

The background features a gradient of green and blue, with a dark green circular shape in the top right corner. White line-art Christmas trees of various sizes and shapes are scattered across the scene, accompanied by several four-pointed starburst symbols. The overall aesthetic is clean and modern.

THE ENVIRONMENT AT DISNEYLAND PARIS

FOREWORD



**Natacha
RAFALSKI**

Présidente of Disneyland® Paris

Over the past three decades, Disneyland Paris has grown to become the top tourist destination in Europe. With this success comes tremendous responsibility – to continue to operate and grow our business in a way that will allow us to deliver a positive environmental legacy for future generations.

Now more than ever, we are committed to taking meaningful and measurable action to inspire optimism for a brighter and healthier future. From our day-to-day operations to the implementation of new and ambitious projects – our science-based approach considers our environmental impacts and where we can most effectively and efficiently mitigate those impacts.

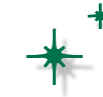
Our commitment to environmental sustainability has always been an integral part of our brand DNA and can be traced back to Walt Disney's passion for telling stories based on our natural environment. He famously paved the way for the nature documentary genre, releasing his True-Life Adventures series as early as 1948 to inspire younger generations to understand and protect our natural world.

Today, we are proud to continue this important work with the support of all the teams involved, taking into account the constant evolution of the French and European legislation as well as the 2030 environmental goals of The Walt Disney Company.

Our approach in terms of energy is a concrete example. It is based on three pillars – energy savings, performance and the implementation of significant projects towards renewable energies such as the construction of the largest solar canopy plant in Europe in our guest parking lot or the use of geothermal energy, which covers 18% of the resort's heat needs. And as we continue to find new ways to enhance energy efficiency, Disneyland Paris will be equipped with a Thermo-refrigerating pump, which has the power to provide simultaneous heating and cooling. In addition to reducing the resort's greenhouse gas emissions by 9%, it will also contribute to reducing its natural gas consumption by 14% and its heating needs by 10%.

Throughout this leaflet, I invite you to learn more about our long-term environmental strategy, including our main areas of action and concrete examples of how we are supporting our commitment to environmental sustainability and conservation.

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OUR VISION FOR THE ENVIRONMENT

OUR COMMITMENT TO THE ENVIRONMENT

NATURE IS THE FIRST SOURCE OF MAGIC AND WONDER.

As storytellers and memory makers, we're committed to leaving a positive environmental legacy for future generations. This commitment goes back to the founding of The Walt Disney Company nearly 100 years ago. Walt Disney himself said that *"conservation isn't just the business of a few people. It's a matter that concerns all of us."*

The Walt Disney Company is committed to taking meaningful and measurable actions to support a healthier planet as we operate our business, and to inspire communities to protect the magic of nature.

As Europe's leading tourist destination, Disneyland® Paris has an impact on the environment due to its large number of guests and activities. That's why it is crucial for us to reduce our ecological footprint, both direct and indirect, as well as our consumption by translating our awareness into tangible actions and projects.

Moreover, following the latest developments of French and European legislation, Disneyland Paris is committed to anticipating, implementing and reaching set targets.

DISNEYLAND PARIS' ENVIRONMENTAL COMMITMENT

Ongoing and scheduled projects enable us to have a holistic approach to improve our environmental footprint in every field of activities specific to our destination.

Disneyland Paris has a significant presence in the Val d'Europe region. As a community member, we have a responsibility to use our expertise and influence to help the transition toward a more sustainable future. We want to involve our stakeholders in this adventure and ensure a positive footprint on our planet and our society.

Our greatest strength is to bring Disney stories and characters to life, to entertain and inspire through the art of storytelling. Raising awareness is our unique way to inspire and involve our guests, Cast Members and stakeholders into creating a healthier home for people and wildlife.

We have implemented specific actions and projects to nurture The Walt Disney Company 2030 environmental goals. They are specific to our location in France yet are aligned with the transversal strategies specific to our business.

OUR MISSIONS

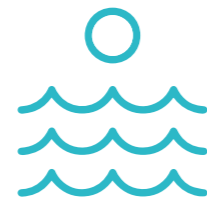
<p>DISNEYLAND PARIS</p>	<p>TERRITORY & PARTNERS</p>	<p>GUESTS & CASTS MEMBERS</p>
<p>AS A DESTINATION & EMPLOYER</p>	<p>AS AN INDUSTRY LEADER, RESPONSIBLE DEVELOPER & COMMUNITY MEMBER</p>	<p>AS A STORYTELLER & INFLUENCER OF THE NEXT GENERATIONS</p>
<p>Minimize our own direct & indirect environmental footprint, transforming the way we operate with our Cast Members.</p>	<p>Use our scale to engage our Partners on our environmental journey.</p>	<p>Raise awareness among our guests and Cast Members.</p>

THE WALT DISNEY COMPANY 2030 ENVIRONMENTAL GOALS



EMISSIONS

- Science based target for all emissions, aligned to “well below 2 degrees”.
- Net zero by 2030 for direct operations.
- 100% zero carbon electricity by 2030.
- Innovation for low carbon fuels.



WATER

- Implement localized watershed stewardship strategies.
- Source sustainable seafood.



WASTE

- Zero waste to landfill for our wholly owned and operated parks and resorts.
- Reduce single use plastics in our parks and resorts.
- Eliminate single use plastics in our cruise ships by 2025.



MATERIALS

- Use recycled, certified, or verified sustainable paper.
- At least 30% recycled plastic in products & packaging.
- Design packaging for reuse, recycling, or composting.
- Use recycled content or sustainable textiles for apparel.
- Sustainable production processes for our products.



SUSTAINABLE DESIGN

- New projects achieve near net zero, maximize water efficiencies, and are designed to support zero waste operations.
- 90% diversion for construction waste for projects in US & Europe by 2030.



OUR COMMITMENT IN ACTION



SOME EXAMPLES OF AREAS GUIDING OUR ACTIONS AND PROJECTS



Our holistic approach is based on three dimensions: sobriety, efficiency and the development of renewable energies.

Greenhouse gas emissions from our direct operations (Scopes 1 and 2) derive primarily from energy use (Gas, fuel, electricity).

Greenhouse gas emissions from our indirect operations (Scope 3*) derive primarily from our Merchandise, Food & Beverage, Purchasing & Waste management operations.

* GHG Protocol definition excluding Guest travel



By reducing the amount of waste we generate, reusing what we can, and recycling materials that are damaging to ecosystems, we aim to reduce biodiversity loss, pollution and greenhouse gases emissions, while protecting local communities.

We have developed partnerships and collaborations to create awareness and implement activities aligned with a more circular economy.



Water is essential to ecosystems, a vital resource for communities and a fuel for our operations.

We ensure to make the best use of drinking water and to develop alternative solutions to collect rainwater and reuse existing water.



Human activities cause numerous and significant impacts on biodiversity.

We are committed to protecting biodiversity by implementing strategies to conserve and restore the natural habitats on our lands, and by educating our guests and Cast Members about the importance of fauna and flora conservation.



EMISSIONS

OUR ACTIONS FOR EMISSIONS

The resort is adopting a holistic approach based on three dimensions: sobriety with energy-saving measures, efficiency with improvements to existing facilities to optimise energy performance, and major projects to promote renewable energies.

Disneyland® Paris has been committed to energy efficiency for many years. In line with this commitment and with the Paris Climate Agreement, in 2022 we pledged to reduce emissions generated by our direct operations by **46.2% by 2030***.

Disneyland Paris aims also at reducing its indirect emissions (Scope 3) **by 27.5%** in particular operations that emit the most such as goods, services and food & beverage. To achieve these reductions, we have implemented an ambitious sustainable purchasing policy throughout our value chain.

By implementing small and large-scale sustainable projects, our ambition is not only to follow the regulations in the field but also to anticipate them in order to accelerate the decarbonation of our activities. To this end, we have completed in 2023 the construction of **Europe's largest solar canopy** on our car park. With this in mind, we have also been using geothermal energy to cover **18% of our heating needs** each year since 2017. The resort will soon be equipped with a **Thermo-refrigerating pump**, which has the power to provide simultaneous heating and cooling. Once the pump is fully installed, it will contribute to reducing the resort's greenhouse gas emissions, its natural gas consumption, its heating needs as well as the consumption of recycled water provided by its wastewater treatment plant.

In addition to energy efficiency, we have implemented several measures to save energy.

SOME EXAMPLES OF ACHIEVEMENTS

18%

OF HEAT NEEDS COVERED EACH YEAR
BY GEOTHERMAL ENERGY

75%

OF HOTELS
LIGHTING EQUIPPED
WITH LED &

70%

OF ATTRACTIONS
in areas open to guests

*Compared to 2019



FOCUS ON EUROPE'S LARGEST SOLAR CANOPY PLANT

End 2023, Disneyland® Paris completed the construction of Europe's largest solar canopy plant.

Developed through a co-investment with the French company Urbasolar, it covers no less than 11,200 parking spaces, not only for cars but also for camper vans and buses. It even provides additional enhancements for guests, including shade and shelter from direct sunlight, rain or snow.

This ambitious project produces 36 GWh/year, equivalent to the consumption of a town of 17,400 inhabitants. Thanks to this achievement, we aim to reduce greenhouse gas emissions by approximately 890 tons of CO2 per year in the Val d'Europe territory.



REDUCTION OF
890 tons of CO2

PER YEAR IN THE VAL D'EUROPE TERRITORY

11,200

PARKING SPACES COVERED

★ **20 HECTARES** SURFACE ★

+80,000
SOLAR PANELS

A PRODUCTION OF
36 GWh/year
EQUIVALENT OF CONSUMPTION OF A CITY OF 17,400 INHABITANTS



We share with Disneyland Paris this desire to act for a low-carbon and more environmentally friendly economy. We are therefore very proud to have contributed to the success of this project by equipping the main guest parking lot with the largest solar canopy plant in Europe.

Antoine MILLIoud,
CEO of Urbasolar.

REDUCING EMISSIONS AND CONSUMPTION

THERMO-REFRIGERATING PUMP ALLOWING DISNEYLAND PARIS TO REDUCE ITS GREENHOUSE GAS EMISSIONS BY 9%*

To further enhance energy efficiency, the resort will soon be equipped with a Thermo-refrigerating pump, which has the power to provide simultaneous heating and cooling.

Once the pump is fully installed, it will contribute to reducing the resort's natural gas consumption by 14% and its heating needs – which are currently provided through the combined use of geothermal energy and natural gas – by 10%.

This cutting-edge machine will also make it possible to reduce the consumption of recycled water provided by the resort's wastewater treatment plant by approximately 30,000 cubic meters. This saved water will be used to take care of green spaces and clean pathways.

*Scope 1 and 2



USING GEOTHERMAL ENERGY

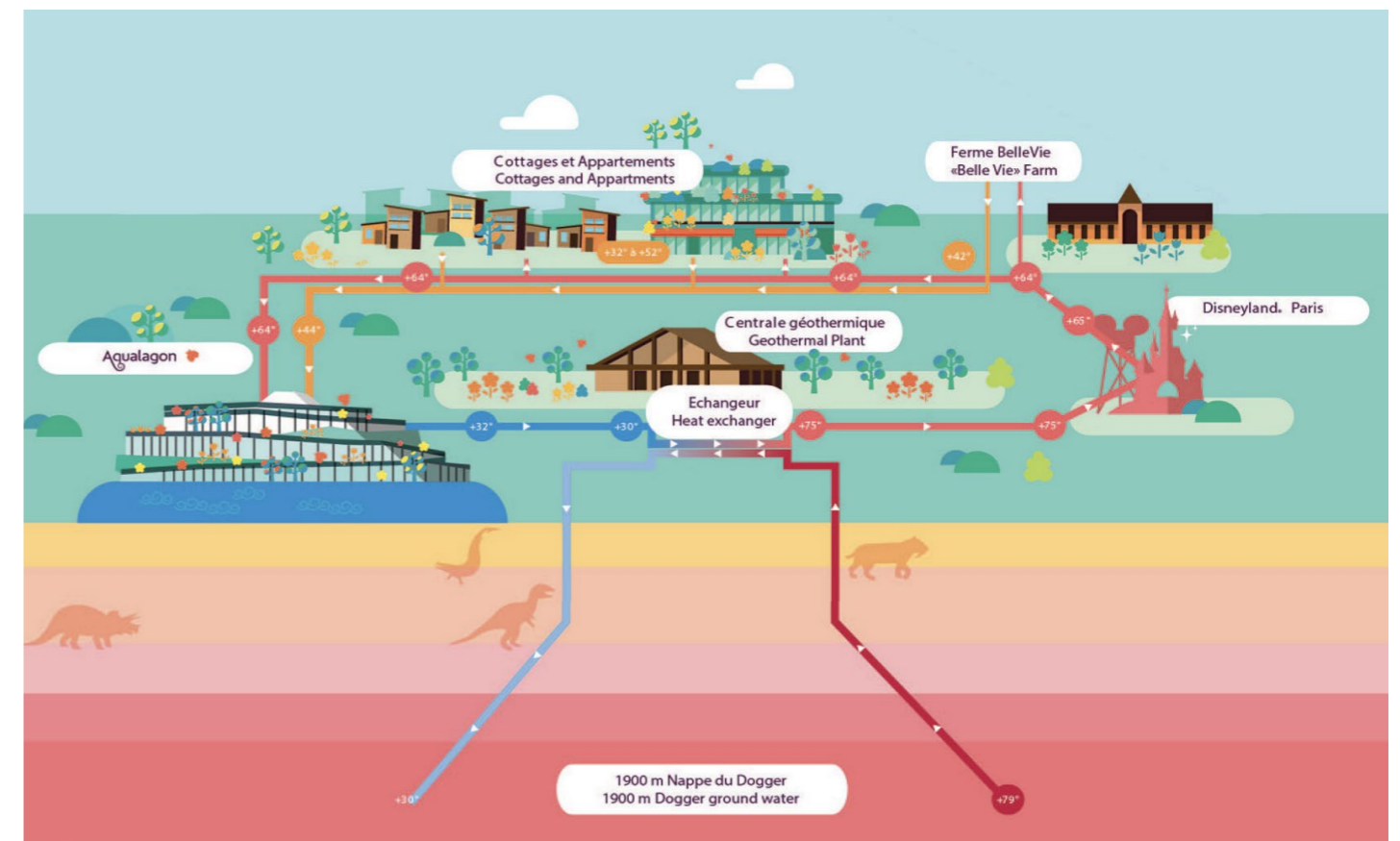
Disneyland® Paris meets part of its heating needs with geothermal energy, currently covering **18% of its annual heating needs** (Disneyland Park, Walt Disney Studios Park, Disneyland Hotel).

Moreover, geothermal activities weigh heavily in our Scope 1 and 2 reductions. The water, naturally heated to 79°C, is drawn from a depth of 1900 meters and redirected through a heat exchanger to supply the destination's heating network.

CONCRETE ACTIONS TO SAVE ENERGY

We have always believed in pragmatic, realistic and effective solutions to tackle our major challenges, while also limiting our environmental impact. Reducing our footprint is a long-standing commitment and concrete actions have been taken for several years, notably as part of our energy saving plan: lowering the temperature of the pools and the air in the parks, setting the heating to 19°C in indoor areas accessible to guests and Cast Members, turning off lighting in both parks during closing hours, and closing the exterior doors of shops, restaurants and attractions when the heating or ventilation system is operating.

75% of hotel facilities and 70% of attractions are equipped with LED lighting in areas open to guests, and all nighttime shows use LED lighting. Upgrades have been made to the technical equipment of the nighttime show «Disney Dreams!», including the installation of energy-efficient laser video projectors that use considerably less energy.



Geothermal system



WATER

A WASTEWATER TREATMENT PLANT TO REDUCE WATER CONSUMPTION

Our work to reduce by 10% our water consumption by 2030 is based on reuse initiatives as well as on our awareness-raising actions.

Disneyland® Paris was the first theme park in Europe to equip itself with its own wastewater treatment plant in 2013. This plant collects up to **3,500 m³ of wastewater** per day from both parks, purifies it and treats it to produce clean and high-quality water.

This water is then used to clean the roads, irrigate the flowerbeds and the golf course.

In 2018, the plant was equipped with an innovative technology to reduce phosphorus levels in the treated and purified water.



4,4 MILLION m³
OF DRINKING WATER
SAVED
SINCE 2013

21%
REDUCTION IN DRINKING
WATER CONSUMPTION
BETWEEN 2012 AND 2023

MORE THAN
300,000 m³
DRINKING WATER SAVED PER YEAR,
THE EQUIVALENT OF 120
OLYMPIC-SIZED SWIMMING POOLS



Our Horticulture teams practice reasoned watering, a practice that conserves water. They have also implemented processes that continually work to use water efficiently through plant selection and technological enhancements.

To increase the environmental benefits of our facilities, we are developing new solutions for the reuse of rainwater, such as installing plumbing systems for sanitary purposes in certain backstage buildings.

AN EXPERIMENTAL APPROACH: HYDRAO



Nature and animals have always played a central role in Disney movies. At Disney Sequoia Lodge, we were looking with the Transformation teams for fun solutions to raise awareness of how to reduce our guests' environmental footprint during their stay. After a successful test period in 2022, we deployed *Hydrao showerheads* throughout Disney Sequoia Lodge. All rooms are now equipped with them, helping to reduce our guests' shower water consumption.

Eva GUTIÉRREZ,
Director of the Nature Division, Disney Sequoia Lodge and Disney Davy Crockett Ranch.



MATERIALS, WASTE AND CIRCULAR ECONOMY

OUR PROJECTS IN FAVOR OF MATERIALS, WASTE AND CIRCULAR ECONOMY



In line with The Walt Disney Company 2030 goals, Disneyland® Paris has developed a series of waste management initiatives to reduce, reuse, recycle, donate, and encourage behavior change initiatives with our Guests and employees to divert as much material as possible.

While we are proud of the progress we have made, we are committed to doing more. We have a responsibility to protect the ecosystems and local communities, as well as minimize our global environmental footprint. This will require the strict implementation of our sustainable purchasing policy, as well as the ongoing commitment of our Cast Members and Guests to move us closer to a world without waste.

In accordance with French and European regulations on anti-waste and the circular economy, Disneyland Paris have deployed relevant measures across the resort such as the implementation of reusable tableware at quick service restaurants.

Disneyland® Paris has been participating in the national environmental labeling program for hotels since January 2018. This initiative aims to raise consumer awareness of environmental impacts. The program highlights four indicators: climate impact, water consumption, consumption of non-renewable resources (energy), and the percentage of organic or eco-labeled products in the hotel's supplies. **Four hotels have received an A rating while one has received a B rating and another one a C rating.**



Disneyland Paris Sleeping Beauty Castle tarp upcycling project illustrates the company's commitment to the environment.



RECYCLING PROJECTS AND ACTIONS AGAINST FOOD WASTE



RECYCLING OUR OPERATIONAL COSTUMES

Among its **18.000 Cast Members**, Disneyland® Paris counts thousands of employees working in operational areas, accounting for a significant amount of clothing. To reduce our environmental footprint, we are committed to a costume recycling policy in order to reuse the fabric from costumes once they can no longer be worn.

15 TONS OF COSTUMES WERE RECYCLED IN **2022-2023**, I.E. **ALMOST 33,000 PIECES**



The environment is a matter that concerns us all. As such, the Entertainment Division has set up recycling bins for its worn and damaged operational costumes to offer them a second life. After careful fraying, they will be transformed into insulating felts. Other projects are being studied to pursue this approach.

Françoise BARBIER,
Entertainment Production and Creative Costuming Director.

REDISTRIBUTE THE MAGIC OF DISNEYLAND PARIS WITH THOSE WHO NEED IT THE MOST

Through its corporate social responsibility approach, Disneyland Paris has been committed since its opening in 1992 to supporting the actions of non-profit organizations and neighboring local authorities in improving the lives of children and families in need.

OUR ACTIONS AGAINST FOOD WASTE

In line with the AGEC law, which sets a target of reducing food waste by 50% by 2030 compared with 2015, the Food & Beverage teams have developed a number of initiatives to achieve this objective: the introduction of awareness-raising signage in buffets and; the removal of edible decorations; and support for Cast Members in F&B through dedicated training. Other measures are currently being developed.



Disneyland Paris and Ecovidrio join forces to promote glass recycling in Spain

Ecovidrio, the non-profit organization responsible for managing the recycling of glass packaging waste in Spain, and Disneyland Paris joins forces to bring parents and children together and raise awareness of the importance of recycling glass, caring for the planet and combating climate change.

Every summer since 2021, themed glass recycling points bearing the effigy the images of iconic characters from the Disney, Marvel and Pixar franchises have taken over the streets of several major Spanish cities.



BIODIVERSITY

OUR WORK IN FAVOR OF BIODIVERSITY

Disneyland® Paris has long been committed to promoting the enrichment of biodiversity within the resort and aims to raise awareness among children and adults of the importance of environmental preservation. The Landscaping team, cares for the **330,000 shrubs and bushes**, **7,400 m² of flowerbeds**, **33,000 trees**, **more than 20 varieties of fruit trees** and **over 50 species of wildflowers and plants** on a daily basis. The park is also home to many species, including numerous insects, 15 unique species of butterfly, and various species of fish found in the Disney Village lake.

For 30 years, Disneyland Paris has also been committed to preserving biodiversity in the Val d'Europe territory, working closely with public partners and local municipalities. Green and blue paths have been developed, which has helped to improve biodiversity networks and habitats in the area.



The Landscaping teams work daily to maintain and beautify the 450 hectares of green spaces at Disneyland Paris. More than a hundred people take care of the various ecological areas represented in the destination, while preserving biodiversity.

Pierrick PAILLARD
Senior Manager Landscaping.

Between 5 and 7 hectares of meadows, wastelands, and undergrowth are grazed by sheeps from French heritage breeds.



- 330,000
SHRUBS AND BUSHES
- ★
- 7,400m²
FLOWERBEDS
- ★
- 33,000
TREES
- ★
- OVER
20
VARIETIES OF FRUIT TREES
- ★
- MORE THAN
50
SPECIES OF WILDFLOWERS
AND PLANTS
- ★
- 40
DOMESTIC BEEHIVES
TO REINFORCE NATURAL
POLLINATION
- ★
- 400
NEST BOXES
AND SHELTERS
FOR AUXILIARY
SPECIES



RÉMY'S VEGETABLE GARDEN

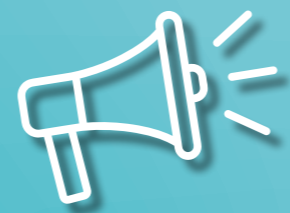
The Disney Hotel Cheyenne has its own vegetable garden, with **245 m² of cultivated area out of a total surface area of 470 m²**. The production is for the use of guests staying at the Disney Hotel Cheyenne. The Landscaping and Environment teams have worked with a local ESAT to completely redesign the garden and prepare the seedlings.



In addition to their mission to preserve and enrich biodiversity, the Environment and Landscaping teams work throughout the year to raise awareness among guests, Cast Members and local communities, such as the "Nature Tails" developed at

the Disney Hotel Cheyenne and at the Disney Davy Crockett Ranch.

Alison LE FLEM
Environment Project Leader.



RAISING AWARENESS

OUR INITIATIVES TO RAISE AWARENESS



Throughout the year, Disneyland Paris is committed to raising environmental awareness among its guests and Cast Members.

This is done through information campaigns, workshops, conferences, visits and training sessions. Every April, Earth Month is the highlight of this commitment. More than 450 Cast Members have already participated to climate frescos, thanks to about twenty Cast Members who have been specifically trained.

Disney VoluntEARS are also committed to preserving the environment by taking part in litter-picking initiatives, notably on World Clean Up Day, or by taking part in nature workshops on awareness-raising moments such as during Earth Month.





KEY FACTS & FIGURES

OUR WORK FOR: EMISSIONS



Europe's largest solar canopy plant

+80,000
solar panels

11,200
parking spaces covered

A production of
36 GWh/year
Equivalent of consumption of a city of 17,400 inhabitants

18%
of heat needs by geothermy

OUR WORK FOR: WATER



More than
300,000 m³
drinking water saved per year, the equivalent of 120 olympic-sized swimming pools

4,4 million m³
of drinking water saved since 2013

21%
reduction in drinking water consumption between 2012 and 2023

OUR WORK FOR: MATERIALS, WASTE AND CIRCULAR ECONOMY



BASED ON THE WALT DISNEY COMPANY 2030 OBJECTIVES

🐭 MATERIALS

- Use recycled content or sustainable textiles for apparel

🐭 WASTE

- continue to increase material recovery rate
- 90%** diversion for construction waste

🐭 CIRCULAR ECONOMY

- Design packaging for reuse, recycling, or composting
- Sustainable production processes for our products

OUR WORK FOR: BIODIVERSITY



450
hectares of green spaces

400
nest boxes and shelters for auxiliary species

245 m²
of vegetable garden

Between 5 and 7
hectares of meadows, wastelands and undergrowths grazed by sheeps



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AND GO !

