



NON-FINANCIAL INFORMATION REPORT 2022

SUMMARY

INDEX

INTRODUCTION: Founder's letter

1. ABOUT US

- 1.1. Highlights of 2022
- 1.2. The Tourism Sector
- 1.3. Effects on EUROPAMUNDO
- 1.4. Organizational structure
- 1.5. Governing and implementing body
- 1.6. Awards
- 1.7. 25 years of Europamundo.

2. STRATEGY AND OBJECTIVES

- 2.1. Materiality
- 2.2. The Sustainable Development Goals.
- 2.3. SDGs aligned with the core business of EUROPAMUNDO.

3. ETHICS AND GOOD GOVERNANCE

- 3.1. Compliance and conduct policies
 - 3.1.1. Code of good governance.
 - 3.1.2. Crime prevention model.
 - 3.1.3. Internal compliance audits.
 - 3.1.4. Anti-corruption, ethics and compliance program.
- 3.2. Value generation
 - 3.2.1. Activities carried out by the EUROPAMUNDO Foundation.

4. RESPONSIBILITY IN OUR ACTIVITY

- 4.1. Quality certifications
- 4.2. Product/service safety and consumer protection
- 4.3. Suppliers and supply chain control
- 4.4. Information Security and Cybersecurity

5. PERSONNEL AND SOCIETY

- 5.1. Sustainable employment
 - 5.1.1. Remuneration policy.
- 5.2. Well-being and protection of health and safety
- 5.3. Access to training
- 5.4. Principle of equality and non-discrimination. Functional diversity.
- 5.5. Respect for Human Rights – Due Diligence

6. ENVIRONMENT

- 6.1. Pollution, emissions and climate change
 - 6.1.1. Waste
- 6.2. Biodiversity protection: EUROPAMUNDO NEUTRAL.
- 6.3. European taxonomy

Contact for questions relating to the report or its contents. For general questions on this report, please contact:

EUROPA MUNDO VACACIONES S.L.U.

Justo Palma Bastos
Director of Corporate Social Responsibility
jpalma.rse@europamundo.com

Luz Tribaldos Tierno
Assistant to the Corporate Social Responsibility Department
ltribaldos.rse@europamundo.com

García de Paredes, 55 28010 - Madrid
Tel: 34 91 758 92 00 / Fax: 34 91 542 51 48
www.europamundo.com
www.europamundo.com/rsc.aspx



This Report includes the Non-Financial Information Statements of EUROPA MUNDO VACACIONES S.L.U. and forms part of the Management Report of the Company's Consolidated Financial Statements and is verified by the auditing company OCA GLOBAL.

Period covered by the information: Year 2022

Reporting Framework

The Report includes the issues of social, environmental and/or economic nature that are material for EUROPA MUNDO VACACIONES S.L.U. and has been carried out in accordance with the contents of the international reporting framework Global Reporting Initiative (GRI) in its guide according to the GRI Standard updated on January 1st, 2023.

Report Scope and Coverage

The Report presents, at a consolidated level, the economic, environmental and social performance of EUROPA MUNDO VACACIONES S.L.U. annually throughout 2022.

Date of EINF Report: 30.03.2023

Founder's letter

DREAMS HAVE NO BORDERS

TOURISM AND PEACE

On August 6th and 9th, 1945, Hiroshima and Nagasaki were razed to the ground with atomic bombs; this crime against humanity caused 400,000 deaths, half of them over subsequent decades due to radiation.

There is a lot of talk about sustainability, we face with fear a future always uncertain because it is unknown. During my childhood in my soul as a child nested a terror that everything would disappear because of a horrible nuclear confrontation between two blocks. The press did not hide "collateral damage" and terrible images of wars (Vietnam/Cambodia/Eritrea/wars of independence...) showed us pain and death. The consequences of those bombs were frequently recalled, and we were aware that absurdly more and more powerful nuclear bombs were being accumulated, having the capacity to destroy the entire humanity several times over. And that terrible nightmare could happen tomorrow!

Is our planet sustainable? We are assailed by doubts and fears; But we are certain of one thing: This world is not sustainable without peace. Ukraine, Syria, Libya, Afghanistan, South Sudan, Congo, Palestine, Eritrea cry out in the terrible void of a humanity that does not hear that nothing is sustainable without peace.

The UNWTO indicates that 1500 million travelers crossed borders in 2019. Hundreds of millions are human beings who every year seek to fulfill a dream when starting a trip, through traveling they treasure days of happiness. Days in places they dreamed of. After that "break" in their lives, they will return to their realities, those realities that in turn allow them to maintain new goals and dreams. Traveling, the dreams have no borders, these seem to open welcoming us to almost any corner of the planet with a smile.

The UNHCR reminds us that around 95 million refugees "survive"; these are people displaced by wars, violence, intolerance. They would dream that there were no borders, fleeing from their realities they begin journeys in which only hope allows them to bear the burden of uncertainties and fears. Millions who wait in endless and gray refugee camps – those that many others could not even reach after sowing the road with their wandering bodies. They don't have a return ticket, they can't face the possibility of having to come back! For them too, dreams have no borders, however, the reality they face is the nightmare of borders being almost always closed: fences, police, prohibitions... Even if they manage to overcome them, they will be "the different", "the refugee", "the emigrated" and they will face looks full of intolerance, "victims seen as guilty".

The tourism industry lives on dreams. Those who profit from the movement of immigrants and refugees live on hopes.

Peace, the most important goal for the sustainability of the planet. Peace is not possible without tolerance and respect between different cultures. Knowing our planet, sharing smiles with brothers of our specie who live other realities and profess other beliefs is the best way to sow in the souls of those who travel seeds of tolerance and respect.

From every human being we can learn something, to every human being there is something we

can teach. Understand the immense richness that diversity is for humanity, the infinite knowledge that accumulates in every mind, in every society, in every culture. Stop fearing the different, to -instead- know that this difference gives humanity as a whole the possibility of growing thanks to their way of seeing life.

The world is moved by emotions, fear is a terrible emotion. Fear is often born of ignorance. We ignore, we despise, we fear what we do not know. Fear of the unknown leads to hatred of the unknown. Knowing, smiling, understanding the different, fears disappear and give way -almost always- to the proximity of souls flourishing the rejection of violence.

Humanity has changed so much with the arrival of the Internet! Its impact has been gigantic and has opened up infinite worlds of infinite human beings!

How much humanity has changed through the movement of billions of human beings who have known other countries and cultures. Millions of people have smiled and understood other beings – perceived different – traveling. How much tourism has contributed, through the hundreds of millions of messengers of peace that travelers become after meeting "another", in the growing and global feeling of humanity that desires peace, tolerance and coexistence between different people.

Traveling opens minds. Traveling makes human beings more respectful of other cultures. Traveling seeds of tolerance, of respect are sown in our souls... of those seeds flowers that yearn for peace and that cry out for the need for us to know how to share our beautiful and diverse planet.

Tourism is undoubtedly the greatest ambassador for peace that humanity represents.

War is destruction, there is no sustainability without peace. There would be no such "other travelers" in the refugee camps if we managed to make the first objective of humanity tolerance, respect and peace between different people. Differences that are actually almost non-existent when we talk about the emotions that move human beings (the desire for happiness, the need to love, the need to be understood or at least respected in our way of seeing life, the search to have a dignified life for us and those who follow us on the path).

Published in El Español on January 5, 2023.

Luis Garcia Codron

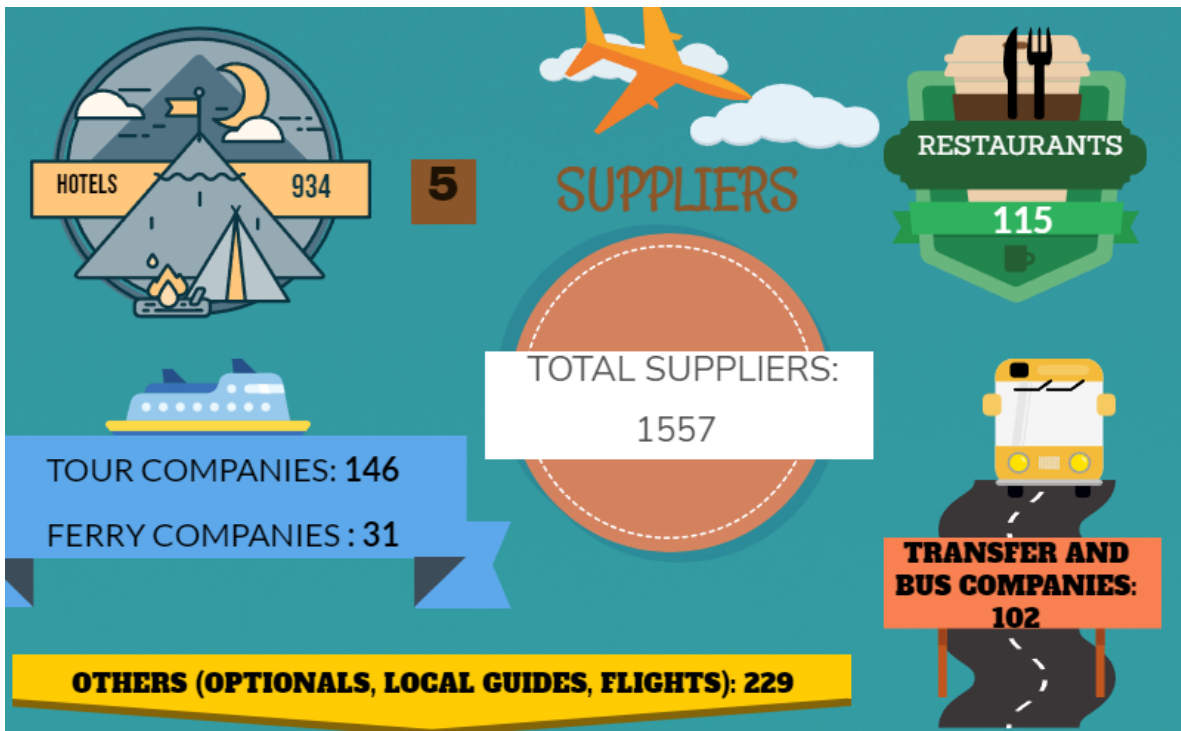
Founder and former CEO of EUROPA MUNDO VACACIONES, S.L.U.

CEO until 31/12/2022

1. ABOUT US

1.1 2022 Highlights





6 FOUNDATION AND SUSTAINABILITY

Foundation



EUROPAMUNDO DONATIONS FOR PROJECTS
2,24 MM €

2011-2022
177 PROJECTS
260.000 BENEFICIARIES
30 COUNTRIES
60 NGO
44 EMERGENCY INTERVENTIONS



SOLIDARITY FUND - REFUGE FUND : 0,9 MM €



Sustainability

CO2 EMISSIONS OFFSETTING
2014-2022:
24738,41 tCO2eq

OFFSETTING PROJECTS:
2015-2019: 60.000 Planted Trees (Nicaragua)

WASTE MANAGEMENT:
1.610 KG PAPER
58 TONER
PLASTICS
WASTE: 15.000KG
MONITORS: 5UDS
COMPUTERS: 3UDS
KEYBOARDS: 10UDS
TELEPHONES: 180UDS

- 2022:** 2706 tCO2eq
- Wind Farms in Brazil: 1000 tCO2eq
 - Wind Farms in Mexico: 1000 tCO2eq
 - Indigeneous Reservation in Colombia: 706 tCO2eq



100% Green Energy



BUSINESS AMBITION FOR 1.5°C   **OUR ONLY FUTURE**

LED Bulbs



Europamundo Tours in Cappadocia

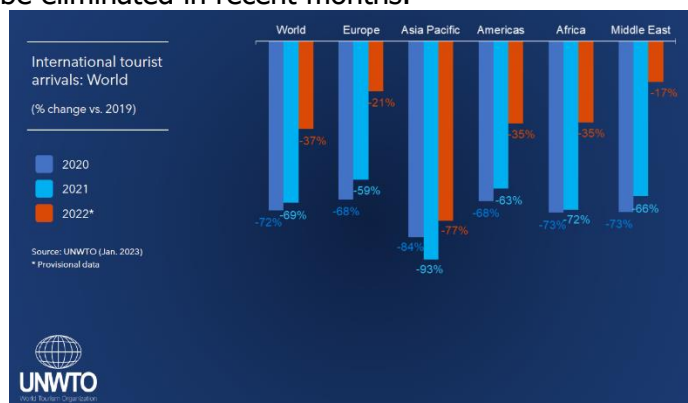
1.2. The Tourism sector.

Tourism is on track to return to pre-pandemic levels in some regions by 2023.

According to UNWTO forecasts for 2023, international tourist arrivals could be between 80% and 95% of pre-pandemic levels this year, depending on the extent to which there is an economic slowdown, how travel recovers in Asia and the Pacific and the evolution of the Russian offensive in Ukraine, among other factors.

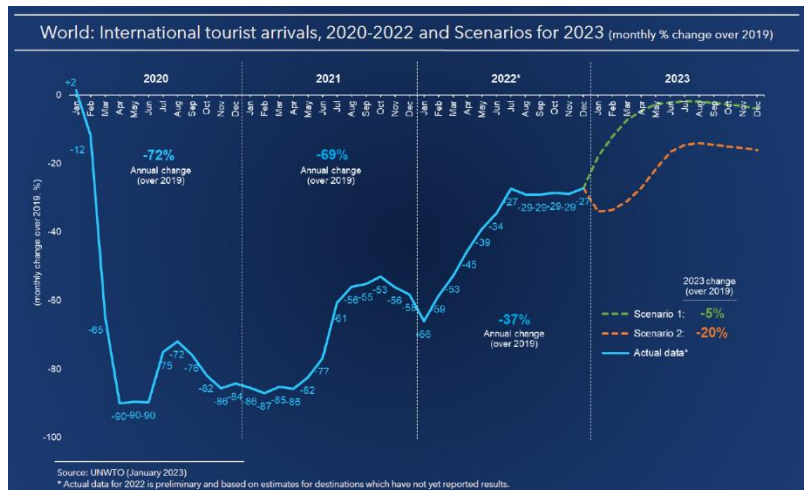
All regions recover.

According to new UNWTO data, more than 900 million tourists made international trips in 2022, double the number in 2021, although that figure is still 63% of pre-pandemic levels. All regions of the world recorded notable increases in the numbers of international tourists. The Middle East enjoyed the largest relative increase, with arrivals amounting to 83 per cent of pre-pandemic figures. Europe reached almost 80% of pre-pandemic levels, with 585 million arrivals in 2022. Africa and the Americas recovered around 65% of pre-pandemic visitors, while the Asia-Pacific region only recovered 23%, maintaining stricter pandemic-related measures that have only begun to be eliminated in recent months.



UNWTO expects the recovery to continue through 2023 even as the sector faces economic, health and geopolitical challenges. The recent lifting of COVID-19 travel restrictions in China, the world's largest source market in 2019, is an important step for the recovery of the tourism sector.

At the same time, strong demand from the United States, supported by the strength of the dollar, will continue to benefit destinations in this and other regions. Europe will continue to maintain large flows of travellers from the United States, partly because of the weakness of the euro against the dollar.



The increase in international tourism revenues recorded in most destinations has been remarkable and has exceeded arrivals in several cases. Contributing to this has been the increase in average expenditure per trip due to longer stays, travellers' willingness to spend more at their destinations and higher travel costs due to inflation. However, the economic situation could mean that tourists adopt a more cautious attitude in 2023, by spending less, shorter trips and to closer destinations.

In addition, the continued uncertainty caused by Russian aggression in Ukraine and other growing geopolitical tensions, as well as COVID-19-related health challenges, also pose risks of worsening and could weigh on the recovery of tourism in the coming months.

The latest UNWTO confidence index shows cautious optimism for January-April, higher than the same period in 2022. The optimism is supported by the opening of Asia and the strong spending figures in 2022 in both traditional and emerging source markets, with good results observed in France, Germany and Italy, as well as in Qatar, India and Saudi Arabia.¹

¹ UNWTO Press Release. January 17, 2023.



1.3. EFFECTS ON EUROPA MUNDO VACATIONS (EUROPAMUNDO).

In 2019 Europamundo presented its best results since its origin in 1997 with sales of € 163.48 million and 142,776 passengers in the year from 83 countries. Its human team consisted of 412 people, 195 office staff and 217 guides, with a percentage of permanent employment in the office of 82.8%.

In this year 2022 has been the year of recovery, although not very homogeneous throughout the year. In the first 5 months of the year the recovery was 37% over 2019, and already in the summer months there was a push in the acceleration of the recovery standing at 59.5% s / 2019 closing the year in December to 115.4% over 2019, being the total recovery of the year 2022 of 61.6% s / 2019.

EVOLUTION 2019 - 2022	2019		2020		2021		2022	
	(millions €)	(millions €)	% S/ 2019	(millions €)	(millions €)	% S/ 2019	(millions €)	% S/ 2019
SALES	163,48	10,16	-94%	7,65	97,55	-40,33%		
NUMBER OF PASSENGERS	(thousands) 142.776	(thousands) 11.217	-92%	(thousands) 8.971	(thousands) 88.252	-38,19%		
PASSENGER COUNTRIES	83	46	-45%	37	133	60,24%		
STAFF	412	218	-47%	237	315	-23,54%		

Our company is characterized by long and multinational circuits so the decrease in our sales in 2022 is similar to the international data provided by the UNWTO, with a fall in international arrivals of 37% and our company Europamundo is in line with a 40.33% decrease compared to 2019.



1.4 Organizational structure.

EUROPAMUNDO has ended the year with 181 people in the offices in Madrid, being the average of the year of 175 people, and staff abroad in Brazil, Argentina, India, Thailand, Peru, Japan and in the main cities of Europe, and 139 guides, with a total of 361 people in high season, 209 women (58%) and 152 men (42%) being the annual average of the workforce in 2022 of 315 people, with a decrease compared to 2019 of -23.54%, due to the non-hiring of EUROPAMUNDO guide staff. In addition, the staff has an average seniority of 10.6 years, with an average age of 46 years and 95% of permanent jobs in the company and 99.5% in office staff.

It is worth mentioning the policy of labor integration of women, being their hierarchical distribution in the organization chart of the company with 68% of middle managers, 75% second managers, 82% of area managers and 58% of employees in the company.

Within its work team, it has staff of 35 nationalities, 22 different nationalities in the Madrid office such as: Argentina, Brazil, Bulgaria, Chile, Colombia, Cuba, India, Denmark, Spain, United States, Italy, Mexico, Paraguay, Peru, Dominican Republic, Romania, Russia, Venezuela, Iran, Jamaica and Portugal, which gives that approach of diversity and multiculturalism and in addition to guides of 25 nationalities such as Cuba, China, Egypt, France, Greece, Jordan, Morocco, Syria, Serbia, South Africa, Switzerland, Japan and Ukraine.

[Organization chart of Europamundo 2022](#)

1.5 Governing and Enforcement Body.

The highest governing body, the Board of Directors of EUROPAMUNDO meets quarterly and will meet in case there is considered an exceptional situation or conflicts between the corporate and private interests of each of its members, and even if they arise with some of the Stakeholders.

MANAGEMENT BOARD			
NAME	POSITION	POSITION IN THE COMPANY	APPOINTMENT DATE
BEREND LUNCH CHRISTIAN	CHAIRMAN	CORPORATE PLANNING DIRECTOR	01.07.14
GABRIEL SANCHEZ DE LAMADRID	SECRETARY	CFO OF EUROPAMUNDO	01.07.14
LUIS GARCIA CODRON	COUNSELOR	CEO OF EUROPAMUNDO	01.07.14
ALEJANDRO DE LA OSA CASTRO	COUNSELOR	SALES MANAGER OF EUROPAMUNDO	16.02.21
TAKAYUKI FUJIWARA	COUNSELOR	HEAD OF PROCUREMENT&PRODUCT DVLPMT. DIV., JTB CORP	19.05.21
KEIICHIRO OTOFUJI	COUNSELOR	CFO OF KUONI TRAVEL	19.05.21
SHINJI KAMIO	COUNSELOR	GENERAL MANAGER OF JTB EUROPE GROUP	25.06.18

1.6. Awards.

Europamundo has been chosen among the 10 examples of business actions for climate within the # companies for climate initiative, highlighting excellence and ambition in decarbonization.

<https://empresasporclima.es/actualidad/4930-conoce-los-10-10-ejemplos-de-acciones-climaticas-del-sector-privado-mas-destacados>



On November 22nd we received the AWARD in the category “EmpresasQueSuman” in the II EDITION OF THE DIVEM AWARDS for Socially Responsible Companies, for our positive impact on society through the commitment to the Sustainable Development Goals and the 2030 Agenda, focusing on SDG 5, SDG 8, SDG 10 and / or SDG 17.

Our CEO Luis García has collected this award, very proudly and happy to be recognized in this important work!

In this event, organized by the NGO Accem in the “Círculo de Bellas Artes de Madrid”, the DIVEM Awards have been held, which "are a public recognition of the work done by companies in the management of cultural diversity, equal opportunities and non-discrimination, thus favoring more responsible and inclusive societies.



1.7. 25 YEARS OF EUROPAMUNDO.

On May 26, 2022 we celebrate the 25th anniversary of Europamundo. Its constitution, formed by 6 partners, was modest in a small office in Fernando el Católico in Madrid, arising from the split of the previous Agency, Mundo Joven.

In the year 97 Europamundo released its first brochure with 21 circuits and 40 pages, and in the year 2022-2024 there were about 2,000 circuits and 387 pages.

We want to remember these 25 years through a monograph made by the Department of Corporate Social Responsibility of Europamundo: [EUROPAMUNDO 25 YEARS](#)



Comienzos de Europamundo_ 1997 ó 1998



Convención en Praga_ 1999



Inaugurando Gran Via_ Año 2000 ó 2001

2. STRATEGY AND OBJECTIVES

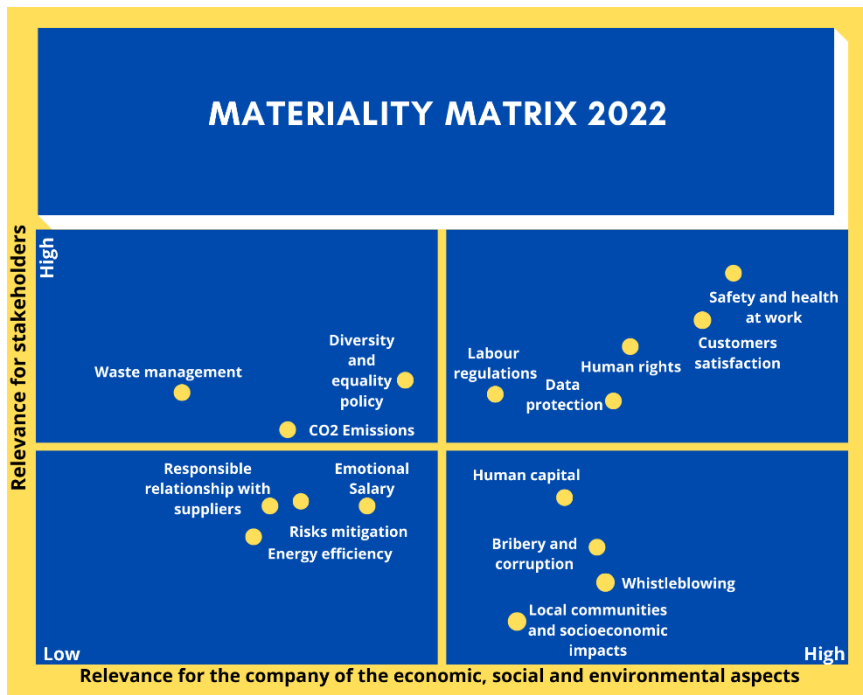


Europamundo convention at ABU DHABI

2.1 Materiality.

The Sustainability Report must reflect those economic, environmental and social aspects of our company that substantially influence stakeholders.

Crossing the relevance of economic, social and environmental aspects for stakeholders and for the company, the matrix of materiality remains as follows:



2.2 The Sustainable Development Goals.

The 2030 Agenda with its 17 Sustainable Development Goals is the most ambitious program created to combat the social and environmental problems that historically and more recently afflict humanity. Our commitment extends to all stakeholders and along our value chain: our workforce, customers-operators, business partners and suppliers with whom we work.

Through the #COMPANIES4SDGs campaign, in which EUROPAMUNDO is registered, we try to bring the SDGs closer to employees, and also to other stakeholders. In our pursuit of sustainable development, we seek to comply with all laws, regulations and international standards on Social Responsibility. This implies the incorporation of the concerns and expectations of our company and stakeholders related to human rights, society, and the environment into the decision-making processes of our organizations to proactively identify, mitigate and, where appropriate, compensate for potential negative impacts along the value chain.

#COMPANIES4SDGs



2.3. SDG ALIGNED WITH EUROPAMUNDO'S CORE BUSINESS.

Europamundo's Corporate Social Responsibility department carries out awareness and dissemination campaigns on the Sustainable Development Goals, the so-called SDGs, among our stakeholders, such as staff, customers and civil society.

The 2030 Agenda of the SDGs is an international commitment to face social, economic and environmental challenges and has 5 lines of action: Planet, Prosperity, Peace, People and Alliances, with 17 Goals and 169 Targets, and Europamundo works mainly on 7 of them:

SDG 4 Quality Education, SDG 5 Gender Equality, SDG 8 Decent Work and Economic Growth, SDG 10 Reduced Inequalities, SDG 13 Climate Action, SDG 16 Peace, Justice and Strong Institutions and SDG 17 Partnerships to achieve the Goals.

GET TO KNOW OUR PRIORITY GOALS

4 QUALITY EDUCATION



Tourism is characterised by the fact that it provides opportunities for human beings to learn and grow culturally. Travel is eminently cultural, travellers about learn art, learn about other cultures, get to know other countries. Education promotes sustainable development and sustainable lifestyles, human rights, the promotion of a culture of peace and non-violence, the appreciation of cultural diversity and the contribution of culture to sustainable development.

5 GENDER EQUALITY



Tourism has historically empowered women by providing them with a decent job, a livelihood. There are currently a higher proportion of women than men working in our sector. However, they are often in low paid jobs, perpetuating economic and social inequality.

8 DECENT WORK AND ECONOMIC GROWTH



One in ten jobs in the world is related to the tourism sector, through staff employed in tourism service companies, self-employed entrepreneurs and small businesses. The activity generated by the sector reaches marginalised areas or where other sectors do not reach. Businesses in the sector must involve local people in their activities, providing them with decent work and making joint decisions regarding the use of local resources.

GET TO KNOW OUR PRIORITY GOALS

10 REDUCED INEQUALITIES



The benefits generated by the tourism sector reach all countries and corners of the world. In many cases, tourism activity is developed thanks to small local businesses, which allows local development and the reduction of inequalities. Tourism accounts for 10% of the world's GDP. Tourism that benefits society, the economy and protects the environment is a powerful tool for community progress and reducing inequality.

13 CLIMATE ACTION



The sector's activity affects climate change, just as climate change affects the good development of tourism. That is why it is important to take initiatives in climate change mitigation in order to achieve sustainability in our sector, our business.

GET TO KNOW OUR PRIORITY GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



A world without peace is not sustainable. Tourism can contribute to foster peaceful and inclusive societies, to promote the protection of the fundamental rights of local communities and to fight corruption. Tourism fosters tolerance and understanding between different cultures and provides livelihoods for local communities, preventing violence and building peace in post-conflict societies.

17 PARTNERSHIPS FOR THE GOALS



Over the years, Europamundo has worked and continues to work in an extensive network of national and international alliances to achieve the SDGs, sustainable development and a better world. In our pursuit of sustainable development, we seek to comply with all laws, regulations and international standards on Social Responsibility. This involves incorporating the concerns and expectations of our business and stakeholders related to human rights, society and the environment into the decision-making processes of our organisations in order to proactively identify, mitigate and, where appropriate, offset potential negative impacts along the value chain.

3. ETHICS AND GOOD GOVERNANCE



3.1. Compliance and conduct policies.

3.1.1 JTB GROUP CODE OF CONDUCT.

EUROPAMUNDO has, at an international level, a Code of Ethics that is well known and mandatory, not only for its workers and professionals but also for its customers, suppliers, shareholders and other stakeholders. In addition to adhering in 2016 to the Code of Ethics of the World Tourism Organization.

The Code of Ethics sets out the main values that should guide the behaviour of EUROPAMUNDO and, among them, those of transparency, honesty and strict compliance with current legislation.

https://www.cloud-europamundo.com/files/2021_06/EUROPAMUNDO_ETHICAL_CODE.pdf

The Code of Conduct also links the JTB group to the fight against corruption, bribery, illegal commissions, influence peddling and money laundering, setting as general principles, the obligation assumed by EUROPAMUNDO to eradicate all forms of corruption and the absolute prohibition of any practice of corruption and bribery. These principles are accompanied by specific rules of behaviour aimed at ensuring compliance with the aforementioned principles. (<https://www.jtbcorp.jp/en/sustainability/governance/>)

EUROPAMUNDO Code of Ethics: [EMV Code of Ethics](#)

EUROPAMUNDO Good Practice Handbook: [Good Practice Manual](#)

Equality Plan: [Plan for Equality between Women and Men](#)

Workplace Harassment and Mediation [Protocol: Mediation and Workplace Harassment Protocol](#)

JTB Code of conduct: [JTB Code of conduct](#)

Criminal Compliance Policy: [Criminal Compliance Policy](#)

3.1.2 CRIME PREVENTION MODEL

The Board of Directors of the Company, in the exercise of its responsibility, is implementing a Crime Prevention Model, which purpose is to send a resounding message of opposition to the commission of any illicit act by managers, employees or third parties related to the company, highlighting the will of the Company to combat them and prevent a deterioration of its image and reputational value and is reported through the Criminal Compliance Policy.

The following procedures created ad hoc by JTB with the approval of the Board of Directors are available for compliance:

- EHQ Anti-fraud policy and response
- EHQ Competition Law Regulation
- EHQ Record Retention Regulation
- EHQ Anti-Corruption Regulation
- EHQ Code of Conduct
- Global Anti-slavery and Human Trafficking

The body responsible for managing and supervising the criminal prevention model has autonomy and independence in decision-making regarding the management of criminal risks, as well as the professionalism and experience required in matters related to regulatory compliance and integrity. This system has a specific policy on compliance that is duly approved by the company's management as a sign of its commitment.

To comply with the requirements of the EUROPAMUNDO standard, it will work on the following measures:

- Drafting of an anti-corruption policy and manual.
- Communication of policies and manuals to stakeholders.
- Appointment of a compliance officer to manage the anti-corruption program.
- Specific training of managers and employees in compliance and anti-corruption.
- Assessment and analysis of risks and the potential for corruption within EUROPAMUNDO.
- Appropriate measures to ensure sufficient controls to reduce the risk arising from corruption.
- Appropriate control mechanisms to ensure compliance with policies.
- Implementation of a communication and complaints channel.

3.1.3 INTERNAL COMPLIANCE AUDITS

For years, EUROPAMUNDO has had its own internal audit and regulatory monitoring department, which is responsible, among other things, for carrying out internal audits and periodic controls. In the internal economic audits, various extremes are verified, such as the control of unpayment, travel and travel expenses, purchases, supplies, investments and any other issue that may arise. These audits also include verification of regulatory compliance requirements not only in EMV but as JTB Group.

The Internal Audit department of EUROPAMUNDO maintains a continuous relationship with all areas of the organization, in order to add value, as well as evaluate and improve the effectiveness of management and control processes.

3.1.4 ANTI-CORRUPTION, ETHICS AND COMPLIANCE PROGRAM

EUROPAMUNDO, in accordance with its firm commitment to ethical principles, assumes responsibility for actively combating corruption and fraud in all its areas of activity. To this end, it has procedures on Corruption, Ethics and Compliance that are within the commitments of the JTB group to which we belong and that include compliance requirements in their periodic verification.

We have a [Money Laundering Policy](#) and a [Gifts Policy](#).

In addition, knowledge of the corresponding procedures of the group applied in terms of compliance and monthly, quarterly or annual controls is available through Kuoni-Tumlare, the group company responsible for carrying out the group's internal audits in Europe.

3.2 Value generation

3.2.1 Activities carried out by the EUROPAMUNDO Foundation

FUNDACIÓN EUROPAMUNDO (FEM) is a private, non-profit organization with its own legal personality and full capacity to act. The will of its founders, EUROPAMUNDO Vacaciones (EUROPAMUNDO), is the realization of the purposes of general interest that are included in its statutes.



The screenshot shows a news article from 'UNWTO SOBRE EL TERRENO' with the headline 'Mejorar el ecoturismo comunitario en el norte de Camboya'. It features a photo of a man and text in Spanish discussing a project by Misp Baitong to improve community ecotourism in northern Cambodia. The article mentions the support of the Fundación Europamundo and the UNWTO. It details the project's goals, such as training local guides and improving infrastructure, and notes that the project is a result of a partnership between the foundation and the local community.

Contributions to this Foundation come mainly from its parent company EUROPAMUNDO. EUROPAMUNDO allocates a percentage of its income to the Europamundo Foundation, € 2 per passenger, to support the projects of the NGOs that are presented in its annual call.

It is of general interest of FEM to carry out social action and development cooperation activities in areas and sectors of the population, especially vulnerable both in Spain and in other countries, and the promotion of sustainable human development. Also actions that contribute to promoting and improving the impact of sustainable and responsible tourism.

PROJECTS BY SECTOR 2011-2022	NUMBER OF PROJECTS	AMOUNT	NUMBER OF COUNTRIES
TURISM	26	599.228,50 €	13
SOCIAL ACTION	53	440.308,62 €	12
HEALTH	32	387.225,49 €	9
EDUCATION	21	230.562,19 €	6
INFRASTRUCTURES	12	193.352,09 €	5
REFUGEES	7	98.557,50 €	4
ENVIRONMENT	8	74.499,57 €	7
RARE DISEASE RESEARCH	6	10.093,70 €	1
AD HOC SUPPORT TO OTHER PROJECTS	12	35.815,00 €	7
TOTAL	177	2.069.642,66 €	64
EMERGENCY FUND 2011-2022	NUMBER OF INITIATIVES	AMOUNT	NUMBER OF COUNTRIES
	37	121.383,18 €	26

In September 2019 was the last call of the Europamundo Foundation for the support of projects to social and environmental entities, during 2020, 2021 and 2022 due to the Covid 19 Pandemic the call for project funding has been paralyzed.

In 2022, Europamundo has decided to make contributions to the Foundation again for the development of its projects with an amount of € 2 per passenger, € 176,500 and reactivate the projects that were not developed in 2020.

These are the projects to be carried out in 2023:

NGO'S NAME	PROJECT	COUNTRY
ACNUR	PROTECTION FOR VENEZUELAN REFUGEES IN COLOMBIA	COLOMBIA
AFRIKABLE VACACIONES SOLIDARIAS	USAWA, LIFE-CHANGING JOURNEYS	KENYA
AMWAE	WAORANI, HANDMADE: THE COLOURS OF THE FOREST FOR THE WORLD	ECUADOR
ASEM	FAMILY RESPITE WEEK	SPAIN
ASOCIACION JOVENES INKAS VIVIENTES	COMMUNITY-BASED RURAL TOURISM	PERU
ASOCIACION VICTORIA	PROGRAMME FOR ACTION, DEFENCE AND REACTION AGAINST GENDER-BASED VIOLENCE	SPAIN
CLUB BAMESO	VOCATIONAL SCHOOL CLUB BAMESO	DOMINICAN REPUBLIC
DAN ZASS	DANCE-THEATRE AND DIVERSITY	SPAIN
FONDO VERDE	SUSTAINABLE GASTRONOMIC TOURISM IN THE CITY OF COCHABAMBA	BOLIVIA
FUNDACION CASA RARA	RARE HOUSE ACCOMPANIMENT AND SHELTER	COSTA RICA
FUNDACION CORE	AID FOR THE SOCIO-OCCUPATIONAL INTEGRATION OF IMMIGRANTS	SPAIN
FUNDACIÓN DALMA	CONTODOARTE AND ITS VISION OF TRAVEL	SPAIN
FUNDACION IMAGINARI	CONTRIBUTING TO THE LOCAL DEVELOPMENT OF THE CITY OF COLÓN	PANAMA
FUNDACION NUESTROS PEQUEÑOS HERMANOS	NUTRITION, FOOD SECURITY AND SUSTAINABLE AGRICULTURE	PERU
FUNDACION PANACETCEA	CETACEAN MONITORING PROGRAMME	PANAMA
GOTA DE LECHE	THE SEED OF HOPE	COLOMBIA
HOGAR INFANTIL MANOS DIVINAS	REPAIR OF TOILETS AND RECREATION AREAS	DOMINICAN REPUBLIC
ONGAWA	SUPPORT TO THE COMMUNITY CULTURAL AND ECOTOURISM INITIATIVE. PHASE II	TANZANIA
PROJECT PEARLS	OUTSIDE THE BOX HOSPITALITY	PHILIPPINES
PROYECTO VISION	EYE HEALTH PROJECT	ETHIOPIA
SOLIDARIDAD MÉDICA	HEALTH CARE	BOLIVIA

4. RESPONSIBILITY IN OUR ACTIVITY



Corporate Social Responsibility Award

4.1. Quality certifications.

The guaranteed mark "Q Calidad Turística" of the Institute for Spanish Tourism Quality (ICTE) is a Spanish brand of recognized prestige aimed at the voluntary certification of tourism services.

The Institute for Spanish Tourism Quality (ICTE), a certification body for quality systems in the tourism sector, has developed a Quality System for Spanish Tourism Companies (SCTE). This system aims to offer a tool that allows quality improvement to tourism companies. A tourism organization obtains the Q for Tourism Quality when it evidences compliance with the technical requirements that its corresponding standard dictates. The organization must implement a management system oriented to customer service and continuous improvement.

In July 2019, EUROPAMUNDO passed a strict audit that ensures that its service provision is a guarantee of quality, safety and professionalism. All this to ensure customers the best possible tourist experience. The Institute for Spanish Tourism Quality issued a certificate that was delivered at the event organized in the week of Fitur 2020, at the Palacio de Cibeles and will be held again in January 2023.



The certificate comes to recognize the orientation of the tour operator towards quality as one of the axes of its business. Annually, the ICTE requires an annual audit and EUROPAMUNDO has passed the audit in September 2022 with the company OCA Global without any incident.

4.2. Product/service safety and consumer protection.

Quality is the responsibility of all of EUROPAMUNDO staff, and especially its management, who, when leading, prioritize the concern for customer satisfaction, together with the commitment to the highest quality and safety of the service provided. These objectives constitute the background of all the decisions and actions we develop.

In EUROPAMUNDO is understood as Clientele the passengers or travelers of our circuits, which we will call customers, our representatives in Latin America, USA, Europe, Middle East, Africa, Asia and Oceania, our Operators and our network, mainly in Spain, of Retail Travel Agencies.

Consequently, we meet the needs of a diversified market that demands flexibility and responsiveness, embarking on the path of continuous improvement through the development of internal programs to achieve the total elimination of defects in our supplies.

As part of the quality system, a Quality Policy has been implemented, where indexes and monitoring objectives of detected nonconformities are set annually. These are reviewed periodically and any deviation results in their analysis and the implementation of corrective actions. There is also a complaints system.

In addition, Europamundo offers and promotes:

Accessibility of products and services.

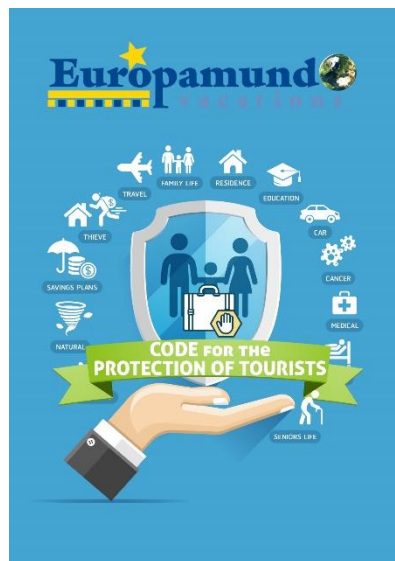
Transparent information to the client.

Training for customers.

Customer satisfaction.

Promote quality in the entity at all levels.

Passenger protection.



[EMV TOURIST PROTECTION CODE](#)

4.3. Suppliers and supply chain control.

EUROPAMUNDO's purchasing policy is verified, supervised, and verified primarily through our Contracting department, a department that constantly monitors compliance with current regulations, as well as the contractual relationship with suppliers verifying the service, with the support of the Billing Control department.

As for drivers, although they are not an integral part of the workforce, but instead of companies hired for the realization of our circuits, it has the great confidence and integration in the company a privileged status similar in many aspects to the staff of EUROPAMUNDO.

Given this integration into EUROPAMUNDO, they are supervised by the Committee of Good Practices and regulated by our Code of Ethics and Manual of Good Practices, as well as by the Working Group of the Conflict Mediation Protocol.

Within the requirements specified in the Tourism Quality Certification, the "P05 SERVICE PROVISION PROCESSES" process is framed, which includes the management and monitoring of suppliers and the entire supply chain including their periodic evaluation in the segments of service quality, environmental respect and social commitment to the activity carried out by EUROPAMUNDO, including adherence to the company's code of ethics and its complementary documents. The periodic evaluation will be complemented next year with the integration of the compliance system to which the entire portfolio of EUROPAMUNDO suppliers must adhere.

In addition, in EUROPAMUNDO we are committed to hiring small and medium-sized local companies (maintenance subcontractors) and national carriers that have international transport capacity, which allows the creation of indirect jobs and the maintenance of the business fabric of our country, made up mostly of SMEs.

The exhaustive control and continuous communication that we carry out with our suppliers and subcontractors linked to the management systems implemented have allowed us to reduce errors and / or non-conformities.

We have not found or evaluated any supplier with negative environmental impacts in our supply chain.

As of 31/12/2022, no environmental claim has been received from any client or interested parties in direct relation to our activities, nor in relation to the products and services supplied to us by our suppliers.

EUROPAMUNDO is not aware that any of the suppliers:

- infringe, or has infringed, workers' rights, freedom of association or collective bargaining rights.
- use child labour.
- engage in abusive practices or are involved in cases of forced or compulsory labour.
- has had negative social impacts on the supply chain.

In short, EUROPAMUNDO, in its field of action, respects and guarantees human rights, without its operations having to be subject to reviews or human rights impact assessments.

4.4 Information Security and Cybersecurity.

Cybersecurity is the practice of defending computers, servers, mobile devices, electronic systems, networks, and data from malicious attacks. It is also known as information technology security or electronic information security. The term is applied in different contexts, from business to mobile computing, and can be broken down into some common categories.

EUROPAMUNDO has integrated into the Code of Good Practice, specific criteria to avoid risks from the point of view of information security.



5. PERSONNEL AND SOCIETY



Annual convention at ABU DHABI

5.1. Sustainable employment.

Our philosophy "We are all Europamundo", allows us to see the importance of each person within the organization. The different visions, thoughts and personalities of the team that integrates EUROPAMUNDO, become a competitive advantage that leads us to achieve our goals and overcome new challenges.

To attract, retain and develop our employees, EUROPAMUNDO aims to pursue excellence as well as promote their emotional salary. This is achieved through the continuous development of recruitment, initial integration and talent management processes. Through our Welcome Manual and Course we take care of our staff, then following up to know their opinion on the adaptation and integration to our company. Through the promotion of training, conciliation and the culture of prevention, it seeks to protect the well-being and increase the satisfaction of those who are part of EUROPAMUNDO.

EUROPAMUNDO undertakes to act at all times in accordance with current legislation, international standards and respect for human rights. The activities of EUROPAMUNDO are developed in accordance with the Manual of Good Practices and Code of Ethics of EUROPAMUNDO, Code of Conduct of the JTB Group, Code of Ethics of the World Tourism Organization, the principles of the United Nations Global Compact, the Universal Declaration of Human Rights and the Declaration of the International Labour Organization.

Above all, and without prejudice to the provisions of the specific policies mentioned above, there is a Code of Ethics and Manual of Good Practices that aims to guarantee not only the ethical and responsible behavior of EUROPAMUNDO professionals in the development of their activity, but also serves as a reference to define the minimum objectives of employment policy and guarantees, which are:

- Safety and health at work.
- Training and professional development of all employees.

- Non-discrimination and diversity and equal opportunities in access to employment (including gender equality, the integration of people with different abilities and the promotion of multiculturalism).
- Freedom of association.
- And the fulfillment of collective rights.

5.1.1 Remuneration Policy.

Our remuneration policy aims to attract, retain and motivate professionals so that, together, we can face the challenges of the transformation of the sector.

The salary bands of our human capital are based on experience, degree of responsibility and seniority within the company, having as a policy to be above 9% of the average until 2019, according to the categories of the collective agreement of travel agency, to personnel of more than 3 years of seniority. Throughout the 2020-2022 pandemic period with the "ERTES" (Spanish public support mechanism for workers and companies during the crisis caused by the Covid-19 pandemic) in the company, the company's remuneration policy has been to compensate workers up to 15% less than their real pre-pandemic salary, ending in September 2022.



The internal monitoring, verification and evaluation mechanisms are the Human Resources Department (HR) and General Management to a greater extent, and to a lesser extent through the Good Practices Committee, Equality Commission, Working Group on Mediation and Workplace Harassment, the CSR Department, and finally each of the company's departments.

5.2 Well-being and protection of health and safety

Significant operational changes that affect the organizational structure of the company and that can significantly affect staff members are made under the supervision of the Good Practices Committee, HR and Management.

In EUROPAMUNDO there is an Emergency and First Aid team composed of 10 women and 2 men, with the aim that this team continues to work and improve over time, and where health and safety issues in the company are addressed.

The types of accidents, and the rate of lost days (TDP), per occupational accident or disease for all employees, disaggregated by sex and location:

ACCIDENT AT WORK OR OCCUPATIONAL ILLNESS				
	ILLNESS		ACCIDENT	
	WOMEN	MEN	WOMEN	MEN
OFFICE	15	6	6	4
GUIDES	3	2	5	2
TOTAL	18	8	11	6

Occupational disease:

Sum of working days lost: 731

Average days lost: 28

Business days 2022: 248

% of working days lost: 11.34%

Accident at Work:

Sum of working days lost: 98

Average days lost: 5.7

Business days 2022: 248

% of working days lost: 2.32%

There are no work activities with a high incidence or high risk of certain diseases. The diseases produced are sick leave due to common illness and occupational accidents with low percentages considering the total number of employees and total hours worked.

5.3. Access to training

EUROPAMUNDO develops its training framework through internal initiatives or procedures and through its Manual of Good Practices and its Code of Ethics, through the HR Department, the CSR Department and its Foundation.

During 2022 there has been a lot of training of free or subsidized courses or requested by the "SEPE" (State Public Employment Service in Spain), but most of the training has mainly focused on 3 large blocks: languages, (Portuguese, English and Spanish), related to tourism such as: Booking, Tourism Protocols, Design of Tourist Offers, Workshops on Destinations, Tourism Marketing and courses oriented to office activities (Excel, time management, stress management, management skills, customer service, talent management, treasury, digital marketing). In total, 12,024 hours, with an increase compared to 2021 of 47%, with a total of 176 people with a proportion of women of 71% compared to men of 29% in 96 own training actions and 105 training actions of the JTB Group, with the average number of training hours per employee in 2022 of 30.75 hours.

TRAINING COURSES 2022					
	SENIOR MANAGEMENT	HEADS OF DEPARTAMENT	DEPUTIES OF DEPARTMENT	AREA HEADS	REST OF STAFF
WOMEN	0	12	8	9	96
MEN	2	7	4	1	37
TOTAL	2	19	12	10	133

From 2020 to 2022 EUROPAMUNDO has carried out a remuneration audit of the company in the third equality plan that includes the evaluation of jobs and a plan to correct inequalities; and a

job evaluation system that respects the principle of equal pay for positions of equal value.

5.4. Principle of equality and non-discrimination. Functional diversity.

In terms of diversity, EUROPAMUNDO is part of the JTB Group, one of the largest global tourism groups, which was founded in Japan more than 100 years ago, currently has more than 150 companies and more than 900 offices in 39 countries around the world. Although EUROPAMUNDO was originally a family company, its average sales growth in the last 25 years has been 14.12%. EUROPAMUNDO is the leader in Latin America of European tours, also having its own circuits in the USA, Canada, Mexico, Costa Rica, India and Japan, with 1,972 different tours, and with 88,252 passengers in 2022. Passengers from 133 countries travel in our tours to countries from across 5 continents.

Within its work team, it has staff of 35 nationalities, 22 different nationalities in the Madrid office.

EUROPAMUNDO has ended the year with 181 people in the offices of Madrid, and outstanding personnel in Brazil, Argentina, India, Thailand, Peru, Japan and in the main cities of Europe, and 210 guides, with a total of 233 women (58%) and 171 men (42%) being the annual average of the workforce in 2022 of 293 people, with a decrease compared to 2019 of -28.8%, due to the non-hiring of EUROPAMUNDO guide staff. In addition, the staff has an average seniority of 10.6 years, with an average age of 46 years and 95% of permanent jobs in the company and 99.5% in office staff.

It is worth mentioning the policy of labor integration of women, being their hierarchical distribution in the organization chart of the company with 68% of middle managers, 75% second managers, 82% of area managers and 58% of employees in the company.

Gender equality in the company's governing bodies requires deputies to those responsible, heads or department directors, which EUROPAMUNDO calls "second", and also in certain departments "area heads".

DISTRIBUTION OF DEPUTIES AND HEADS OF AREAS		
DEPUTIES	WOMEN	MEN
UNDER 30	0	0
BETWEEN 30 AND 50	6	2
OVER 50	3	0
	9	2
HEADS OF AREAS	MUJERES	HOMBRES
UNER 30	0	0
BETWEEN 30 AND 50	7	1
OVER 50	2	0
	9	1

According to the Diagnostic Report of the Equality Plan of March 2020 with data from 2019 of the company there is a salary equalization between women and men: https://www.cloud-europamundo.com/files/2020_08/REVISION_PLAN_DE_IGUALDAD_MARZO_2020.pdf

The next diagnostic report of the equality plan that began to be made in September 2021 and will be completed in February 2023 and will be included in:

https://www.europamundo.com/rse_igualdad.aspx, and also highlights the wage equality between women and men.

EMPLOYMENT BY AGE		
	WOMEN	MEN
UNDER 30	1	3
BETWEEN 30-50	3	6
OVER 50	0	0
	4	9

MEDICAL LEAVE BY AGE		
	WOMEN	MEN
UNDER 30	2	2
BETWEEN 30-50	7	2
OVER 50	0	0
TOTAL	9	4

The total number of employees taking parental leave and leave by sex and place of work is as follows:

PARENTAL LEAVE		
	WOMEN	MEN
UNDER 30	0	0
BETWEEN 30-50	4	1
OVER 50	0	0
	4	1

VOLUNTARY LEAVE		
	WOMEN	MEN
OFFICE	16	6
GUIDES	0	0
	16	6

We follow a policy of equal opportunities for the entire team when hiring, promoting or training, taking into account only their capacity and potential.

In our selection processes, we promote the inclusion of people with functional diversity. Following compliance with the General Law on the Rights of Persons with Disabilities and their Social Inclusion (LGD / former LISMI) in its article 42.1 Europamundo must have a percentage of at least 2% disability, and we are at 1.71% with respect to the average staff of the year, and it is planned to hire another person in 2023 with which the percentage would already be above 2%.

In 2022 we have collaborated with two social entities that work with diverse disabilities, Fundación Oxiria and the Dan Zass Association conducting workshops and training talks for their students.

5.9 Respect for Human Rights - Due diligence.

Ensuring respect for Human Rights throughout our value chain is one of EUROPA MUNDO's priorities in terms of Social Responsibility. For this, we take as a reference, among others, the Universal Declaration of Human Rights, the Guiding Principles of the United Nations, the Fundamental Principles and Rights of the International Labour Organization (ILO), the United Nations Binding Treaty on Business and Human Rights, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, OECD Guidelines for Multinational Enterprises, The European Parliament in March 2021 adopted the legislative report of the Committee on Legal Affairs on Corporate Due Diligence and Corporate Responsibility.

Currently, training employees in human rights policies or procedures has been a focus on the Corporate Social Responsibility Department. The CSR Department has been formed through the Global Compact seminars and we are in a Business & Human Rights Accelerator program of Global Compact, and has carried out an awareness campaign through videos with its main stakeholders in the 17 SDGs.



In collaboration with
Shift

LOCAL PEER-LEARNING SESSION 1

ANÁLISIS DE BRECHAS Y ALINEACIÓN CON LOS PRINCIPIOS RECTORES

WOMEN AND GIRLS FACING FORCED DISPLACEMENT



EUROPAMUNDO through its Foundation periodically holds meetings, workshops, conferences and projects with third sector entities linked to people in social exclusion, and in the defense of their rights, as well as the projects that it finances annually in different sectors, geographical areas and collectives. During 2022 we have made 4 presentations with entities such as: ACCEM, UNHCR, Panacetacea Foundation, Lights of Hope, Amavida and Solidaridad Médica.



6. ENVIRONMENT



6.1. Pollution, emissions and climate change.

Human activities are estimated to have caused global warming of about 1.0°C from pre-industrial levels, with a likely range of 0.8°C to 1.2°C. Global warming is likely to reach 1.5°C between 2030 and 2052 if it continues to increase at the current rate (high confidence level).

Human-caused climate change is causing dangerous and widespread disruption to nature and affecting the lives of billions of people around the world, despite efforts to reduce risks. People and ecosystems with the least responsiveness are the most affected, scientists said in the latest Intergovernmental Panel on Climate Change report on February 28, 2022.

For this reason, EUROPAMUNDO has decided to request a study of the emissions generated by the activity of the year 2022 to the company Allcot, which complements the active policy in relation to climate change carried out by EUROPAMUNDO.

[Europamundo's CO2e Emissions 2022](#)

GHG Protocol divides the emission sources of all activity into three "Scopes", which differentiate between direct emissions (Scope 1), produced in sources owned and controlled and directly responsible by the entity, and indirect emissions (Scope 2 and 3), which are emissions derived from emission sources owned by another entity, or that they are not directly under the control of the company performing the analysis.

The three scopes are as follows:

- Direct GHG emissions Scope 1 (Category 1): These are GHG emissions that are generated in the processes and activities within the facilities of EUROPA MUNDO VACACIONES S.L.U, these due to the use of fixed sources or mobile sources and that are used in the facilities or owned by EUROPA MUNDO VACACIONES S.L.U for the development of its activities
- Indirect GHG emissions Scope 2 (Category 2): These are GHG emissions that are generated

due to the consumption of electrical energy within the facilities of EUROPA MUNDO VACACIONES S.L.U.

- Indirect GHG emissions Scope 3 (Scope 3b or Category 3): These are GHG emissions that come from sources located outside the organization's boundaries due to mobile sources and are mainly due to fuel burned in transport equipment. It can include transport of people and goods and for all modes (rail, air and road). Note: Included in this category is transport equipment that is not owned by EUROPA MUNDO VACACIONES S.L.U.
- Indirect GHG emissions Scope 3 (Scope 3a or Category 4): These are GHG emissions that are generated outside the facilities of EUROPA MUNDO VACACIONES S.L.U, due to the processes and activities of the value chain of the organization, such as emissions generated due to the purchase of goods and services (water consumption, consumption of paper and plastic, generation and management of waste, among others).

Following the categorization proposed by GHG Protocol and ISO 14064-1:2018 we can determine the emissions according to the 3 scopes as follows:

CATEGORY	TCO2e 2021	%
CATEGORY 1	0	0,00
CATEGORY 2	4,99	0,18
CATEGORY 3	2.410,19	89,10
CATEGORY 4	290,01	10,72
TOTAL EMISSIONS	2.705,19	100,00

The annual record of CO2 emissions makes it possible to compare the impact of EUROPAMUNDO activity over the years.

For emissions per employee, two different indicators have been calculated since a part of the employees (guides) are not physically located in the offices of EUROPAMUNDO. The first indicator includes only office staff and the second also includes the guides used by EUROPAMUNDO.

The values calculated since 2014 are shown in the following table:

INDICATORS	2014	2015	2016	2017	2018	2019	2020	2021	2022
tCO2e/year	3.123	3.236	3.191	3.901	3.937	3.768	543	333	2.705
tCO2e/employee									
Office	24	22	21	22	20	19	3	2	14
tCO2e/total employee	9	10	9	11	10	10	2	1,41	9,23
tCO2e/m2	1,56	1,62	1,60	1,67	1,69	1,42	0,18	0,11	0,80

To better relate the evolution of EUROPAMUNDO's emissions with its activity, we decided to add a battery of indicators related to the kilometers made by the buses chartered by the entity.

INDICATORS	2014	2015	2016	2017	2018	2019	2020	2021	2022
Km routes in bus	7.455.586	7.771.299	7.798.863	9.622.695	9.046.605	8.980.509	1.204.681	952.044	6.477.034
tCO2e / km route	0,42	0,42	0,41	0,41	0,44	0,42	0,45	0,35	0,40

All emission sources analyzed in 2022 have had a reduction over 2019 mainly those due to the 3 most important items of Europamundo emissions, paper, professional travel by plane and bus routes.

Emission source	Emissions CO2 2019 (tCO2e)	Emissions CO2 2020 (tCO2e)	Emissions CO2 2021 (tCO2e)	EmisSioes CO2 2022 (tCO2e)	Variations 2020/2021 tCO2e	%
Electricity	21,10	1,79	0,68	4,99	-16,11	-76,35%
paper consumed	363,54	50,36	0,62	218,35	-145,19	-39,94%
Km travelled by plane	736,69	134,82	50,27	330,5	-406,19	-55,14%
Km travelled by train	4,37	0,64	0,52	0,33	-4,04	-92,45%
Km travelled by bus	0,56	0,06	0,09	0,24	-0,32	-57,14%
water consumption	1,33	0,48	0,10	0,19	-1,14	-85,71%
Kg of waste productic	3,19	0,29	0,13	64,96	61,77	1936,36%
KM bus routes	2.637,58	354,18	279,91	2079,11	-558,47	-21,17%
Digital use			0,89	6,52	6,52	
Total	3.768,36	542,62	333,21	2705,19	-1063,171	-28,21%

6.1.1. Waste.

EUROPAMUNDO makes an efficient management of its waste through a Sustainable Management System (SGS), a comprehensive system based on sustainability and aimed at improving environmental performance in the company through the recycling of all waste produced in the office such as paper, toner, batteries, plastics, mobiles, electronic equipment, plastic caps. In 2022, 1,640 kg of paper have been recycled in the office. We continue to commit to the 2030 goal of reducing paper consumption to near zero. 15,000 liters of plastic, 58 toner units, 3 computers, 5 monitors, 10 keyboards and 180 landlines have also been recycled. All waste has a certificate of proper use of recycled material through municipal companies and private recycling companies and donations made to NGOs or schools of the sons and daughters of the company's staff.

6.2 Protection of biodiversity. Europamundo neutral.

Carbon neutrality, or zero carbon footprint, is about minimizing greenhouse gas emissions and offsetting all emissions. For example, an activity can achieve carbon neutrality by financing an environmental project that absorbs or reduces an amount of CO2 equivalent to the amount of CO2 produced by that activity.

Global warming is the cause of many droughts, torrential rains and many other catastrophic climate changes around the world. This directly threatens biodiversity and disrupts economic activities.

The main cause of global warming is the concentration of CO2 in the atmosphere. That's why reducing and offsetting their greenhouse gas emissions is so important for the environment. So carbon offsetting is an essential step to achieve carbon neutrality and the 2°C target set by the Paris Agreement by 2100.

Europamundo began in 2014 to offset its CO2 emissions.

In 2022 we have emitted 2,705.19 t CO2e/year into the atmosphere, which are offset through the following projects:

- Piedra Larga II wind farm in Unión Hidalgo (Oaxaca – Mexico) 1,000 t CO2e/year
- Electricity generation from renewable sources Santa Clara wind farms (Brazil) 1,000 t CO2e/year
- Air of Life "FIIVO JAAGAVA KOMUYA JAG+Y+" Monochoa REDD+ (Colombia) 706 t CO2e/year

[Proposal to offset CO2e emissions 2022](#)

In this 2022 we have also created the Europamundo Forest, planting 244 trees through Treedom, in countries of Africa and Latin America and various varieties of trees. Treedom projects have benefits for the environment and biodiversity, combating desertification, providing economic opportunities to local farming communities, as well as training and employment.

TRIPLE IMPACTO

Certificado de Compensación de Emisiones

ALLCOT Group, emitido a:

Europa Mundo Vacaciones S.L.U

Para la compensación de:

2.706 Toneladas correspondientes a las emisiones de alcance 1,2 y 3 del año 2022, por las actividades como operador turístico, autobuses fletados, viajes profesionales e impresión de catálogo de viajes que llevó a cabo Europa Mundo Vacaciones S.L.U.

Estándar:  CERCARBONO

Nombre de proyecto

- Parque eólico Piedra Larga II, proyecto de energía eólica, país México
- Generación de electricidad a partir de fuentes renovables, parques eólicos Santa Clara & Euruss Windfarms, país Brasil
- Aire de vida "FIIVO JAAGAVA KOMUYA JAG+Y+" Monochoa REDD+, país Colombia



ALLCOT Group certifica que los derechos de emisión anteriores han sido marcados para su eliminación permanente del conjunto de créditos de compensación en el Registro Ambiental a nombre del beneficiario de este certificado. Bajo la custodia de Conservación Internacional Colombia, el 5% de nuestros ingresos netos se destina al Fondo Raphaël para proteger ecosistemas y comunidades vulnerables.



Certification of CO2 Offsetting

6.3 European taxonomy.

The objective of decarbonizing the European economy in the medium term is being accompanied by increased regulatory activity at all levels and increasing pressure (from investors, regulators and supervisors alike) for companies to adjust their strategies accordingly. In this regard, it highlights the entry into force of the EU green taxonomy, which establishes a classification system for sustainable activities and the adoption of the Delegated Act1 of the European Commission that develops the information requirements about the degree of alignment with the taxonomy for companies subject to the NFRD directive (Non-Financial Reporting Directive).

THANKS.

This report of the Non-Financial Information Statement 2022 has been prepared entirely by the Corporate Social Responsibility Department of Europamundo, with the collaboration of Europamundo's departments such as: EMV Management, Financial Management, Internal Audit, Legal Advisor, Human Resources, IT Informatics, Suppliers, Customer Service, the company Allcot and our QMC Asociados consultant, as well as 49 people from our main stakeholders such as Staff, Latin American Customers and Suppliers.

As well as the support of International Organizations such as the UNWTO, Global Compact and WTTC and NGOs such as ACCEM, UNHCR and Ach.

