INTRODUCTION TO MERLIN ENTERTAINMENTS



WHAT IS MERLIN?

- Global leader in location based entertainment with world class brands
- No. 1 in Europe and No. 2 only to Disney worldwide1
- Two products
 - Midway: indoor, up to two hour dwell time, located in city centres or resorts
 - * Theme parks: outdoor, 1 3 day destination venues increasingly with on-site accommodation
- * Three Operating Groups²
 - Midway Attractions (104 attractions, 44% of 2016 revenue)
 - LEGOLAND Parks (7 parks, 34% of revenue)
 - Resort Theme Parks (6 parks, 22% of revenue)
- Supported by Merlin Magic Making, our unique creative project management and production resource



Midway Attractions





LEGOLAND Parks





Resort Theme Parks































UNIQUE PORTFOLIO OF FAMILY ENTERTAINMENT BRANDS AND ICONIC ASSETS



Midway **Attractions**





"Amazing Discoveries"

"Famous Fun"

"Playful Learning"

High quality, chainable international brands with global appeal

Brands positioned across all key target demographics

Portfolio provides substantial benefits

- Natural hedge across geographic markets and target demographics
- Opportunities to create "clusters" and "own the visit"
- Ability to leverage scale and synergies
- Significant roll out opportunity 40 new attractions between 2016 and the end of 2020 with 100+ potential locations identified
- Potential to expand portfolio with further brands





"Scary Fun" "Revealing Perspective" "Hilarious Misadventure"

LEGOLAND Parks















- "Playful Learning"
- Leading global brands (LEGO, LEGOLAND)
- Attractive target demographic (families with children 2 12)
- Mutually synergistic relationship with LEGO
- Significant roll out opportunity with two under development (Japan and Korea) and other N. American and Chinese options ongoing.

Resort **Theme**



Fantastical Escapism"

Extraordinary Adventure"





"Big Fantasy Adventure"





"Ultimate Castle"

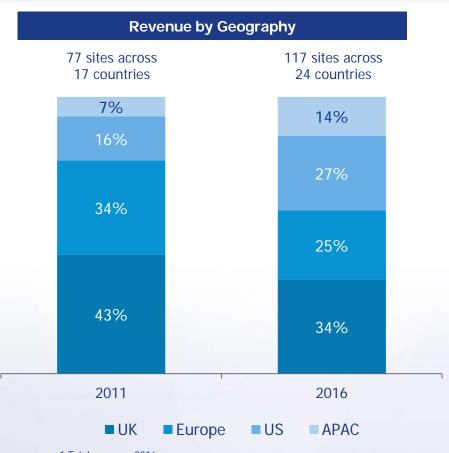
- National brands with high brand and customer awareness
- **Leading market positions**
 - 4 of Europe's largest top 20 theme parks (6 including LLPs)¹
 - 🌞 Leading theme parks in UK, Italy, and Northern Germany
- 3 of the top 4 theme parks in the UK (4 including LLW)¹
- Positioned to appeal across various target demographics

3 | 1 Based on number of visitors as reported by AECOM 2015 Theme Index. LLW refers to LEGOLAND Windsor. LLP refers to LEGOLAND Parks Operating Group. See appendix for further definitions

STRATEGY SINCE CREATION OF MERLIN IN 1999



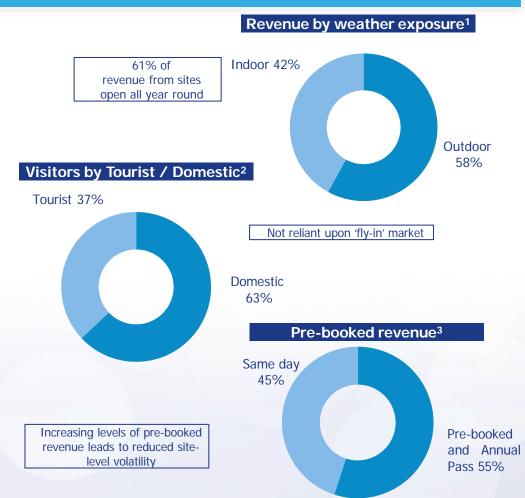
"TO CREATE A HIGH GROWTH, HIGH RETURN, FAMILY ENTERTAINMENT COMPANY BASED ON STRONG BRANDS AND A GLOBAL PORTFOLIO THAT IS NATURALLY BALANCED AGAINST THE IMPACT OF EXTERNAL FACTORS"





4 | 2 Based on touchscreen data, from a sample of 2016 visitors

3 Total admissions revenue, 2016



MARKET CONTEXT



Increasing leisure spend

Global Travel & Tourism expected to grow by c4% CAGR (inflationadjusted) over 2015- 2025^{1}

City centre tourism

Growth in leisure time and expansion of middle classes has driven increased international tourism

Short breaks

Cultural and financial factors driving growth in short breaks and

Emerging markets

working population of



- Global, exclusive rights to LEGOLAND brand
- 2 Only company to successfully operate Midway product across multiple brands and sites
- 3 Largest international presence in the industry (24 countries) via proven roll out of LEGOLAND and Midway brands
- 4 Highly successful themed accommodation formats
- Merlin Magic Making as unique development resource

World Travel & Tourism Council – Travel & Tourism Economic Impact, 2015
 Goldman Sachs: China Consumer Close Up (Jun 2016); US population reflects June 2016 data from Statista

SIX STRATEGIC GROWTH DRIVERS



2020 Milestone



Existing estate

Adding new rides and features to our attractions to drive customer satisfaction. increase capacity and provide a compelling new proposition to guests.



Strategic synergies

Leveraging the scale of the Group in key markets to exploit operational, marketing and buying power, including e-commerce initiatives that provide commercial benefits and better digital journeys for our quests.

+2.000Rooms

.....Midways

+4 new Resorts



Short break destinations

Developing our theme parks into short break destinations to extend the catchment area, create new revenue streams and improve guest satisfaction.



Midway roll out

Opening new Midway attractions under one of our chainable global brands, with a focus on 'cluster' locations where we can derive operating cost, marketing and cross-selling advantages.



Developing new I FGOI AND parks

Under three models (operated and owned, operated and leased, under management contract). We combine our operational expertise with the LEGO brand's worldwide popularity.



Strategic acquisitions

Pursuing acquisition opportunit<u>ies</u> that complement our strategic objectives.



Being a Force for Good Corporate Social Responsibility - The Merlin Way



Merlin's Magic Wand

- Days out for over 86,000 Children
- 'Magic Spaces' projects opening across the globe
- Community Outreach at all attractions

Sustainability and the Environment

- Carbon emission reduction target of 2% achieved
- Investing in Green Projects across estate

SEA LIFE and WILD LIFE Conservation

 Campaigns run on marine protection Pilot 'SEA LIFE Trust' features completed in Brighton and Berlin





Accessibility

- Investment in training and driving awareness
- Accessibility action planning





Merlin made good progress across its strategic growth drivers in 2016:

- **Capex cycle new product and features at every attraction, including 'Derren Brown's Ghost Train' at Thorpe Park Resort, 'NINJAGO – The Ride' at LEGOLAND Billund and 15 major new product investments across the Midway estate
- Synergies Continued global implementation of the accesso® 'Passport' ticketing platform
- ** Destination resort positioning 210 additional rooms opened in 2016; over 1,5001 now open, under development or approved
- Midway roll out Five new attractions opened in 2016 with over 201 now open, under development or approved
- LEGOLAND parks development LEGOLAND Dubai opened on 31 October 2016 with good progress towards further LEGOLAND park openings.
- ** Strategic acquisitions We acquired a minority stake in Big Bus Tours and entered into co-promotional agreements with them in number of locations.

#1 EXISTING ESTATE GROWTH VIA CAPEX



Operating Group

Capex Cycle

Rationale

Midway Attractions

N.B. Highest 'peak' is c.£5m but most are below f1m

Up to 5 years

- High level of 'first time' tourist visitors means less emphasis on big capex new features
- Investment level and cycle dependent on size, location and target market

LEGOLAND Parks 4-year (peak, low, medium, low) N.B. 'Peak' is c.£7m

- Strategic development / growth of LEGOLAND parks via themed 'lands' (e.g. LEGO Friends, NINJAGO)
- Less emphasis on high capex thrill rides due to younger audience

Resort Theme Parks

4-year (peak, low, medium, low) N.B. 'Peak' is c.f12m

- Need for new rides and shows on regular basis, particularly for teen segment
- Family attractions less capex intensive

Smooth Cash Needs

Benefits

Smooth Utilisation of In-house Resources

Smooth EBITDA Development

WELL INVESTED EXISTING ESTATE, WITH CAPITAL EXPENDITURE BROADLY IN LINE WITH DEPRECIATION

#2 STRATEGIC SYNERGIES



LEVERAGING THE SCALE OF THE GROUP IN KEY MARKETS TO EXPLOIT ENHANCED OPERATIONAL, MARKETING AND BUYING POWER.

Example

Merlin Annual Pass



- Merlin Annual Pass allows customers to visit all attractions within a particular country for an upfront fee
- Launched in key geographies where Merlin has achieved critical mass and achieved significant growth (inc. UK, Germany, Australia, USA)
- Key benefits:
 - Ability to drive customer loyalty and brand awareness
 - Increasing revenue visibility securing cash flows in advance
 - Increase levels of secondary spend

vample

accesso roll out

Agreement to roll out accesso®'s 'Passport' ticketing systems across the Merlin estate over 2015-17

- Performance improvement to underpin existing revenue growth expectations
- No incremental capex beyond existing expectations

Key benefits:





g Upselling, cross-selling, g quick-selling

Software as a Service (SaaS)

Standardisation

Cluster ticketing

Annual Pass management

🖈 🌻 Queue-busting

Example

Group Promotions

- National promotions at the Group level comprising promotional discounts or national marketing campaigns in conjunction with partners
- Provides multiple benefits
 - * "Low cost" advertising and opportunities to build the attraction and brand profile. In addition provides brand association opportunities
 - Flexible pricing to manage visitor numbers in selected periods (e.g. "shoulder" periods) without impacting "peak" trading periods
 - Drive commercial spends for the relevant visitors
- Successfully conducted national retail promotions in the UK
 - Partners include Tesco, News International, McDonalds and Kellogg's
 - Opportunity for similar campaigns elsewhere
- Future opportunities through new channels, in particular online, which will provide opportunities for more targeted promotions with lower lead times



#3 THEME PARK RESORT POSITIONING



The Short Breaks market offers an opportunity to enhance guest satisfaction, grow profits and improve operational visibility

Increased catchment area

Typically extended from 2-3 hours to 5 hours drive time, increasing market opportunity

£200m+ total investment 2016-2020.

Visibility and resilience of revenues

- Better budgeting / staff levels
- Less weather dependent

Growth in multi-day visitation

4%+ CAGR in multi-day visits since 2009

15% EBITDA ROIC on accommodation

Increased park spend

20% EBITDA ROIC

New revenue streams

- On-site evening entertainment and Food and Beverage
- Second gates (eg High ropes, Water parks)

Improved guest satisfaction

Value for Money scores typically 5-8% better amongst those guests who have stayed in Merlin accommodation¹

LEGOLAND California Hotel - Example

- **LEGOLAND** California Hotel opened in 2013
- 81% occupancy in 2016, with ARR of \$273
- Guest satisfaction 96% - ahead of the park1
- 30% FBITDA ROIC2 since opening





#4 MIDWAY ROLL OUT





360+
MARKETS,
55 COUNTRIES

FINDING THE MAGIC

QUALITATIVE EVALUATION

"The Science"

Market Factors

Penetration/ Pricing

Financial Parameters

Profit & Loss

Development Costs %
RETURN

(>20% ROIC?) Cluster Values/ Strategic

Growth Factors

Competitor Identification & Assessment

Acquire?

Challenge?

Avoid?

Rationale

One or more potential issues

Example

Moscow

Action

Monitor market

Primary target
>100 attractions

Low priority

Satisfied returns & qualitative assessment

Range from Phoenix to Manilla

Prioritisation & active site search

Final Ranking & Prioritisation

#5 LEGOLAND PARKS DEVELOPMENTS



Three Flexible Business Models

Operated and Owned

- All existing parks (exc. Malaysia and Dubai)
- Full operational control and ownership of the park
- Utilised in proven locations and geographies
- Requires material capital investment
- Preliminary discussions over opportunities in USA

Operated and Leased

- E.g. Japan, South Korea.
- Full operational control / ownership of equipment
- Land and infrastructure assets for the park leased from partner
- Requires capital investment although fully funded from cash flow and targeted to deliver 20%+ ROIC

Management Contract

- E.g. Malaysia, Dubai
- Operational control under a management contract
- Utilised in new markets and unproven locations, particularly when part of a broader development
- Low capital commitment model







OPERATED AND OWNED High Ownership All Operations OPERATED AND LEASED

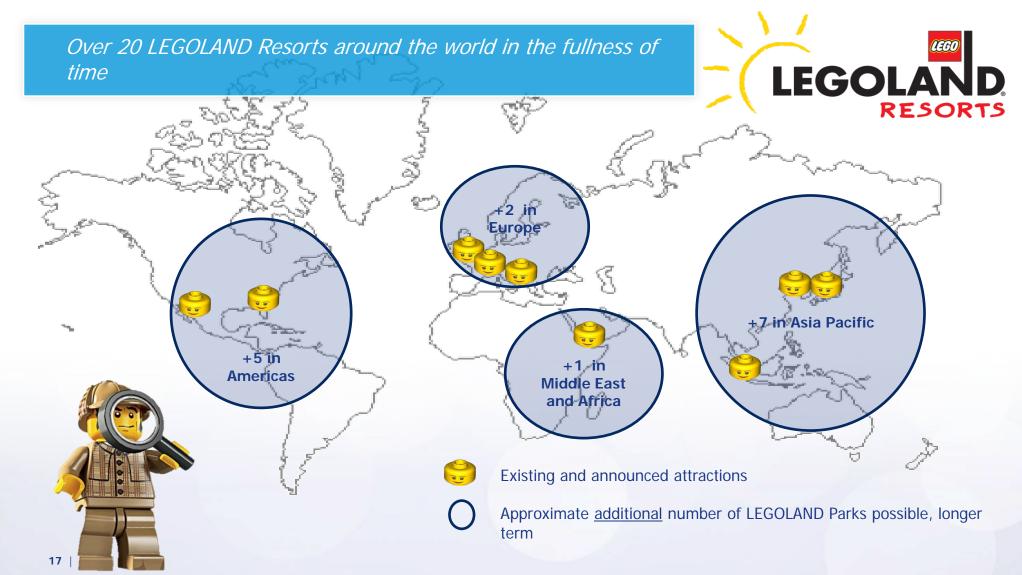
Medium Ownership

All Operations

MANAGEMENT CONTRACT
No Ownership
All Operations

#5 LEGOLAND PARKS - LONGER TERM VISION





#5 LEGOLAND LICENSING AND CO-OPERATION AGREEMENT



- *The Licensing and Co-operating Agreement ('LCA') was signed with LEGO in 2005 upon Merlin's acquisition of the four original parks in Denmark, California, UK and Germany
- Merlin pays a low single-digit % of revenue to KIRKBI for use of the brand
- **Where Merlin owns a LEGOLAND park, it enjoys exclusivity to do so, into perpetuity
- Where Merlin does not own a LEGOLAND park already, it has the global exclusivity to open further parks until 2047. However, for every new LEGOLAND park that is opened, or for every eight LEGOLAND Discovery Centres that are opened, this is extended by seven years.
- Merlin could lose the right to operate the LEGOLAND brands were it to be acquired by a competitor of LEGO or an 'inappropriate person'
- Furthermore, Merlin could lose the license were guest satisfaction to fall below pre-determined levels. In this scenario, the relevant park would have a two year 'grace' period during which an improvement in performance would be sought, before the license is removed from that park. Other parks would be unaffected. Guest satisfaction levels are currently significantly above the minimum levels required
- *Kirkbi, who are a 75% shareholder of the LEGO Group, are also a 29.83% shareholder in Merlin

#6 STRATEGIC ACQUISITIONS



1249 1278

1428

Rationale

- Creation of a diversified portfolio
- Enhance the Midway roll out (sites and brands)
- Deliver opportunities for strategic synergies
- Attractive capital returns

Proven Track Record

- Proven track record of identifying and successfully acquiring high quality assets in the market
- Demonstrated ability to transform acquired assets / businesses
- Midway acquisitions accelerated expansion of Asia-Pacific and created cluster cities

Significant Opportunity

- Market with significant scope for consolidation
- Number of opportunities under active consideration

LLA 2012

SAG

2011 933 1074

1192



- Combined acquisition cost: c£260m
- Created significant footprint and critical mass in Asia Pacific
- Ability to add additional Midway attractions (e.g. Madame Tussauds Sydney) and create clusters (Bangkok and Shanghai)







MIDWAY ATTRACTIONS



SEA LIFE is the world's biggest aquarium brand, built around the notion of **Amazing Discoveries**, and home to a variety of creatures from shrimps and starfish to seahorses, rays, sharks and seals. SEA LIFE campaigns actively on a variety of conservation issues prioritised around breeding, rescue and protection of the marine environment.

x47 attractions

x9 attractions

SEARLIFE

Dungeons are a unique mix of dark, historical horror and irreverant humour delivered through set piece shows performed by live actors, rides and spine chillingly themed sets.

Scary Fun is the goal, delivered daily to families, teenagers and young adults.

Madame Tussauds' heritage and the breathtaking artistry of the figures differentiate it from other wax attractions. Famous Fun is the heart of the experience, where visitors are encouraged to interact with all the historical and celebrity figures from Napoleon to One Direction!

Each of our **Eye** observation attractions offers the ultimate viewing experience, unparalleled and different every time, giving a **Revealing Perspective** of the location's landscape and iconic landmarks.

Merlin Entertainments The Eye Brand

the ultimate LEGO indoor playground, with over two million bricks under one roof. With **Playful Learning** at the heart of the experience, they create a fun filled and interactive environment where children and parents are inspired to be creative.

At 'DreamWorks Tours – Shrek's Adventure!' guests play their part in a unique and interactive DreamWorks

experience, where the choices they make decide the outcome. At the

heart of this are the Hilarious

Misadventures you experience in
the company of your favourite

characters!

x16 attractions

x1 attractions

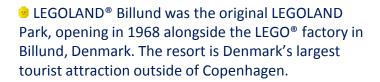
21 | Attraction numbers correct as at 31 December.

LEGOLAND PARKS











● LEGOLAND® Windsor was opened in March 1996 after the LEGO Group decided to develop a second LEGOLAND park after LEGOLAND Billund.



■ LEGOLAND® California opened in March 1999, being the third LEGOLAND to open but notably the first outside of Europe. It's located in Carlsbad, California.



■Based in Southern Germany LEGOLAND®

Deutschland opened in May 2002 and is one of the most popular theme parks in Germany.



⊕The second -largest LEGOLAND® park in the world, LEGOLAND® Florida opened in October 2011 on the former site of the Cypress Gardens Theme Park.



3LEGOLAND® Malaysia was the sixth park to open but the first Asian LEGOLAND park. It was opened in September 2012 and offers a full day of adventure, education and fun.



■ LEGOLAND® Dubai is the ultimate world of yearround LEGO fun. It features six themed lands and over 60 million LEGO bricks.

LEGOLAND JAPAN



Resident Market Overview

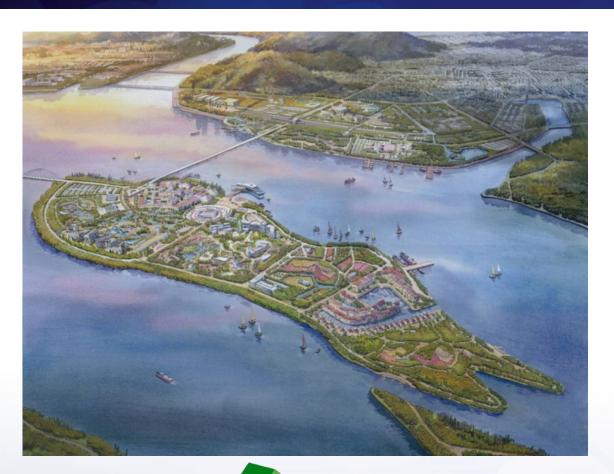




- April 2017 opening with hotel planned for Q1 2018
- Located in centre of country, between Tokyo and Osaka. Catchment area of 20m+ people.
- Good infrastructure and transport links. No local competition.
- Strongest theme park market in Asia
 - Developed theme park market
 - High density of population
 - Highly affluent market
- Good LEGO Awareness, but huge upside in world's 2nd largest toy market
- Strong support from KIRKBI (property investment)
 and City of Nagoya (infrastructure)
- Merlin to invest approximately a third of the total park cost.

LEGOLAND KOREA





- Scheduled for 2019 opening
- Situated on the island of Jung-do, in South Korea, within 2 hour's drive time for c24m residents, 60km from Seoul
- Strong potential for further resort development
- Park infrastructure funded by consortium of local public and private investors
- Significant contributions from Gangwon Province and the City of Chuncheon
- 'Operated and Leased' model, Merlin investing approximately one third of the total park cost

RESORT THEME PARKS



Alton Towers Resort is set in 500 acres of beautiful Staffordshire countryside. Boasting two themed hotels, 'The Enchanted Village' lodges and an indoor waterpark, it invites families, teenagers and young adults alike into a world of Fantastical Escapism.

PARK, the UK's third biggest theme park and acknowledged thrill capital for teenagers, young adults and older families. The resort includes the unique THORPE SHARK Hotel, offering bitesized rooms in a stunning waterfront location.

Wild Adventure is at the heart of Chessington World of Adventures Resort, with exotic themed lands and rides mixed with amazing creatures from around the world. Guests can stay in the heart of the adventure at our Safari and Azteca resort hotels, or even go glamping.



Heide Park is Germany's third biggest theme park with rides and attractions appealing to all ages, set in four lands of Extraordinary Adventure. The resort attracts visitors from all over Germany and beyond, who can stay in the Heide Park Adventure Hotel or adjacent Holiday Village.



Jousting knights, princesses, falconry, staged scenes by Madame Tussauds and the Castle Dungeon all make Warwick the **Ultimate Castle** experience, now with three different types of themed accommodation.



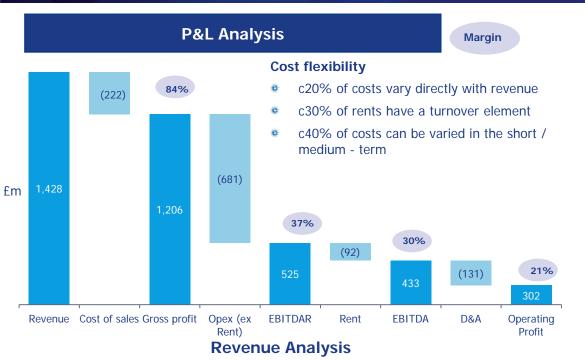
Gardaland Resort is Italy's leading theme park. Located on the edge of Lake Garda, it boasts rides for all ages set in a beautifully landscaped and themed worlds. Big Fantasy Adventure is all around, including at our Fantasy and Adventure hotels and adjacent SEA LIFE Centre.

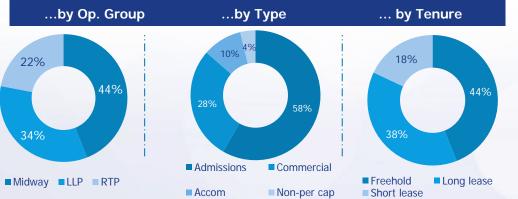




FINANCIAL DYNAMICS

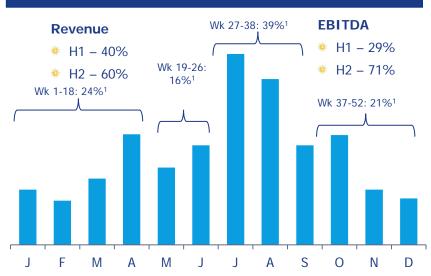






² 2016 % split of 'In-Park' spend (Admission and Secondary)

Revenue Seasonality



Spend and Margins

	Revenue per capita	Admissions/ Secondary ²	EBITDAR Margin	EBITDA Margin	Op. Profit Margin
Midway	£14.89	79/21	46.2%	36.1%	25.7%
LLP	£35.47	55/45	39.2%	38.7%	32.9%
RTP	£24.29	59/41	29.8%	21.5%	11.6%
Group	£20.18	67/33	36.8%	30.3%	21.2%

- Greater opportunity for F&B / Retail revenue in theme parks
- Margins impacted by tenure of property and mix of revenue type
- LLP royalty payments and higher retail spend (LEGO products)

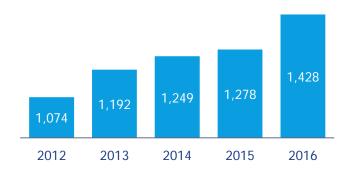
FINANCIAL PERFORMANCE



	2012 £m	2013 £m	2014 £m	2015 £m	2016 £m	CAGR Reported FX %	CAGR Constant FX %
Total visitors ¹	54.0	59.8	62.8	62.9	63.8	4.2%	4.2%
Growth	14.3%	10.7%	4.9%	0.3%	1.3%		
Revenue	1,074	1,192	1,249	1,278	1,428	7.4%	6.7%
Growth	13.6%	10.9%	4.8%	2.3%	11.7%		
LFL Growth	-0.5%	6.7%	7.1%	0.4%	1.4%		
Underlying EBITDA	346	390	411	402	433	5.8%	4.7%
Margin	32.2%	32.7%	32.9%	31.5%	30.3%		
LFL Growth	1.9%	6.3%	7.8%	-4.3%	-3.6%		
Underlying operating profit	258	290	311	291	302	4.0%	2.7%
Margin	24.1%	24.4%	24.9%	22.8%	21.2%		

Сарех					
Existing estate	92	95	107	125	141
% of revenue	8.6%	8.0%	8.5%	9.8%	9.8%
NBD	71	57	85	90	118
Total capex	163	152	192	215	259

REVENUE CAGR 2012-16 OF 7.4%²



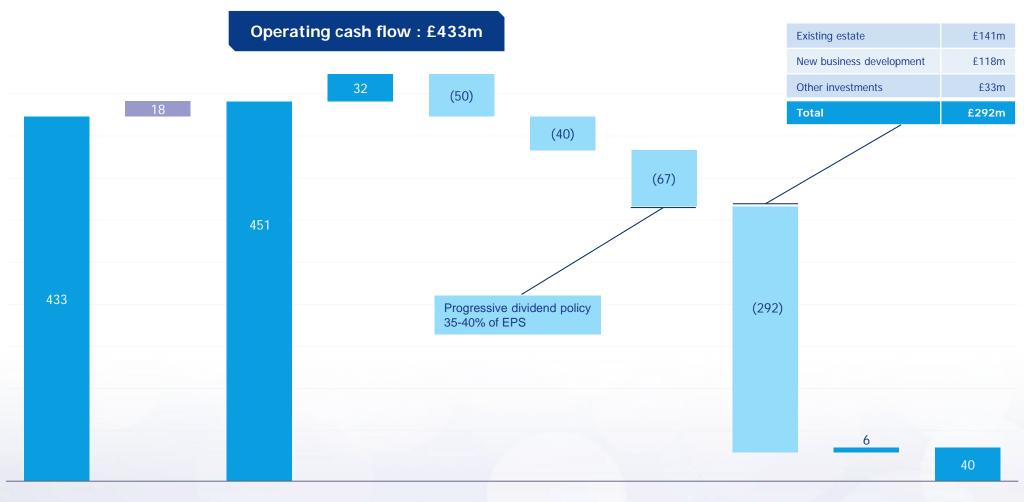
EBITDA CAGR 2012-16 OF 5.8%²



CASH FLOW

Strong cash flow to support growth strategy and dividend









£ millions, unless stated	2016	2015
Loans and borrowings	1,152	1,007
Cash and cash equivalents	(215)	(152)
	937	855
Finance lease obligations	88	82
Net Debt	1,025	937
Net Debt / EBITDA	2.3x	2.3x

Cred	it Ra	tings

S&P: BB, stable outlook

Moody's: Ba2, stable outlook

Debt		
	£m	ND/ EBITDA
2015 Net Debt	937	2.3x
Cash flow	(40)	
Amortisation of financing items and increase in accrued interest	5	
FX	123	
2016 Net Debt	1,025	2.3x

- ** Continued strong cash generation to support strategy
- Believe 2-3x net debt / EBITDA to be appropriate level of leverage





			entertainments
Name	Position	Background	
Sir John	Chairman	* Appointed Chairman of Merlin Entertainments in December 2009.	
Sunderland		Sir John is currently Chairman of Cambridge Education Group, Chancellor of Aston University and an Associate Member of BUPA. He is also an adviser to CVC Capital Partners.	
		Previously, Sir John was Chairman of Cadbury Schweppes from 2003 to 2008 and Chief Executive Officer from 1996 to 2003. Sir John was also President of the CBI from 2004 to 2006, President of the Chartered Management Institute from 2006 to 2007 and President of the Food and Drink Federation from 2002 to 2004.	
		Sir John was a Non-executive Director of the Rank Group from 1998 to 2006 and a Director of the Financial Reporting Council from 2004 to 2011. Sir John was a Non-executive Director of Barclays Bank PLC from 2005 to 2015 and of AFC Energy plc from 2012 to 2015.	
Charles Gurassa	Senior Independent	Charles was appointed Senior Independent Non-executive Director of Merlin Entertainments and Chairman of the Remuneration Committee in 2013.	
ı	Non-executive Director	Charles is the Non-executive Chairman of Channel 4 and Deputy Chairman at EasyJet plc and a trustee of English Heritage and the Migration Museum. Until January 2017 was the Non-executive Chairman of Genesis Housing Association, a position he held since 2010.	
		He is a former Chairman of Virgin Mobile plc, LOVEFiLM, Phones4U, MACH, Tragus, NetNames, Parthenon Entertainments and Alamo/National Rent A Car and the former Deputy Chairman of the National Trust.	
		His executive career included roles as Chief Executive of Thomson Travel Group plc, Executive Chairman TUI Northern Europe, Director TUI AG and as Director, Passenger & Cargo business at British Airways. He is a former Non-executive Director at Whitbread plc, trustee of the children's charity Whizz-Kidz and a member of the development board of the university of York	
Nick Varney	Group Chief	Nick has over 25 years' experience in the visitor attractions industry and was appointed Chief Executive Officer in 1999	
	Executive Officer	Prior to Merlin, Nick was Managing Director of Vardon Attractions and a main board Director of Vardon plc. In 1999 Nick led the management buyout of Vardon Attractions to form Merlin Entertainments. In 2005 he initiated the process which led to its acquisition by Blackstone and subsequent rapid expansion, taking the Company to its 2013 Listing on the London Stock Exchange.	
		Before joining Vardon Attractions, Nick held senior positions within The Tussauds Group (part of Pearson plc), including Marketing Director of Alton Towers and Head of Group Marketing. He started his career in FMCG marketing first with Rowntree and then Reckitt & Colman.	
Anne- Francoise Nesmes	Group Chief Financial Officer	Anne-Francoise was appointed CFO in August 2016. With over 23 years' experience in finance across international organisations, Anne-Francoise brings a strong focus on strategy execution, M&A , process improvement and governance.	
		Anne-Francoise started her career in the UK as a Finance Graduate Trainee at John Crane, before moving to Tetra Pak, then ADP and later Caterpillar UK. In 1997, she joined GlaxoSmithKline and held a variety of increasingly senior roles across the organisation in the UK and overseas, including Senior Vice President of Finance for Vaccines.	
31		In April 2013, Anne-Francoise joined Dechra Pharmaceuticals PLC as CFO, where she was instrumental in transforming Dechra into a successful Pharmaceutical company specialising in animal health, She led the expansion of its international footprint through acquisitions and delivered significant efficiencies through modernising Finance and R&D processes.	





Name	Position	Background
Fru Hazlitt	Independent	Fru was appointed a Non-executive Director of Merlin Entertainments in 2014.
	Non-executive Director	Fru was formerly Managing Director, Commercial, Online and Interactive at ITV, and previously Chief Executive Officer at GCap Media plc and Virgin Radio. Prior to that Fru spent six years at Yahoo! where her roles included Managing Director, UK and Ireland, and Sales and Marketing Director, Europe.
		She is now a Governor of Downe House School and has also served as a Non-executive Director on the Boards of Betfair Plc and Woolworths Plc.
Ken Hydon	Independent	* Ken was appointed a Non-executive Director and Chairman of the Audit Committee of Merlin Entertainments in 2013.
	Non-executive Director	* Ken is currently a Non-executive Director of Reckitt Benckiser Group plc. Previously, he was CFO of Vodafone Group Plc. Ken was also a Non-executive Director of Tesco Plc from 2004 to 2013, a Non-executive Director of Royal Berkshire NHS Foundation Trust from 2005 to 2012 and a Non-executive Director of Pearson Plc from 2006 to 2015.
Rachel Chiang	Independent Non-executive Director	 Rachel was appointed a Non-executive Director of Merlin Entertainments with effect from 1 January 2016. She has extensive experience of the Asian consumer and property markets, having held a number of senior executive and non-executive roles in the region.
		Rachel is currently Partner and founding member of the private equity activities of Pacific Alliance Group (PAG), one of the region's largest Asia-focussed alternative investment managers with over \$16 billion in funds under management across Private Equity, Real Estate and Hedge Funds. She currently holds Non-executive positions with Hong Kong-listed Sands China (a majority-owned subsidiary of Las Vegas Sands) and Hong Kong-listed Pacific Century Premium Developments (PCPD) which specializes in the development and management of premium property and infrastructure projects in the Asia Pacific region and Hong Kong-listed Goodbaby International Ltd a leading manufacturer of children's durable products.
Søren Thorup Sørensen	Non-executive	Søren was appointed a Non-executive Director of the Company in 2013, representing KIRKBI
	Director	Søren is currently the Chief Executive Officer of KIRKBI, following his appointment in March 2010.
		Søren was formerly a Partner, Chief Financial Officer and member of the Group Executive Board of A.P. Moller – Maersk Group between 2006 and 2009. Prior to this he was Managing Partner of KPMG Denmark, having been a partner at KPMG since 1997.
		Outside the KIRKBI Group, Søren is currently Non-executive Chairman of Topdanmark A/S and holds Non-executive Director positions at LEGO A/S, TDC A/S and Falck Holding A/S.
Trudy Rautio	Independent Non-executive Director	 Trudy was appointed a Non-executive Director of Merlin Entertainments with effect from 1 October 2015. Trudy was previously Chief Executive Officer of Carlson, a privately held global hospitality and travel company. Trudy had been a senior executive with Carlson since 1997, having served as Executive Vice President and Chief Financial and
		Administrative Officer of Carlson preceding her appointment as CEO. Prior to joining Carlson, Trudy served as Senior Vice President and Chief Financial Officer of Jostens, Inc., and served as Vice President of Finance for Minneapolis-based Pillsbury Co.
32		* Trudy is the Chair of The Rezidor Hotel Group Board, and also serves on the Board of Directors for Cargill, The Donaldson Company, Inc., and Securian Holding Company.











MANAGEMENT TEAM





Nick Varney

CEO

(26 years)

Anne-Francoise Nesmes

CFO

(Joined August 2016)



Nick Mackenzie Managing Director Midway Attractions (14 years) Hans Aksel Pedersen

Managing Director

LEGOLAND Parks

(17 years)

Justin Platt Managing Director Resort Theme Parks (6 years) John Jakobsen CNOO New Openings Group (31 years) Mark Fisher CDO Merlin Magic Making (25 years)

OVER 100 YEARS COMBINED EXPERIENCE AMONGST SENIOR MANAGEMENT TEAM

Name Title (Years with Merlin Businesses)





Name	Position	Background	
Nick Mackenzie	Managing	Nick was appointed as Managing Director, Midway Attractions in June 2015	
	Director, Midway	Previously, Nick was the Managing Director of Merlin's Property and Development Group and also MD of Resort Theme Parks	
	Attractions	Nick is a qualified chartered surveyor, working first with the brewer Bass PLC and then with Allied Domecq as their Acquisitions Director. This was followed by three years at Diageo as the Development Director for Burger King.	
Hans Aksel	Managing	* Hans Aksel was appointed as Managing Director, LEGOLAND Parks in June 2015	
Pedersen	Director, LEGOLAND Parks	Hans has more than 27 years of extensive experience in both FMCG and the entertainment industry across general management, global brand building, consumer & trade marketing, new product development and people management.	
	runo	* Hans Aksel has been with LEGOLAND for 17 years, starting with the original LEGOLAND park in Billund in Denmark in 2000.	
		In 2008, he moved into an operational role as Divisional Director managing LEGOLAND Deutschland; and in 2014 took a new role as Divisional Director LEGOLAND Parks USA, overseeing the continued resort development of both parks and hotels in LEGOLAND California and LEGOLAND Florida.	
Di	Managing	Justin was appointed as Managing Director, Resort Theme Parks in June 2015	
	Director, Resor Theme Parks	Previously, Justin was the Marketing Director for Resort Theme Parks and prior to that Marketing Director for Alton Towers Resort	
	meme raiks	Justin has a very strong global marketing pedigree both in FMCG with Kellogg's, and pharmaceuticals with GSK and AstraZeneca where he was Global Marketing Director	
Mark Fisher	Chief	* Mark was appointed Chief Development Officer, managing Merlin Magic Making, in 2011	
	Development Officer	Following the acquisition of the Tussauds Group in 2007, Mark became the Managing Director of Resort Theme Parks	
	Officer	Mark joined The Tussauds Group in 1991 and Merlin in 1995. He has been a senior member of the management team throughout its impressive growth period, playing a key role as part of the original management buyout team from Vardon plc, and in the ongoing organic development which has been at the heart of the company's success.	
John Jakobsen	Chief New	♣ John took on his current role of Chief New Openings Officer in June 2015.	
	Openings Officer	Appointed Managing Director of LEGOLAND Parks in 2007 following the acquisition of the Tussauds Group	
	Officer	John was previously President and General Manager of LEGOLAND California and General Manager of LEGOLAND Deutschland	
34		John joined the LEGOLAND business in 1985 and was involved in the strategic planning of LEGOLAND California, LEGOLAND Windsor, and LEGOLAND Deutschland	

MANAGEMENT INCENTIVISATION



Reward Principles

- Performance orientated support an entrepreneurial and innovative culture
- Share ownership encouraged amongst employees
- Simplicity
- Consistent with UK best practice guidelines

Senior Execs and Mgmt¹

- Salary adjustments towards median level for businesses of equivalent size and scale
- Annual bonus based on EBIT and strategic objectives (two thirds in cash and one third in deferred share awards)
- Performance Share Plan (PSP) subject to EPS (50%) and ROCE (50%) targets

Incentivisation Objectives

- Motivate and retain employees
- Attract high quality individuals
- * Reward outperformance
- Align employees with the interests of shareholders

EPS²

3 year CAGR 2015 – 2018

Performance	Vesting
<7% CAGR	0%
7% CAGR	10%
14% CAGR	50%

Pro rata vesting between 10% and 50%

Approach

- Salaries at competitive, but not excessive, levels
- Greater emphasis on rewards for delivery of longer term performance targets
- Broaden current employee ownership

ROCE³

3 year average 2016 – 2018

Performance	Vesting
<9%	0%
9%	12.5%
13%	50%

Pro rata vesting between 12.5% and 50%

Managers

All Other Employees



All-employee share plan. Nearly 30% of permanent employees globally contribute to the Sharesave scheme (40% in UK)

¹ Central management only

² Based on comparing Adjusted EPS for the financial year 2018 with the financial year 2015

³ Based on underlying operating profit after tax (pre-Exceptional items and after taxation) divided by average net operating assets. Average ROCE will be calculated as an average of ROCE for the three individual financial years 2016-2018



ATTRACTION COUNT

		UK		Co	ont. Euro	pe		Americas	5	А	sia Pacif	ic		Group	
	26 Dec 2015	Mov't	31 Dec 2016	26 Dec 2015	Mov't	31 Dec 2016	26 Dec 2015	Mov't	31 Dec 2016	26 Dec 2015	Mov't	31 Dec 2016	26 Dec 2015	Mov't	31 Dec 2016
SEA LIFE	13	-	13	18	-	18	8	-	8	8	-	8	47	-	47
Madame Tussauds	2	-	2	3	1	4	6	-	6	8	1	9	19	2	21
Dungeons	5	-	5	3	-	3	1	-	1	-	-	-	9	-	9
LDC	1	-	1	3	-	3	7	2	9	2	1	3	13	3	16
Eye	2	-	2	-	-	-	1	-	1	1	-	1	4	-	4
Shrek	1	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Other	-	-	-	-	-	-	-	-	-	6	-	6	6	-	6
Midway	24	-	24	27	1	28	23	2	25	25	2	27	99	5	104
LLP	1	-	1	2	-	2	2	-	2	1	1	2	6	1	7
RTP	4		4	2		2	-	<u>-</u>	-	-	-		6	-	6
Group	29	-	29	31	1	32	25	2	27	26	3	29	111	6	117

GLOSSARY

Key terms	Definition	Key Terms	Definition
ARR	Average Room Rate	NBD	New Business Development
Cluster	A group of attractions located in a city close to one another	Resident Market	The total population living within a two-hour drive of the attractions
Constant Currency growth	Using 2016 exchange rates	ROCE	Underlying Operating Profit after tax divided by average net operating assets
EBITDA	Underlying basis, excluding exceptional items	ROIC	Average EBITDA over the first five years divided by total development capex
LBC	Little Big City	PDC	Revenue per Cap, defined as Visitor Revenue divided by number of visitors
FX	Effect of movements in foreign exchange		
LDC	LEGOLAND Discovery Centre	RTP	Resort Theme Parks Operating Group
Lead price	Face value of a ticket, which may then be discounted	Second Gate	A visitor attraction at an existing resort with a separate entrance and for which additional admission fees are charged
LFL	2016 Like for like growth refers to the growth between 2015 and 2016 on a constant currency basis using 2016 exchange rates and includes all businesses owned and operated before the start of 2015		
		SLC	SEA LIFE Centre
		Underlying	Underlying information presented excludes exceptional items that are classified separately within the financial statements
LLP	LEGOLAND Parks Operating Group		
MAP	Merlin Annual Pass	Visitors	Represents all individual visits to Merlin owned or operated attractions
Midway	Midway Attractions Operating Group		

ADR PROGRAMME



Merlin Entertainments has a sponsored Level 1 American Depositary Receipt (ADR) programme for which Citibank acts as depositary bank.

An ADR (American Depositary Receipt) is a security designed to facilitate the ownership of shares in non-US companies by investors based in the United States.

An ADR is quoted in dollars and is traded like any other security.

ADR symbol	MERLY	
CUSIP	59010Q205	
Depository bank	Citibank	
Platform	ОТС	
ADR ratio (ORD:DR)	2:1	
Country	UK	
Industry	Travel & Leisure	
Effective date	1 September 2015	
Underlying SEDOL	BDZT6P9	
Underlying ISIN	GB00BDZT6P94	
US ISIN	US59010Q2057	



FORWARD-LOOKING STATEMENTS DISCLAIMER

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