not necessarily be from the local community.
GRI 203 - Indirect economic impacts 2016					
GRI 203-1	Infrastructure investments and services supported		-	yes	Reason for omission: Not material
GRI 203-2	Significant indirect economic impacts		-	yes	Reason for omission: Not material
GRI 204 - Procurement practices 2016					
GRI 204-1	Proportion of spending on local suppliers			yes	Reason for omission: Currently, Parques Reunidos doesn't have available consolidated information relative to the proportion of spending on local

suppliers. An action plan is underway to gather this information and include it in the Sustainability Report for the reporting year 2028.

GRI 205 - Anti-corruption 2016

MATERIAL TOPIC: ANTI-CORRUPTION AND ANTI-BRIBERY PRACTICES

GRI 205-1	Operations assessed for risks related to corruption		x	114	no	
GRI 205-2	Communication and training on anti-corruption policies and procedures		x	114-116	no	
GRI 205-3	Confirmed incidents of corruption and actions taken		x	122-123	no	

GRI 206 - Anti-competitive behaviour 2016

MATERIAL TOPIC: CORPORATE CULTURE AND BUSINESS ETHICS

GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		X	203	no	No legal actions are pending or concluded during the reporting period regarding unfair competition. No infringements of applicable legislation regarding monopolistic practices and against free competition have been detected.
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GRI 207 - TAX

Website Sustainability Report Page number Omission Reason/Explanation of Omission / Comments

GRI 207 – Tax 2019

ADDITIONAL INFORMATION

GRI 207-1	Approach to tax		X	132-133	no	
GRI 207-2	Tax governance, control, and risk management		X	132-133	no	
GRI 207-3	Stakeholder engagement and management of concerns related to tax		x	132-133	no	
GRI 207-4	Country-by-country reporting		x	133-134	no	

TOPIC STANDARDS GRI 300 ENVIRONMENTAL TOPICS

Website Sustainability Report Page number Omission Reason/Explanation of Omission / Comments

GRI 301 – Materials 2016

MATERIAL TOPIC: CIRCULAR ECONOMY AND WASTE MANAGEMENT

GRI 301-1	Materials used by weight or volume		x	-	yes	Reason for omission: Since our parks are not production centers, the quantity of materials used is not representative of the Group's environmental
GRI 301-2	Recycled input materials			-	yes	

GRI 301-3	Reclaimed products and their packaging materials			-	yes	performance (see details on page 43). Currently, Parques Reunidos does not have consolidated information regarding the quantity of materials used. An action plan is underway to gather this information for certain products used in the catering area and include it in the Sustainability Report for the reporting year 2025.
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GRI 302 – Energy 2016		MATERIAL TOPIC: ENERGY MANAGEMENT				
GRI 302-1	Energy consumption within the organization		x	41-43	no	
GRI 302-2	Energy consumption outside of the organization		x	41-43	no	
GRI 302-3	Energy intensity		x	43	no	
GRI 302-4	Reduction of energy consumption		x	42-43	no	
GRI 302-5	Reductions in energy requirements of products and services		x	41-42	no	

GRI 303 – Water and Effluents 2018		MATERIAL TOPIC: WATER MANAGEMENT				
GRI 303-1	Interaction with water as shared resource		x	44-45	no	
GRI 303-2	Management of water discharge-related impacts		x	44-45	no	
GRI 303-3	Water withdrawal		x	46	no	The extraction of water is carried out in accordance with the local requirements of the country, state, or region. Since our parks are not production centers, the extracted water is not incorporated into any product. The discharge of water is carried out in accordance with the local requirements of the country, state, or region. Most of the waters are discharged into the municipal network. No unauthorized discharges have occurred during the reporting year.
GRI 303-4	Water discharge			-	yes	Reason for omission: Information not available or incomplete. Since our parks are not production centers, the extracted water is not incorporated into any product, so the figures reported as water consumption can be considered equivalent to the amount of water discharged, except for water directly consumed by visitors or evaporated during the use of water attractions, pools, or others. This criterion has been selected to simplify calculations and improve traceability, as there is currently evidence of water extraction (e.g., invoices), but there is no evidence in all parks of the quantity of discharged water (e.g., discharged into the municipal network). An action plan is underway to obtain more complete information on the water balance and include it in the Sustainability Report for the reporting year 2028.

GRI 303-5	Water consumption		x	46	no	Since the parks are not production centers, the extracted water is not incorporated into any product. Therefore, the figures reported are figures of water extraction from the various sources mentioned. This criterion has been selected to simplify calculations and improve traceability, as there is currently evidence of water extraction (e.g., invoices), but in several parks, there is no evidence of the quantity of discharged water.
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GRI 305 – Emissions 2016
MATERIAL TOPIC: CLIMATE CHANGE

GRI 305-1	Direct greenhouse gas (GHG) emissions (Scope 1)		x	41-43	no	
GRI 305-2	Indirect greenhouse gas (GHG) emissions associated to energy (Scope 2)		x	41-43	no	
GRI 305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)		x	41-43	no	
GRI 305-4	Greenhouse gas (GHG) emissions intensity		x	43	no	
GRI 305-5	Reduction of greenhouse gas (GHG) emissions		x	41-43	no	
GRI 305-6	Emissions of ozone-depleting substances (ODS)			-	yes	Reason for omission: Not material. The emissions of ozone-depleting substances in our activities are non-significant. This indicator is therefore considered non-material.
GRI 305-7	NOx, SOx, and other significant air emissions			-	yes	Reason for omission: Not material. The NOx, SOx emissions in our activities are non-significant. This indicator is therefore considered non-material.

GRI 306 – Waste 2020
MATERIAL TOPIC: CIRCULAR ECONOMY AND WASTE MANAGEMENT

GRI 306-1	Waste generation and significant waste-related impacts		x	47-48	no	
GRI 306-2	Management of significant waste related impacts		x	47-48	no	
GRI 306-3	Waste generated		x	49	no	
GRI 306-4	Waste diverted from disposal		x	49	no	
GRI 306-5	Waste directed to disposal		x	49	no	

GRI 307 - Environmental Compliance 2016
MATERIAL TOPIC: CHANGES IN LAW AND REGULATIONS. INCREASED REGULATORY PRESSURE

GRI 307-1	Non-compliance with environmental laws and regulations- Cost of fines and non-monetary sanctions due to non-compliance with environmental laws and regulations		x	206	no	No significant fines or significant non-monetary sanctions have been received for non-compliance with environmental regulations during the reporting period.
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GRI 308 - Environmental evaluation of Suppliers 2016 **MATERIAL TOPIC: SUSTAINABLE PROCUREMENT**

GRI 308-1	Percentage of new suppliers that were assessed and selected using environmental criteria		x	131	no	
GRI 308-2	Negative potential or real environmental impacts in the supply chain and actions taken to mitigate them		x	206	no	No real or potential negative environmental impacts have occurred in the supply chain.

TOPIC STANDARDS GRI 400
SOCIAL TOPICS

Website Sustainability Report Page number Omission Reason/Explanation of Omission / Comments

GRI 401 – Employment 2016 **MATERIAL TOPIC: WORKING CONDITIONS**

GRI 401-1	New employee hires by age group, gender, and region. Employee turnover, by age group, gender, and region.		x	162-182	no	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, with details by significant location of operations		x	206	no	Employee benefits are associated to their professional category rather than their type of contract.
GRI 401-3	Parental leave		x	81-82	no	

GRI 402 - Labour/management relations 2016 **MATERIAL TOPIC: WORKING CONDITIONS**

GRI 402-1	Minimum notice periods for organizational changes		x	84	no	The minimum notice periods for organizational changes are regulated in accordance with the legislation in force in each country.
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GRI 403 - Occupational health and safety 2018 **MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY**

GRI 403-1	Worker participation, consultation and communication on occupational health and safety matters		x	65-66	no	See “Safe and healthy workplaces”
GRI 403-2	Worker training on occupational health and safety		x	67	no	See “Safe and healthy workplaces”
GRI 403-3	Promotion of worker health		x	67	no	See “Safe and healthy workplaces”
GRI 403-4	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships		x	67	no	See “Safe and healthy workplaces”
GRI 403-5	Workers covered by an occupational health and safety management system		x	68	no	See “Safe and healthy workplaces”
GRI 403-6	Work-related injuries		x	68	no	See “Safe and healthy workplaces”
GRI 403-7	Work-related ill health		x	69-70	no	See “Safe and healthy workplaces”
GRI 403-8	Occupational health and safety management system		x	68	no	See “Safe and healthy workplaces”
GRI 403-9	Hazard identification, risk assessment, and incident investigation		x	69-70	no	See “Safe and healthy workplaces”
GRI 403-10	Occupational Health services		x	69-70	no	See “Safe and healthy workplaces”
GRI 404 - Training and awareness 2016		MATERIAL TOPIC: TRAINING AND SKILLS DEVELOPMENT				
GRI 404-1	Average hours of training per year per employee, with detail by gender and professional category		x	88-89	no	See “Training and development - Talent management”
GRI 404-2	Programs for improving employee skills and transition assistance programs		x	87-88	no	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		x	89	no	
GRI 405 - Diversity and equal opportunity 2016		MATERIAL TOPIC: DIVERSITY, EQUITY AND INCLUSION				

GRI 405-1	Diversity of governance bodies and employees, by gender, age group, belonging to minority groups and other diversity indicators		x	20-21 73 77-79 162-182	no	
GRI 405-2	Ratio of basic wage and remuneration of women to men by professional category		x	79-80	no	
GRI 406 - Non-discrimination 2016		MATERIAL TOPIC: CORPORATE CULTURE AND BUSINESS ETHICS				
GRI 406-1	Total number of incidents of discrimination and corrective actions taken		x	122-123	no	
GRI 407 - Freedom of association and collective bargaining 2016		MATERIAL TOPIC: WORKING CONDITIONS				
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		x	58-59	no	See "Labour Relations", "Human Rights" and "Sustainable Procurement"
GRI 408 - Child labour 2016		MATERIAL TOPIC: SUSTAINABLE PROCUREMENT				
GRI 408-1	Operations and suppliers with significant risk of cases of child labour		x	58-59	no	See "Labour Relations", "Human Rights" and "Sustainable Procurement"
GRI 409 - Forced or compulsory labour 2016		MATERIAL TOPIC: SUSTAINABLE PROCUREMENT				
GRI 409-1	Operations and suppliers with significant risk of cases of forced or compulsory labour		x	58-59	no	See "Labour Relations", "Human Rights" and "Sustainable Procurement"
GRI 410 - Security Practices 2016						
GRI 410-1	Security personnel trained in human rights policies or procedures			-	yes	Reason for omission: Not material

GRI 411 - Rights of indigenous peoples 2016						
GRI 411-1	Incidents of violations of the rights of indigenous peoples			-	yes	Reason for omission: Not material
GRI 412 - Human rights assessment 2016						
GRI-412-1	Operations that have been subject to human right reviews or impact assessments			-	yes	Reason for omission: Not material
GRI-412-2	Employee training on human right policies and procedures			-	yes	Reason for omission: Not material
GRI 412-3	Significant investment agreements and contracts that include human right clauses or that underwent human right screening			-	yes	Reason for omission: Not material
GRI 413 - Local communities 2016		MATERIAL TOPIC: SOCIAL IMPACT PROJECTS				
GRI 413-1	Operations with local community engagement, impact assessments, and development programs		x	94-96	no	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities		x	209	no	No significant negative impacts have been detected on local communities.
GRI 414 - Supplier social assessment 2016		MATERIAL TOPIC: SUSTAINABLE PROCUREMENT				
GRI 414-1	New suppliers that were screened using social criteria		x	131	no	
GRI 414-2	Negative social impacts in the supply chain and actions taken		x	209	no	No negative social impacts have been detected in the supply chain.
GRI 415 - Public Policy 2016		MATERIAL TOPIC: CORPORATE CULTURE AND BUSINESS ETHICS				
GRI 415-1	Political contributions to political parties or political representatives		x	209	yes	No contributions are done to political parties and/or political representatives
GRI 416 - Customer health and safety 2016		MATERIAL TOPIC: GUEST HEALTH AND SAFETY				

GRI 416-1	Assessment of the health and safety impacts of product and service categories		x	101-103	no	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		x	101-103	no	
GRI 417 - Marketing and labeling 2016		MATERIAL TOPIC: GUEST HEALTH AND SAFETY				
GRI 417-1	Requirements of information and labelling for products and services		x	102	no	
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling		x	210	no	There have been no cases of non-compliance related to information and labelling of products and services during the reporting period
GRI 417-3	Incidents of non-compliance concerning marketing communications		x	210	no	There have been no cases of non-compliance related to marketing communications during the reporting period
GRI 418 - Customer privacy 2016		MATERIAL TOPIC: PRIVACY				
GRI 418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data		x	62-64	no	
GRI 419 - Socioeconomic compliance 2016		MATERIAL TOPIC: CORPORATE CULTURE AND BUSINESS ETHICS				
GRI 419-1	Non-compliance with laws and regulations in the social and economic areas		x	210	no	There have been no cases of Breach of laws and regulations in the social and economic fields during the reporting period

Index according to World Economic Forum Principles

Topic	Core metrics and disclosures	Sustainability Report	Page Number	Comments	GRI Indicator
PRINCIPLES OF GOVERNANCE					
Governing purpose	Purpose	x	6-7		GRI 2-9 GRI 2-12 GRI 2-22
Quality of governing body	Governance body composition	x	20-24		GRI 2-9 GRI 405-1A
Stakeholder engagement	Material issues impacting stakeholders	x	9-17		GRI 2-29 GRI 3-1 GRI 3-2
Ethical behaviour	Anti-corruption	x	114-115		GRI 205-2 GRI 205-3
	Protected ethics advice and reporting mechanisms	x	119-123		GRI 2-26
Risk and opportunities	Integrating risk and opportunity into business process.	x	9-17 27-31		GRI 2-25
PLANET					
Climate change	Greenhouse gas (GHG) emissions	x	36-40		GRI 305: 1-3 GRI 102: 4-8
	TCFD implementation	x	36-40 218	See Index of Content according TCFD / IFRS S2	
Nature loss	Land use and ecological sensitivity	x	50-51		GRI 101: 1-2
Freshwater availability	Water consumption and withdrawal in water-stressed areas	x	44-46		
PEOPLE					
Dignity and equality	Diversity and inclusion	x	60-61 71-74 97-100 104-105		GRI 405-1B
	Pay equality	x	78-81		GRI 405-2
	Wage level	x	80-81		GRI 202-1
	Risk for incidents of child, forced or compulsory labour		58-59		GRI408-1B GRI 409-1
Health and well-being	Health and safety	x	65-70		GRI 403-A,B

Topic	Core metrics and disclosures	Sustainability Report	Page Number	Comments	GRI Indicator
			101-104		GRI 403-6A
Skills for the future	Training provided	x	87-89		GRI 404-1
PROSPERITY					
Employment and wealth generation	Absolute number and rate of employment	x	76-78 162-182	See section 'Own Workforce'	GRI 401-1 A.B
	Economic contribution	x	133-134		GRI 201-1 GRI 201-4
	Financial investment contribution				
Innovation of better products and services	Total R&D expenses				
Community and social vitality	Total tax paid	x	133-134	Corporate income tax accrued on profit	GRI 201-1

Index of content according to SASB (Sustainability Accounting Standards Board)

This table includes disclosure topics on sustainability and accounting metrics according to the SASB **Leisure Facilities standard (SV-LF)**, which corresponds to Parques Reunidos main activity.

As additional information, since some of our parks have restaurants and/or accommodation, the corresponding indicators from the SASB sectors Hotels and Lodging (SV-HL) and Restaurants (FB-RN) are also included, although some of them may not be material. Unless otherwise specified, when reporting data for indicators corresponding to SV-HL and FB-RN, the indicator corresponding to the entire Group's activity is included, not just the restaurants/hotels.

The calculated indicators are those related to the portfolio of parks that are part of the Parques Reunidos Group as of 31.12.2025.

Topic	Code	Metric	Unit of measure	Response / Sustainability Report Reference	Comments
Energy Management	SV-LF-130a.1 SV-HL-130a.1 FB-RN-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	Pg. 41-43 (1) 618,804 (2) 54% (3) 57%	618,804 GJ = 171,890 MWh
Water Management	SV-HL-140a.1 FB-RN-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic metres (m ³), Percentage (%)	Pg.44-46 (1) 2,831 1000m ³ (2) 83%	Amount of water withdrawal in areas with high or extremely high water stress: 2,351 1000 m ³ . Of this total, 21% corresponds to recycled water and 15% to ground water.
Food & Packaging Waste Management	FB-RN-150a.1	(1) Total amount of waste, (2) percentage food waste, and (3) percentage diverted	Metric tonnes (t), Percentage (%)	Pg. 47-49 (1) 10,482 t (2) 3,6% (3) 78%	The amount of food waste generated by the parks' restaurants was 378 tonnes. 59% was managed through recovery operations, a percentage that increases to 78% when energy-recovery incineration is also included.
	FB-RN-150a.2	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	Metric tonnes (t), Percentage (%)	-	This data is currently not available because restaurants are not our primary activity and there are no information systems in place to capture these metrics
Ecological Impacts	SV-HL-160a.1	Number of lodging facilities located in or near areas of protected conservation status or endangered species habitat	Number	Pg. 183-187 (1) 21	All parks are taken into consideration, not just those with accommodations. Among these, we include those located inside or within a 5 km radius from a conservation area.
	SV-HL-160a.2	Description of environmental management policies and practices to preserve ecosystem services	n/a	Pg. 33-35 Pg. 50-54	

Topic	Code	Metric	Unit of measure	Response / Sustainability Report Reference	Comments
Customer Safety	SV-LF-250a.1	(1) Fatality rate and (2) injury rate for customers	Rate	Pg. 101-102 (1) 0 (2) 0	Customer injury rate: 0 incidents/10 ⁶ visitors. The fatality rate has been 0.
	SV-LF-250a.2	(1) Percentage of facilities inspected for safety, (2) percentage of facilities that failed inspection	Percentage (%)	Pg. 103 (1) 100% (2) 0%	All parks in the Group have been inspected and have passed said inspection.
Food Safety	FB-RN-250a.1	(1) Percentage of restaurants inspected by a food safety oversight body, (2) percentage receiving critical violations	Percentage (%)	Pg. 103 (1) 100% (2) 0%	No critical food safety violations have been received.
	FB-RN-250a.2	(1) Number of recalls issued and (2) total amount of food product recalled	Number, Metric tonnes (t)	(1) 0 (2) 0	No food recalls have been conducted during the reporting year at park restaurants or food outlets.
	FB-RN-250a.3	Number of confirmed foodborne disease outbreaks, percentage resulting in public health authority investigation	Number, Percentage (%)	0	No foodborne illness outbreaks linked to food sold at our parks or facilities have been confirmed.
Nutritional Content	FB-RN-260a.1	(1) Percentage of meal options consistent with dietary guidelines and (2) revenue from these options	Percentage (%), Presentation currency	-	Non-material information, as restaurants are not our primary activity.
	FB-RN-260a.2	(1) Percentage of children's meal options consistent with dietary guidelines for children and (2) revenue from these options	Percentage (%), Presentation currency	-	Non-material information, as restaurants are not our primary activity.
	FB-RN-260a.3	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines for children	Percentage (%)	-	Non-material information, as restaurants are not our primary activity.
Labour Practices	SV-HL-310a.1 FB-RN-310a.1	(1) Voluntary and (2) involuntary turnover rate for lodging facility employees	Rate	-	Non-material information, as lodging is not our primary activity The turnover rate including total employees in parks and offices was 65.8%, primarily focused on temporary employees. Considering only permanent employees, it was 19.8% (calculated as the total exits divided by the average permanent staff of the previous year).

Topic	Code	Metric	Unit of measure	Response / Sustainability Report Reference	Comments
	SV-HL-310a.2 FB-RN-310a.2	Total amount of monetary losses as a result of legal proceedings associated with labour law violations	Presentation currency	0€	Parques Reunidos has a Procedure regarding eventual judicial, administrative and arbitration proceedings and the reporting of the resulting fines, penalties, sanctions or damages, in order to establish common criteria at Group level for: I.Dealing with disputes which could give rise to legal action being brought by or against any of the Group's companies and II.Reporting the resulting fines, penalties, sanctions (whether monetary or non-monetary) and/or damages awards.
	SV-HL-310a.3 FB-RN-310a.2	(1) Average hourly wage and (2) percentage of lodging facility employees earning minimum wage, by region	Presentation currency, Percentage (%)	Pg. 58 (1) Annual salary /€/year Group: 29,389 € Spanish Parks: 19,293 € Rest of Europe Parks: 29,817€ Australia Parks: 23,732 € Corporative offices: 79,753€ (2) -	(1) Due to operating in many countries where wage is not expressed as an hourly rate, but rather as an annual quantity, our average wage data is a year ratio. (2) All Parques Reunidos employees receive at least the minimum wage established in each operating country. However, currently, data on the percentage of employees whose salary exactly matches this minimum is not available. Parques Reunidos will gather this information and include it in the Sustainability Report for the reporting year 2028.
	SV-HL-310a.4	Description of policies and programmes to prevent worker harassment	n/a	Pg. 75	
Workforce Health & Safety	SV-LF-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Rate	Pg. 69-70 (1) a) 1.8 recordable injuries/hours worked b) * (2) a) 27.2 near misses/hours worked b) -	(1) "Recordable incidents" are considered as those that require medical treatment beyond first aid. For the Sustainability Report, the rate is calculated as the total number of recordable incidents over 10 ⁶ hours worked (67 recordable incidents / 7.424 10 ⁶ hours worked). For this indicator SASB recommended methodology was used (67 recordable incidents*200,000 hours/hours worked) (2) "Near misses" are considered as incidents that only require first aid treatment, as well as situations that potentially could have caused harm to the involved workers. Near misses are internally recorded but not reported. (1,008 near misses*200,000 / 7.424 10 ⁶ hours worked). *Contractor incidents are recorded but, due to the majority of contracts being per service and not per hour, there is no sufficient information to calculate the rates. In 2025, the absolute number of contractor recordable injuries was 9.

Topic	Code	Metric	Unit of measure	Response / Sustainability Report Reference	Comments
Supply Chain Management & Food Sourcing	FB-RN-430a.1	Percentage of food purchased that (1) meets environmental and social sourcing standards, and (2) is certified to third-party environmental or social standards	Percentage (%) by cost	-	This data is not currently available, as food & beverage is not our main activity and we do not have information systems in place to capture those metrics
	FB-RN-430a.2	Percentage of (1) eggs that originated from a cage-free environment and (2) pork that was produced without the use of gestation crates	Percentage (%) by number, Percentage (%) by weight	-	Non-material information, as restaurants are not our primary activity.
	FB-RN-430a.3	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	n/a	Pág. 124-126 Pág. 127-131	
Climate Change Adaptation	SV-HL-450a.1	Number of (lodging) ² facilities located in 100-year flood zones	Number	1	Facilities located in 100-year flood zones: Aquopolis Costa Dorada, Mirabilandia and Marineland. From those, only Marineland has lodging. The following risks are considered: i) Fluvial Flooding: flood risk caused by the overflow of watercourses (rivers, canals, etc.). ii) Pluvial Flooding: flood risk mainly caused by intense rainfall and drainage issues. Aquopolis Costa Dorada (fluvial: 50 years; pluvial: 500 years), Mirabilandia (fluvial: 100 years; pluvial: -), Marineland: fluvial: 100 years, pluvial: 100 years).
Activity Metric	SV-LF-000.A	Attendance	Number	13,636,407 ¹ visitors	1) Total number of visitors, excluding the divested parks (USA and Belantis)
	SV-LF-000.B	Number of customer-days	Number	52,143 hours	Estimation based on the average opening hours of our parks in Spain x Total days of operation across all our parks.
	SV-HL-000.A	Number of available room-nights	Number	-	Non-material information, as accommodation is not our primary activity. Only 9 of our parks have their own accommodation. ¹
	SV-HL-000.B	Average occupancy rate	Rate	-	Non-material information, as accommodation is not our primary activity. Only 9 of our parks have their own accommodation. ¹
	SV-HL-000.C	Total area of lodging facilities	Square metres (m ²)	12,402,129 m ²	Total area of all Group facilities: parks and offices excluding the divested parks (USA and Belantis)
	SV-HL-000.D	Number of lodging facilities and the percentage that are: (1) managed, (2) owned and leased, (3) franchised	Number, Percentage (%)	(2) 100%	All parks are categorized as (2), because some of them are owned by the Group, while others are operated under lease arrangements (in most cases, the lease pertains only to the land) or are subject to administrative concessions (which we categorize, for the proposed categorization, as similar to a lease).
	FB-RN-000.A	Number of (1) entity-owned and (2) franchise restaurants	Number	- Australia: (1) 10 own + 0 own franchise (2) 0 third-party	The question has been adapted to the situation of food and beverage outlets in the Group's parks.

Topic	Code	Metric	Unit of measure	Response / Sustainability Report Reference	Comments
				- Rest of Europe: (1) 187 own + 7 own franchise(2) +12 third party - Spain: (1) 132 own + 13 own franchise (2)+ 0 third party	(1) Own outlets/restaurants are considered, as well as franchises of other brands owned by the parks and operated by their own employees. (2) Outlets/Restaurants that are not owned by the park and are operated by third parties are considered.
	FB-RN-000.B	Number of employees at (1) entity-owned and (2) franchise locations	Number	-	This data is currently not available because restaurants are not our primary activity. Parques Reunidos will gather this information and include it in the Sustainability Report for the reporting year 2028. See response to question FB-RN-000.A

- 1) The unit that SASB refers to as “Speed” has been translated as “Ratio”.
- 2) Parks with accommodation: Marineland, Selwo Aventura, Slagharen and Tropical Islands.

Index of content according to TCFD (Task Force on Climate-related Financial Disclosures)/ IFRS S2

Pillar	Key Indicators	Reference Section	Comments
Governance	<ul style="list-style-type: none"> - Board oversight of climate-related risks and opportunities - Management role in assessing and managing climate risks 	1.2 – Management of Sustainability 2 – Environment	Climate-related risks and opportunities are overseen by the Board during recurring meetings and by the Sustainability Committee, with management responsibilities assigned to the Executive Committee.
Strategy	<ul style="list-style-type: none"> - Identified climate risks and opportunities - Impact of risks/opportunities on business, strategy and financial planning - Strategy resilience, including a 2°C scenario or lower 	1.2 – Management of Sustainability 2.1 – Climate Change 2.2 – Water	The climate risk and opportunity analysis is conducted for scenarios aligned with different levels of temperature increase (i.e. 1.5/2°C, 3°C and 4°C) and time horizons (i.e. until 2100). The risks with the highest financial impact identified across all scenarios are heatwaves, extreme storms and droughts. Energy efficiency investments represent the most relevant opportunity. Mitigation and adaptation measures derived from the analysis are integrated into the Climate Transition Plan.
Risk Management	<ul style="list-style-type: none"> - Process to identify and assess climate-related risks - Process to manage climate-related risks - Integration with global risk management 	1.2 – Management of Sustainability 2 – Environment 2.1 – Climate Change	A climate-specific assessment is carried out to identify and evaluate climate-related risks and opportunities, whose results are integrated into the Corporate Risk Map and inform adjustments in the strategy. Mitigation and adaptation measures are integrated into the Climate Transition Plan.
Metrics and Targets	<ul style="list-style-type: none"> - Metrics used to assess climate risks/opportunities - Scope 1, 2 and 3 GHG emissions - Targets and performance against targets 	2.1 – Climate Change	The Group reports Scope 1, 2 and 3 emissions annually and has emissions reduction targets (originally validated by SBTi in 2023), against which progress is reported each year. These targets were recalculated after the 2025 divestments and submitted to SBTi for validation, which is expected in the first half of 2026.

Index of content according to TNFD (Task Force on Nature-related Financial Disclosures)

Pillar	Key Indicators	Reference Section	Comments
Governance	<ul style="list-style-type: none"> - Board oversight of nature-related topics - Management role in nature-related topics - Human rights and indigenous/local communities 	1.2 – Management of Sustainability 2 – Environment 3.2 – Affected Communities	Nature-related topics are overseen by the Board during recurring meetings and by the Sustainability Committee, with management responsibilities assigned to the Executive Committee.
Strategy	<ul style="list-style-type: none"> - Nature-related risks and opportunities - Impact on business model and value chain - Resilience to nature-related risks - Assets in sensitive locations 	1.2 – Management of Sustainability 2.1 – Climate Change 2.2 – Water 2.3 – Biodiversity 4.3 – Sustainable Procurement	The analysis of nature-related risks and opportunities identified that the main dependency in own operations is linked to water-related ecosystem services. In the supply chain (i.e. upstream value chain), the most relevant impacts identified relate to biodiversity, especially those derived from food products used in the Group’s restaurants whose production may be associated with deforestation, such as coffee or cocoa. The results of this analysis have informed the Group’s sustainability strategy.
Risk Management	<ul style="list-style-type: none"> - Process for identifying and assessing nature-related risks - Process for managing nature-related risks - Integration into global risk management 	1.2 – Management of Sustainability 2 – Environment 2.3 – Biodiversity 4.3 – Sustainable Procurement	A nature-specific assessment is carried out for dependencies, impacts, risks and opportunities related to nature (for both own operations and upstream), whose results are integrated into the Corporate Risk Map and inform adjustments to the Group’s sustainability strategy.
Metrics and Targets	<ul style="list-style-type: none"> - Metrics on dependencies and impacts - Metrics on risks and opportunities - Targets and performance 	1.2 – Management of Sustainability Annex VI – Environmental, Social and Governance Performance Annex VIII – Environmental Evaluation: Water Stress and Protected Areas	The Group reports the location of its parks in the context of water stress and risk areas, as well as their proximity to protected natural areas. The Group has targets related to water consumption in high water stress and risk areas.



Independent Verification Report



Piolin Bidco, S.A.U. And Subsidiaries

**Independent Assurance Report on the
Sustainability Report which includes the Non-
Financial Information Statement (NFIS)**

31 December 2025

*(Translation from the original in Spanish. In the
event of discrepancy, the Spanish-language
version prevails.)*



KPMG Auditores, S.L.
P.º de la Castellana, 259C
28046 Madrid

Independent Assurance Report on the Sustainability Report of Piolin Bidco, S.A.U. and subsidiaries for 2025

(Translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

To the Sole Shareholders of Piolin Bidco, S.A.U.

Pursuant to article 49 of the Spanish Code of Commerce, we have performed a limited assurance review of the Consolidated Non-Financial Information Statement (hereinafter NFIS) of Piolin Bidco S.A.U. (hereinafter the Parent) and subsidiaries (hereinafter the Group) for the year ended 31 December 2025, which forms part of the accompanying consolidated Directors' Report of the Group for 2025.

The NFIS includes additional information to that required by prevailing mercantile legislation concerning non-financial information, which has not been the subject of our assurance work. In this respect, our work was limited exclusively to providing assurance on the information identified in the "Index of content according to GRI (Global Reporting Initiative)", "Index of content according to SASB (Sustainability Accounting Standards Board)" and "Index of content required by law 11/2018 of 28 December", included in the accompanying consolidated Director's Report.

Directors' Responsibility

The Directors of the Parent are responsible for the content and authorisation for issue of the NFIS included in the Group's consolidated Directors' Report. The NFIS has been prepared in accordance with prevailing mercantile legislation and the selected Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards) based on each subject area in the "Index of content required by law 11/2018 of 28 December" table included in the aforementioned NFIS. In addition, The Directors are responsible for the content identified in the "Index of content according to GRI (Global Reporting Initiative)" and "Index of content according to SASB (Sustainability Accounting Standards Board)" tables included in the accompanying consolidated Director's Report.

This responsibility also encompasses the design, implementation and maintenance of internal control deemed necessary to ensure that the NFIS is free from material misstatement, whether due to fraud or error.

The Directors of the Parent are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the NFIS was obtained.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including international independence standards) of the International Ethics Standards Board for Accountants (IESBA Code of Ethics), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.



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Our firm applies the International Standard on Quality Management (ISQC) 1, which requires us to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The engagement team was comprised of professionals specialised in reviews of non-financial information and, specifically, in information on economic, social and environmental performance.

Our Responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. We conducted our engagement in accordance with the requirements of the Revised International Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the guidelines for assurance engagements on the Non-Financial Information Statement issued by the Spanish Institute of Registered Auditors (ICJCE).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement, and consequently, the level of assurance provided is also lower.

Our work consisted of making inquiries of management, as well as of the different units and areas of the Group that participated in the preparation of the Report, reviewing the processes for compiling and validating the information presented in the NFIS and applying certain analytical procedures and sample review tests, which are described below:

- Meetings with the Group's personnel to gain an understanding of the business model, policies and management approaches applied, the principal risks related to these matters and to obtain the information necessary for the external review.
- Analysis of the scope, relevance and completeness of the content of the NFIS for 2025 based on the materiality analysis performed by the Group and described in the "Double Materiality Assessment" section, considering the content required by prevailing mercantile legislation.
- Analysis of the processes for compiling and validating the data presented in the NFIS for 2025, the GRI Standards under the "in accordance" option, as well as the SASB Standards for the sectors "Leisure Facilities", "Hotels & Lodging", and "Restaurants" for the 2025 reporting year.
- Review of the information related to the risks, policies and management approaches applied in relation to the material aspects presented in the NFIS for 2025.
- Corroboration, through sample testing, of the information relative to the content of the NFIS for 2025 and whether it has been adequately compiled based on data provided by the information sources.
- Procurement of a letter of representation from the Directors and management.



(Translation from the original in Spanish. In the event of discrepancy, the Spanish-language version prevails.)

Conclusion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that:

- The Sustainability Report of Piolin Bidco, S.A.U. and subsidiaries for the year ended 31 December 2025 has not been prepared, in all material respects, in accordance with the GRI Standards, as described in the " Index of content according to GRI (Global Reporting Initiative)" table of the Report.
- The information included in section "Index of content according to SASB (Sustainability Accounting Standards Board)" of the Sustainability Report of Piolin Bidco, S.A.U. and subsidiaries for the year ended 31 December 2025, relative to the SASB Standards has not been prepared, in all material respects, in accordance with those standards.
- The NFIS of Piolin Bidco, S.A.U. and subsidiaries for the year ended 31 December 2025 included in the Report, has not been prepared, in all material respects, in accordance with prevailing mercantile legislation and selected GRI Standards based on each subject area in the " Index of content required by law 11/2018 of 28 December" table of the Report.

Use and Distribution

This report has been prepared in response to the requirement established in prevailing mercantile legislation in Spain and thus may not be suitable for other purposes and jurisdictions.

KPMG Auditores, S.L.

(Signed on original in Spanish)

Patricia Reverter Guillot
March 26, 2026