

Disneyland Paris

Corporate Social Responsibility



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Disneyland
PARIS



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President
of Disneyland® Paris



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Our vision



“

Together we will continue to reinvent ourselves to have a lasting influence.

”

Since 1992, Disneyland Paris has relied on the legacy left behind by Walt Disney, the company’s famous art of storytelling, the commitment of its employees (“Cast Members”), the richness of the surrounding area, and its partners, suppliers, service providers and organizations, to become the number one tourist destination in Europe and a beacon for the Disney brand.

Every year, we welcome visitors from all over the world to enjoy a unique and unforgettable experience. More than ever before, giving guests the opportunity to share moments with family and friends is so important.

Bringing the magic alive is a great responsibility. That is why we have always tried to integrate in a balanced and sustainable way into the territory that welcomed us, while raising awareness of environmental and social issues with our audiences.

Our first commitment is toward diversity and inclusion, a priority that is part of our strategic vision and one that is dear to me. With thousands of Cast Members, more than 124 nationalities and 20 languages spoken, the magic of Disneyland Paris is built on the diversity of its employees who are as driven as they are committed.

In the last few years, we have taken proactive actions to take this core commitment to a new level. We notably launched major awareness raising initiatives on the benefits of diversity and supporting the professional development of women, and by hosting Magical Pride, the very first LGBTQ+ event organized by any Disney Park around the world, we also celebrated diversity among our employees and guests. As a responsible company that is

committed to inclusion, we are also working alongside Cast and guests with disabilities to make the Disney magic accessible to as many people as possible.

Another one of our priority stances is on the protection of the environment, which is a core value established by Walt Disney himself. In addition to the measures we are taking to reduce our global footprint, every year Earth Month is the perfect opportunity to raise the awareness of our employees, guests and local communities about environmentally responsible behavior, and we will continue to strengthen our environmental commitments.

Our philanthropic actions are also an integral part of our priorities and are reflected in our desire to bring happiness, joy and inspiration to children and their families. Thanks to their work at our resort and in local communities, more than 1,000 Disney VoluntEARS from Disneyland Paris continue to represent Walt Disney’s dream - “to give everyone the opportunity to experience happiness”.

In 2020, we responded to community needs by providing donations to local associations and hospitals - including food, protective equipment, medical supplies, toys or Christmas ornaments. The market value now exceeds 10 million euros, and this number will continue to increase as we grow and develop our Corporate Social Responsibility (CSR) program.

We are optimistic about our future and that of our region, and that future will be supported by the resort transformation underway and the ambitious expansion of the Walt Disney Studios Park, which increases attractiveness and economic growth.

Together we will continue to reinvent ourselves to have a lasting influence and inspire positive change around us.

Natacha Rafalski
Présidente of Disneyland® Paris

* Cast Member: an expression which likens employees to members of the cast.



Offer a unique, environmentally, friendly experience.

Six focus areas.

For our resort, long-term development must be rooted in a responsible tourism model. We have made important commitments, which we seek to implement with the continuous involvement of our employees and stakeholders.



Together, we are creating an innovative and sustainable tourist destination in Europe, contributing to the responses needed to address major environmental challenges. Our policy in this area is based on three complementary areas.

- Risk and environmental impact prevention.
- Improving environmental performance.
- Preparing for the future by integrating innovative solutions.

In order to implement tangible measures in these three fields, our company has prioritized action in six different focus areas.

- 1 - Reducing greenhouse gas emissions (GHG).
- 2 - Moving towards sustainable waste management.
- 3 - Conserving water resources.
- 4 - Protecting and enriching biodiversity.
- 5 - Developing a responsible supply chain.
- 6 - Supporting global actions to preserve the environment for the future.



Did you Know?

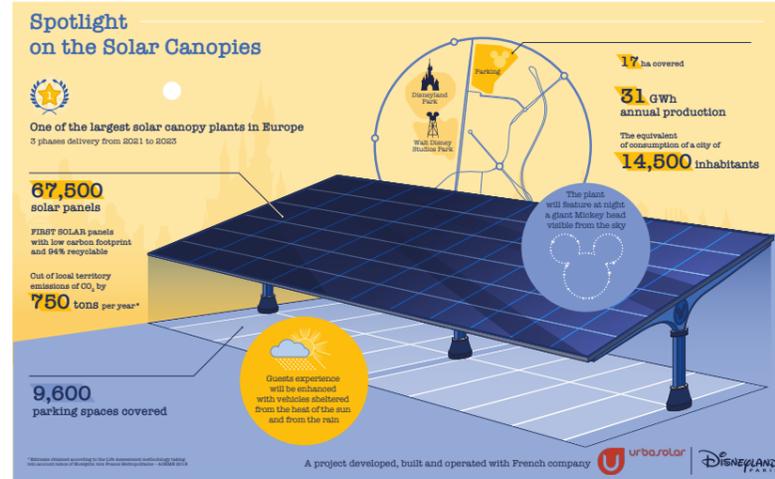
Disneyland Paris worked with start-up **Wakatoon** in September 2019 to launch an interactive coloring game as an innovative, fun and creative way for younger guests to discover the benefits of recycling.



A gradual energy transition.

In 2020, Disneyland Paris launched the phased installation of one of the largest solar canopy plants in Europe, to be completed in 2023 and reduce greenhouse gas (GHG) emissions in the local area by 750+ tons of CO₂ per year

The resort also increased its use of renewable energies with the introduction of geothermal energy in February 2018, following major work begun in 2015 in connection with the Villages Nature Paris eco-tourism project. Objective: to cover the heating needs (heating system and sanitary hot water)



of the theme parks and the Disneyland® Hotel. From the first year, this enabled us to reduce our natural gas consumption by 6.2%.

One of the largest solar canopy plants in Europe

3 phases of deliveries from 2021 to 2023

*Estimate obtained according to the Life Assessment methodology recommended by ADEME and carried out by Urbasolar.



-23%

of greenhouse gas emissions for the year 2019 (compared to 2012)

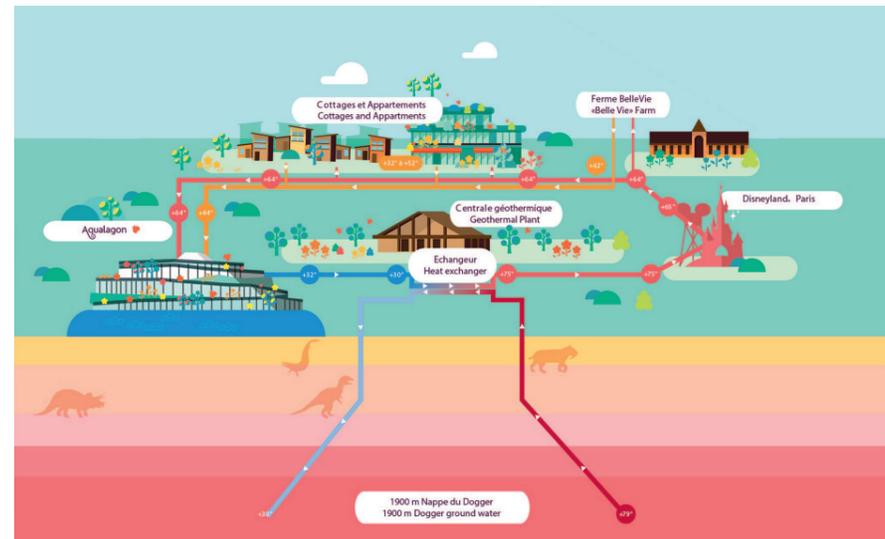


Since 2018, the number of sorting garbage cans has increased to encourage visitors to recycle their waste.



Replacement of plastic bags with reusable bags made of 80% recycled plastic.

These bags have been available in all of our stores since April 23, 2019.



Waste: from prevention to recovery.

Preventing and reducing waste production, and also promoting its recycling and recovery is a key issue in our sustainable development approach.

The waste management teams focus on technical and organizational actions, such as improving the sorting of recyclable and organic materials. They also carry out targeted actions to increase employees' awareness and involvement.

In July 2018, Disneyland Paris joined The Walt Disney Company in eliminating

single-use plastic straws and stirrers in all of its destinations around the world. **Since April 18, 2019, Disneyland Paris has opted for 100% biodegradable, French-made paper straws, wooden stirrers and has eliminated single-use plastic bags.**



Water, a precious commodity to save.

Since August 2013, Disneyland® Paris has had its own drinking water treatment plant, as well as facilities for waste water treatment and recycling for its theme parks and Disneyland Hotel.

This station allows for the reuse of most water on property for various needs such as irrigation of green spaces and Golf Disneyland®, as well as water for the power plant's cooling towers.

Since 2018, the plant has been equipped with innovative equipment to reduce the phosphorus content of the treated water.

This approach now makes it possible to supply water to a large

part of the decorative water features and the road cleaning stations.

Key actions

DISNEYLAND® PARIS HAS ITS OWN WASTEWATER TREATMENT AND RECYCLING PLANT



SINCE 2018 :

The station is equipped with innovative equipment to reduce the phosphorus content of purified water.

Did you Know?

The installation of this plant saved 2 million cubic meters of drinking water between 2013 and 2019, which is equivalent of the annual consumption of nearly 17,000 French households.

Key Actions

PRESERVE AND PROMOTE BIODIVERSITY DEVELOPMENT

40 HIVES

of honeybees strengthen natural pollination.



Educational nature trails

invite guests to discover the landscapes, fauna and flora (Disney's Davy Crockett Ranch and Disney's Hotel Cheyenne).



more than
220
birdhouses and shelters for beneficial species (birds, bats, etc.).



4 hectares of meadows, uncultivated fields and undergrowth are grazed by sheep of a protected French breed from Ouessant.

RÉMY'S VEGETABLE GARDEN

A 240 m² organic vegetable garden in "Remy's Vegetable Garden." (Disney's Hotel Cheyenne) which supplies our restaurants with fresh produce.



Environmentally responsible hotels and sporting events

Since January 2018, five of the resort's hotels have participated in the National Voluntary Program for Environmental Labeling in Hotels. This approach, supported by the *Ministère de la Transition écologique et solidaire* and the *agence de la transition écologique* is to raise consumer awareness of environmental impacts. Four indicators are highlighted: climate impact; water consumption; consumption of non-renewable resources (energy); and the share of organic and eco-labeled products in the hotel supplies. Three of the hotels have received an A rating, and two hotels a B rating.



DISNEY'S HOTEL SANTA FE®

Environmental impact of a night in the hotel.

Moreover, in June 2018, Disneyland® Paris signed a charter drawn up by the Ministry of Sports and the NGO WWF France. This charter sets out 15 environmentally responsible commitments in the organization of national and international sporting events – from design through to disassembly. The aim is to increase the consideration given daily to conservationism, environmental impact and sustainable development in the organization of events.



MAINTAIN THE APIARY

Chickens of a protected French breed (Noire du Berry) help to maintain the apiary (Disney's Davy Crockett Ranch).



3 hotels

with the top rating in the Environmental Labeling Program: Disney's Hotel Cheyenne, Disney's Hotel Santa Fe and Disney's Davy Crockett Ranch.



FRUIT TREES

More than 80 species of certified local fruit trees.





Valuing the Cast Member experience

An HR policy focused on quality of life at work.

As The largest single-site private employer in France and the largest employer in the *Seine-et-Marne département*, Disneyland® Paris endeavors to attract and retain its employees. The resort is committed to strong values, such as social dialogue, safety and diversity.



Our goal: to be recognized as an employer of choice in Europe, attracting the best talent from all walks of life – particularly from the *Seine-et-Marne* and *Île-de-France départements*. To this end, we pursue and build on a socially responsible human resources policy. As such, great importance is attached to the quality of employee relations, in

order to ensure internal cohesion and equity. Employee safety, the responsibility of *la direction Santé et Sécurité au Travail* (Health and Safety Department), is of the same high standard as that of our guests. Furthermore, diversity and inclusion are an integral part of the company's DNA.


17,000
employees
(14% of whom have more than 22 years' service)
figure from the 2019 HR fact sheet


500
different roles


124
nationalities and
20
different languages

Diversity and inclusion: core values.

With **928 disabled employees** as of December 31, 2019 Disneyland® Paris is a handi accueillant (disability-friendly) certified company.



Performance of sign singing version of the show "The Lion King Rhythms of the Pride Lands".

Disneyland Paris is a magical place, accessible to all

Since 1993, the year of the first agreement to promote the employment of people with disabilities and the creation of *Mission Handicap*, its commitment has continued to grow. **The objectives of the 9th agreement, signed in December 2018 by all labor unions, include recruiting at least 120 people with disabilities by the end of 2022.**

In addition to recruitment, Disneyland® Paris's policy aims to facilitate employee induction, support professional development and enable employees with disabilities to remain in employment. Furthermore, Disneyland® Paris is committed to improving how it welcomes guests of all backgrounds. As a bearer of the *Tourisme et Handicap* brand for theme parks, particular attention is paid to the development of tangible actions. The training course "Accessibility, the keys to a successful welcome", launched in June 2017 for our 900 operational supervisors and was renewed in 2020 so that all Cast Members in contact with guests can benefit from it.

In 2019, Disneyland Paris also made an accessibility guide available to guests with disabilities, bringing together all of the information needed to prepare a stay according to any specific needs.

It is available on our website in French, English and also in an audio version for the visually impaired and blind.

Since 2016, the company has also relied on the expertise of Michaël Jérémiasz, an accessibility consultant and former Paralympic tennis champion. The Disney magic also – and above all – lies in the shows put on for guests. It was therefore critical that accessibility be improved in this regard, with, as a first step forward, an adapted version of the show "Mickey and the Magician" in French Sign Language in 2018 and a chansigne version of "The Lion King: Rhythms of the Pride Lands" in 2019.

Sign singing is a form of artistic expression that expresses song lyrics in sign language to the rhythm of the music.



"JURY'S FAVORITE" AWARD

"Jury's Favorite" award at the Autonomic Paris 2018 trade show for "Mickey and the Magician" in French sign language.

Key actions

MISSION HANDICAP'S COMMITMENT KEEPS GROWING SINCE ITS INCEPTION IN 1993



928
employees
with disabilities



Recruitment goals
120
employees with disabilities by 2022



118,000
VISITORS
with disabilities
welcomed in 2019



Gender: equality in the spotlight

Composed of 50% women and 50% men, **Disneyland Paris is deeply involved in initiatives that promote equality in the workplace.**

One example is the creation of working groups focused on women's leadership. Since March 2019, the mission of the Disneyland Paris Women's Network is to reflect and provide pragmatic solutions to all our Cast Members on issues related to professional or personal life. The company also celebrated its third edition of International Women's Day through inspiring conferences and workshops. This day was an opportunity to continue our commitment to diversity and inclusion.



BY DISNEYLAND® PARIS



Did you Know?

Following the launch of D Elles P employee networking in 2019, whose mission is to inspire and raise awareness among women and men of the benefits of gender diversity, Disneyland Paris has strengthened its commitment to diversity and inclusion with the 2020 launch of a new employee network – Disney Pride – dedicated to LGBTQ+ issues.

**LGBTQ+:
Magical
Pride**



On June 1, 2019, Walt Disney Studios Park hosted **Magical Pride**, an after-hours event celebrating diversity and inclusion that appealed to our LGBTQ+ audience and their allies. On May 31, 2019, several conferences gave LGBTQ+ spokespersons the opportunity to share their vision, background and resources with employees.



Disneyland® Paris is committed to facilitating and preserving employment for young people and seniors

Since 2006, Disneyland Paris has worked in partnership with the Seine-et-Marne Departmental Council and the Île-de-France Regional Council to provide support for people looking for work as part of the "Bridges to Employment" training program. As a result, more than 1,000 jobs at Disneyland Paris have been offered between 2007 and 2019. In October 2019, the first Employment Assistance Forum was organized at Disneyland Paris in partnership with the Departmental Council of Seine-et-Marne, Pôle Emploi, Cap Emploi and Local Missions. This forum enabled 150 job seekers to benefit from personalized advice, interview simulations, language tests and information on mobility. In addition, Disneyland Paris offers its employees over the age of 57 (with at least 20 years of seniority) the opportunity to switch to part-time work while maintaining their pension contributions, and allows

employees ages 60 and over to benefit from an individualized health check with a specialized organization. Disneyland Paris also supports its employees during their retirement through training and administrative assistance.

Did you Know?

Since 2016, Disneyland Paris has also collaborated with the Voluntary Military Service set up by the French Ministry of the Armed Forces to help young people facing difficulties to find employment.

Training, personalized follow-up, internships are offered to young volunteers who join Disneyland Paris for a few months, with some securing a job offer at the end of their service.



The importance of employees' well being.

Some of the company's long-term commitments are improving the quality of work, promoting work-life balance and supporting the well-being of its employees at work.

A new psychosocial risk prevention agreement came into force on October 1, 2018, for a period of four years. It seeks to improve existing mechanisms, with emphasis on assessing physical and mental health as well as training and awareness-raising for all stakeholders. Another example of the initiatives

implemented is the Workplace exchange platform. This is the company's social network, which allows links between employees to be strengthened and through which users can share content and information - ideas, projects, photos and videos - quickly and across departments.

The telework experience set up in June 2018 has been extended to facilitate the respect of barrier gestures as a result of health measures related to COVID-19 and allows more flexibility in the organization of work. At the same time, the company reminded the right to disconnect, allowing all employees to preserve their personal time.

These three measures illustrate Disneyland® Paris's desire to provide employees with fulfilling working conditions.



Focus HOW TO IMPROVE THE QUALITY OF THE EMPLOYEE EXPERIENCE?

Through biannual surveys, the company is able to assess employee satisfaction and identify areas for improvement. In 2017, a central kitchen was set up to improve quality and offer a variety of fresh products. Moreover, the company can offer within its residences housing solutions to employees recruited in the provinces and abroad, and support those having difficulty in finding accommodation.



Developing skills: an employability issue.

Our goal is to help our grow and develop people with their Disney careers.

Induction training, with technical and regulatory aspects, is provided to each new employee. Leadership is also at the core of the organization's strategy with an internal training center, Disney University, which provides among other things, leaders' training. The internal management school, founded in 2012, offers employees of the operational divisions opportunities to move into management positions in their own business area or another area. This school offers a comprehensive

development program focusing on managerial skills and leadership qualities. Disneyland Paris is committed to promoting internal mobility. The *My Disney Careers* website allows employees to apply for other positions and other business areas; as such, it displays job vacancies, to give priority to employees before recruiting externally.



Did you Know?

In February 2020, as part of the operation 1000 internships in the Île-de-France and in partnership with the Regional Council, Disneyland Paris welcomed 250 middle school students who could not find an internship. The aim was to help them project themselves into their professional future during a day-long discovery of the company. These 250 students were made aware of our jobs related to safety, courtesy, show and efficiency during workshops led by our employees, as well as Disneyland Paris's commitments in terms of gender equality, accessibility and respect for the environment.

Nearly
500 000
hours
of training
in 2019



326
Team Leaders
have been promoted
through the internal
management school
to date.



48
employees
joined the
management
school in 2019



Experiences that cater to a variety of lifestyles.

Aware of its influence, particularly with young people, Disneyland Paris offers balanced dining options in line with public health recommendations.



For several years, Disneyland® Paris has been working to improve its catering facilities, with a view to promoting healthy eating. To ensure a healthy and balanced diet for guests of all ages, several initiatives have been undertaken. The resort fully adheres to "The Healthy Living Commitment" program of The Walt Disney Company. The aim of this program is to change consumption habits in favor of a balanced diet. As part of this program, it applies the "Disney Check" label to children's menus. Introduced in 2017 in quick service

restaurants, it was implemented in 2018 in table service restaurants. This label makes it easy to identify appropriate nutritional choices for children aged 3 to 11 – for example, including at least two servings of fruit and vegetables on the menu, or indicating low saturated fat content. Chefs work in compliance with the "Disney Check" label, in accordance with European and French recommendations.



Label Disney Check

Focus INITIATIVES IN 2019

Vegetarian dishes added to table service restaurants, counter service at Disney Hotels and Disney Village. Vegan dishes offered in several points of sale and available at a 100% vegan food truck.



Fitness and fun: a winning combination.

All year round, a series of initiatives allows guest to take part in sporting events, such as the Disneyland® Paris Run Weekend - an annual running event through the streets of the Disney® Parks.

This is the European event of the runDisney program. The program is comprised of a number of races, from the 100m to a half marathon, open to all ages and levels, **and accessible to people with disabilities.** In 2018 and 2019, Disneyland Paris celebrated International Yoga Day by organizing

unique yoga sessions open to both amateurs and experienced practitioners. These sessions were animated by Tara Stiles and Sebastien Ganesha, internationally renowned yogis, in front of the Sleeping Beauty Castle.



29,775
participants
for the fourth
annual
Disneyland Paris
Run Weekend
in 2019, including
2,773 children and
71 nationalities



MagicPass

A simplified experience owing to the dematerialization of many services



How digital technology enhances the guest experience.

Continuously improving the quality of the guest experience is a collective priority for the company and employees.

The official Disneyland Paris App has been optimized to assist guests even more. It features a personal space where guests can find their hotel and restaurant reservations, a location and navigation system to help them find their way around the parks, and waiting times at attractions and show schedules to be consulted at any time of day. All of these features play an essential role in preparation for and during a visit to Disneyland Paris, providing guests a magical and interactive experience. In addition, customers are invited to pre-register online in order

to limit their waiting time at the check-in desk, when they will pick up their Magic Pass. The Magic Pass allows Disney hotel guests to enjoy a paperless stay at the resort, giving them the ability to access parks, make purchases in stores, take their meals in the various dining areas and unlock their rooms digitally. Payment for all services can be made at the hotel reception desk at the end of their stay.

Promote ethical and sustainable procurement.

A code of ethics based on our social compliance program. The Walt Disney Company's International Labor Standards program underscores the relationship between The Walt Disney Company and our suppliers.

Disney's social compliance program promotes safe, inclusive and respectful working conditions around the world where Disney-branded products are made, including the refusal of child or forced labor and any discriminatory practices, as well as respecting employees' legal right to unionize.

Facilities also ensure safe and healthy working conditions and enforce local regulations in terms of wages and working hours. Disney suppliers are required to perform social compliance audits and resolve non-compliances - ceasing production if Disney's minimum compliance standards are not met.

Disney's goal is that suppliers and their facilities promote better working conditions anywhere Disney-branded products are made.

*For more information visit the dedicated website <https://www.thewaltdisneycompany.com/about/#responsible-supply-chain>



Product safety and reduction of its environmental footprint are two pillars of our procurement strategy.

Disneyland® Paris has implemented actions to take into account environmentally responsible criteria in its purchasing policy. To structure this continuous improvement approach, we now use a safety management system. The purpose of this system is to ensure the compliance of goods throughout their life cycle. As such, quality control is based on three stages - initial supplier evaluation, first quality test and regular audits. Food is at the heart of the purchasing department's concerns. A collaborative portal for relations between the company and its suppliers has been set up to strengthen the traceability of food products. We have also established an inventory of all chemicals used on-site to ensure their traceability. The service providers concerned

are selected on the basis of their ability to offer green solutions. Moreover, at the office level, many initiatives have been developed, including the use of eco-labeled office paper made from 100% recycled materials and

the implementation of an environmentally responsible product offer as well as the consolidation of orders to reduce the number of deliveries.



Did you Know?

Whenever possible, Disneyland Paris prefers to use river transport instead of truck transport for containers coming from the port of Le Havre.



More than
10
containers

are transported by barge each week to the port of Gennevilliers.



Sharing our values with local communities.

Disneyland® Paris and its civic commitment.

Disneyland Paris's commitment is to promote the happiness and well-being of children and families through targeted actions.



Disneyland Paris is organising a large range of solidarity events in order to inspire and educate children and their families in a playful way about causes that we care about.

In addition, Disneyland Paris is committed to helping children facing serious illness and their families through hospital visits and the realisation of children's dreams. Disneyland Paris relies on the commitment of Disney VolunteARS - Cast Members who participate in volunteer actions, representatives of one of Walt Disney's most beautiful traditions: citizen engagement. During the exceptional closure of Disneyland Paris, Disney VolunteARS continued their volunteer activities while helping associations and healthcare institutions in the Île-de-France region.

Despite the distance, through several videos, Disney VolunteARS shared Magical Moments via different learning tutorials such as learning to draw Mickey, or signing their name in French sign language to the delight

of hospitalized children and healthcare staff, because Magic never stops! They also distributed food, protective equipment and other medical supplies, as well as Disney products, with a market value of more than 10 million euros to health establishments and associations in Île-de-France.

On August 4, 2020, Disneyland Paris welcomed more than 200 children who do not have the chance to go on vacation for a magical day of solidarity with their families, in collaboration with the Île-de-France Region and several associations that have worked with Disneyland Paris for many years. Since 1992, more than 300,000 underprivileged children have been welcomed at Disneyland Paris to create unforgettable memories.

In 2019, Disneyland Paris supported more than 1,500 charitable actions with more than 100 European associations.



6,369
volunteer
hours
in 2019
by nearly
1000
employees



More than
10
million euros
in merchandise
donations
made by
Disneyland Paris
to charities
and hospitals
since the beginning
of the covid-19 pandemic



17,750
children and adults
benefited from philanthropic
actions organized by
Disneyland Paris in 2019

Focus
**DISNEY
WISH PROGRAM**

DISNEYLAND® PARIS WISH GRANTING

Since 1992, Disneyland® Paris has been committed to making the dreams of children facing serious illnesses come true by welcoming more than 20,000 of them through the “Disney Wish Program.” This approach reflects the company’s belief that having dreams, and making them come true, can give children the

strength to fight. The goal is therefore to offer them and their families a magical break where they can forget about their conditions. In order to best organize these dream trips, Disneyland® Paris works in close partnership with around forty European charities specializing in children’s dreams.

1,402
children’s
WISHES
were granted in 2019

DISNEY MAGIC IN HOSPITALS



Since 1991, 40,000 hospitalized children have benefited from the support of Disney VoluntEARS at Disneyland Paris. When it is not possible for children to come to the Parks, we bring the Disney magic to them. Festive afternoons, fun workshops led by Disney VoluntEARS and encounters with Disney Characters: anything can be done to put smiles back on the faces of hospitalized children.



YELLOW PIECES 2020 CAMPAIGN



On January 29, 2020, Disneyland Paris welcomed 300 hospitalized children with their families and medical staff as part of the Yellow Pieces 2020 campaign.

The children were able to enjoy a magical day in the company of Brigitte Macron, President of the Fondation Hôpitaux de Paris - Hôpitaux de France, and Didier Deschamps, sponsor of the campaign.



A contribution to economic and social development.

Highly committed to its regional stakeholders, Disneyland® Paris remains a key player in the development of the Paris region, both economically and geographically. The next few years will see the ramp-up of this positioning, as a 2 billion euro multi-year development plan is in progress at Disneyland Paris.

This expansion plan includes the transformation of Walt Disney Studios Park, with new themed areas and several new attractions and shows, rolling out in phases. The creative vision of the project includes a new three-hectare lake, the site of new water and sound and light shows, which will link the three new themed areas.

For example, the area inspired by Frozen will include a reconstruction of the famous Kingdom of Arendelle, overlooked by a 40-meter-high mountain.

Each themed area will offer total immersion with major attractions, restaurants, shops and exclusive character encounters. Disneyland Paris plays a major role in the development of the region and the Val d’Europe area.

Local residents and business leaders describe it as a modern territory, where urbanization is controlled with strict respect for the surrounding environment.



3
new
thematic
areas

**MARVEL
FROZEN
STAR WARS**

A new
3
-hectare lake
and one
40
-meter-high
mountain



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