



**EUROPEAN ASSOCIATION
OF ZOOS AND AQUARIA**
Annual Report 2023

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GLOSSARY

CfM: Candidate for Membership

CITES: Convention on International Trade in Endangered Species of Wild Fauna and Flora

EAZWV: European Association of Zoo and Wildlife Veterinarians

EEO: EAZA Executive Office

EEP: EAZA Ex situ Programme

ESB: European Studbook

IUCN: International Union for Conservation of Nature

RCP: Regional Collection Plan

SSC: Species Survival Commission

TAG: Taxon Advisory Group

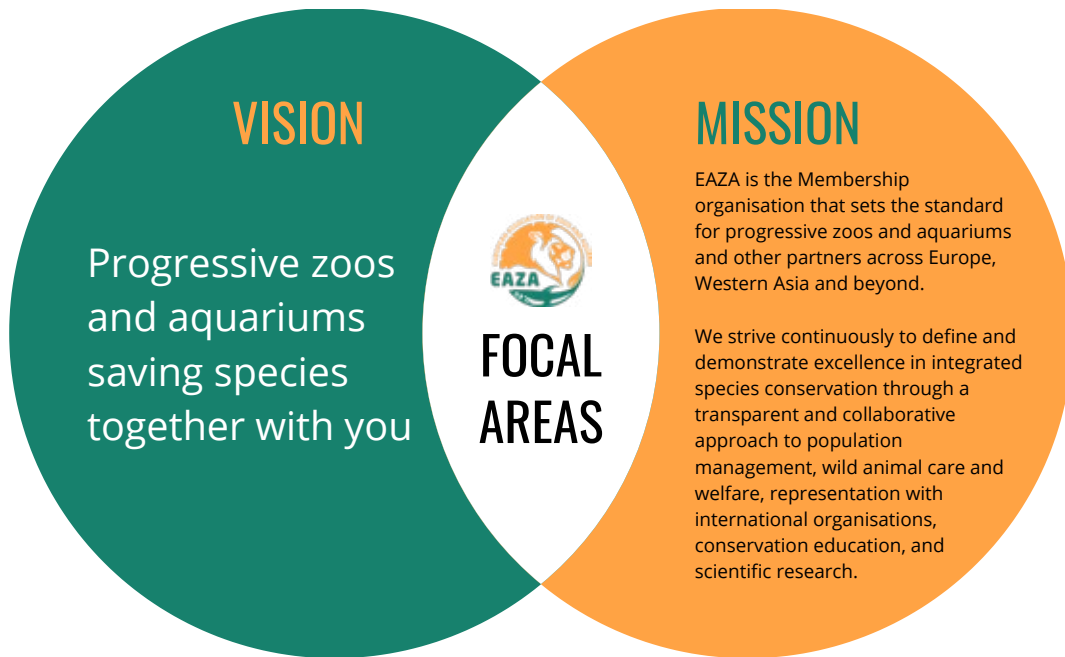
ZIMS: Zoological Information Management System

COVER IMAGE

The Long-term Management Plan for the Snowy owl EEP was published in 2023, as well as the Educational Material to provide ideas and methods for zoo staff to raise awareness of this Vulnerable species © Annika Sorjonen, Helsinki Zoo

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MISSION AND VISION



1 REPORT FROM THE EAZA CHAIR



ENDRE ÁKOS PAPP
SÓSTÓ ZOO, NYÍREGYHÁZA,
HUNGARY

For the management of the European Association of Zoos and Aquaria (EAZA), 2023 provided the opportunity for a recovery from the concentrated focus on crises of the previous three years. Whilst some activities had been scaled back during that time, the ambitions of our progressive zoos and aquariums did not diminish. I am delighted to share that of the 226 sub-objectives in the 2021-2025 EAZA Strategy, 93% were on target or were completed by the end of 2023.

Achieving our strategic goals and successfully turning back towards a path of growth must necessarily go hand in hand with compensating for the effects of the pandemic, the subsequent energy crisis, and stabilising the EAZA budget. With this recognition the Annual General Meeting (AGM) agreed a two-step gradual membership fee increase to be enacted in 2024 and 2025. Catching up with the high ambitions and moving along the EAZA Vision *'Progressive zoos and aquariums saving species together with you'* requires adequate capacity and structures in the governance and the management of the association.

The acceleration of the administrative work was already anticipated before the crises, and an external review of the EAZA Executive Office (EEO) structure was endorsed by the Executive Committee in 2020. Based on the results, the reorganisation and stepwise growth of the EEO commenced in 2023, with the intent to have a fully realised new organisational structure from 2025 onwards.

Parallel to the EEO reorganisation process, the information flow between the governing and managing bodies was reviewed. This was to improve inclusivity, flexibility, and appropriate level of representation in the various decision-making bodies of EAZA. The Council approved the Executive Committee's proposal on the 'Standing and Specialist Committees and co-opted seats on Council' and the establishing of a Task Force to further elaborate on the action 'Systems and Structures for a Strong Association'.

In the frame of the cyclic review of our relevant governing documents and an ongoing legal review of the main EAZA Standards and Codes called for by the Executive Committee, the EAZA Code of Ethics has been updated in alignment with the EAZA Vision and Mission and the EAZA Standards. The cyclical updating of the Terms of References for the Committees is also in progress.

A significant benchmark has been set with the findings of the Socio-Economic Impact Assessment (survey carried

out in 2019 by the company Steward Redqueen on behalf of the Association, published in [Zooquaria 121](#)), and the remarkable increase of the entries in the EAZA Conservation Database (from 40% to 61% of Members by the end of 2023). We must be proud of our impact generating more than €3,003 million for the economy attracting some 144 million visits annually and providing more than €23,7 million and 84,326 hours of staff time for the securing of long-term populations of more than 600 species in natural ecosystems and habitats all over the world. Our aspirations for global conservation were reinforced by the signing of a Memorandum of Understanding between EAZA and the International Union for Conservation of Nature Species Survival Commission (IUCN SSC) and reached a key recognition with the release of the IUCN SSC's [Position Statement on the Role of Botanic Gardens, Aquariums, and Zoos in Species Conservation](#).

The first round of the EAZA Accreditation Programme, based on a 10-year cycle as of 2012, partially delayed by COVID-19, is nearing the end. By April 2024, all existing EAZA Members will be screened, with final decisions on accreditation to be made in September 2024. Concluding a work initiated in 2019 by the Membership and Ethics Committee and the Executive Committee, aiming compliance with the WAZA Animal Welfare Goal, and incorporating the results of benchmarking with other organisations, EAZA Council approved the proposal on the update to the EAZA Membership and Accreditation Manual with the key changes of moving to a five-year cycle and amending Membership categories for existing Members.

The holistic review of our rules and processes in preparations for the new screening cycle, with the input of different Committees and Working Groups also included the update on the Accommodation and Care Standards. These changes will go forwards to the AGM in 2024 for final approval and implementation.

At their November meeting, the Council approved the EEP Committee's proposal on updates to the EAZA animal acquisition and disposition rules and procedures together with future actions for the Committee to provide support to Members with the implementation. This milestone development (Subobjective 2.1.5 of the EAZA Strategic Plan 2021-2025: *'EAZA Acquisition and Disposition rules and procedures are fit for purpose and implemented by the EAZA'*) aims to futureproof the relevant chapters of the EAZA Population Management Manual in alignment with the Association's Vision and Mission whilst also considers the diversity of the EAZA Membership and the species under our care. Subject to approval by the 2024 AGM and the reaching of a consensus on the implementation by the EAZA Membership the amendments will provide substantial basis for the development of positions on upcoming EU consultations on wildlife trade, various ongoing discussions at CITES, and demonstrate consistency with the previous EAZA positions on the EU Biodiversity Strategy and the two IUCN motions led by EAZA against songbird trafficking and commercial tiger trade. The updated rules and procedures will also inform negotiations with potential partner organisations, and the upcoming evaluation of the EAZA Population Management Structure.

I feel honoured to serve the EAZA community, which, with the generous support of EAZA Members, other organisations and individuals, have made more than 11,000 donations, raising nearly €2 million for disbursement via the [EAZA Ukraine Zoos Emergency Fund](#). EAZA remains committed to supporting our Candidates for Membership and other zoos and aquariums in Ukraine as the war sadly continues on.

I extend my thanks, and congratulations to the organisers of our events, Bergen Aquarium (Norway) for the Directors' Days, Helsinki Zoo (Finland) for the Annual Conference, Riga Zoo (Latvia) for the European Zoo Nutrition Conference, Wrocław Zoo (Poland) for the EAZA Education Conference. At these meetings, we had the opportunity to experience the strength of the community and its belief in the success of our professional work.

As we approached the close of 2023, we have increasingly focused our attention on preparing the 2026-2030 EAZA Strategy and to support this, we have announced a regular meeting of Committee Chairs, where we will explore the synergies in the common goals and paths of the Committees' programmes, and the ways of efficient information sharing with the Membership.

Thanking our Members, officials and the EEO for their outstanding work, I wish EAZA and its Members joy and fulfilment in their tremendous professional activities and a prosperous 2024.

The SEIA showed that EAZA Members:

Experienced some 144 million visits annually, with approximately 25 million visits from abroad, bringing additional value to support the region and local community.



Jointly generated a value of more than €3,003 million for the economy. This value-added lands in the hands of either households (in the form of salaries and savings), governments (in the form of taxes) or other companies (in the form of profits).



In addition to the direct employment of 31,571 people, due to multiplier effects a further 15,101 jobs are created in the wider economy bringing the total of jobs supported by EAZA Members to 46,672.



Around 65% of all EAZA Members are in an urban environment, which highlights the importance of the opportunity to connect with nature for the increasing number of people living in urban environments.



On average, each individual Member participated in 10 in situ conservation projects, with some taking part in as many as 52 projects. See the infographics in issue 119 of Zooquaria for more detail on the €31.3 million that EAZA Members spent on conservation in 2019; although this dipped slightly during the COVID-19 pandemic, it rose again to reach €23.7 million for 2022.



About 1% of the ~500 million-population in the European Union experienced formal educational activities, on top of the informal education that took place during visits to EAZA Member zoos and aquariums.



Almost 5% of EAZA's workforce is involved in research, which produced almost 1,000 identified papers in 2019.

Around 90% of the institutions have a relationship with one or more research institutions. Please visit www.zoosciencelibrary.org for an ever-expanding searchable database of publications of international peer-reviewed journals to which modern zoos and aquariums have contributed.



Some key findings from the Socio-Economic Impact Assessment (SEIA) study carried out on behalf of EAZA - © EAZA

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REPORT FROM THE EAZA EXECUTIVE DIRECTOR



MYFANWY GRIFFITH
EAZA EXECUTIVE OFFICE,
AMSTERDAM, THE
NETHERLANDS

EAZA activities continued to expand, and indeed accelerate, throughout 2023. This year saw EAZA taking many progressive steps towards achieving our strategic aims, as well as putting in place reviews of organisational structures and finances to underpin this growth. The Committee reports over the following pages evidence the diversity of our activities and, as always, I am delighted to see more and more Members and their conservation work being listed in the Conservation Database pages in the Annex. The achievements of 2023 have been many, and I am privileged to highlight some key ones in my part of the Annual Report.

STANDING WITH ZOOS AND AQUARIUMS IN UKRAINE

EAZA continues to stand with all zoos in Ukraine, their staff and their families, the animals in their care and the communities they serve. In his report, Endre Papp mentions that the EAZA Ukraine Zoos Emergency Fund has raised nearly €2 million since its inception in 2022. Financial support from donors was at its highest in that year nevertheless, support from individuals and institutions continued in 2023 and EAZA was able to provide further direct financial aid and send food and equipment to those in need. We thank all the generous donors who enabled this to happen.

With no end to the war in immediate sight, EAZA also reviewed our Position Statement and founding premise that zoos and aquariums working together can render service to animal species through concerted conservation

efforts and the highest possible level of care and welfare at our institutions. EAZA Members place these values above politics and focus on working together to save species. This led to proposals to amend the working interactions with colleagues at Russian Member zoos; EAZA encourages continued dialogue between Russian and non-Russian zoos in the interests of animal health, welfare, and population management, whilst also recognising the legal and community need for restrictions in other areas.

We monitor the situation in Ukraine continually. Monies from the Fund have now largely been distributed and yet the zoos in Ukraine are still facing the same problems. If you or your institution can provide (further) donations, they will gratefully be received. Please consult the [EAZA website](#) for more details.



The fundraiser initiated by Zoo and Aquarium Association Australasia (ZAA) saw over 20 of their members organised bake sales, barbecues, raffles, quizzes, etc. and collect €15,000 for the EAZA Ukraine Zoos Emergency Fund © ZAA

LEADING IN ZOO AND AQUARIUM ANIMAL MANAGEMENT AND CARE

This is one of our most active areas of work. We continued successfully delivering new-style Regional Collection Plan (RCP) meetings – many of which had a hybrid format developed post-COVID-19. Six RCP reports were published for Taxon Advisory Groups (TAGs) varying from fish to felids. We thank all the EAZA Members and external stakeholders who were involved in these meetings and shared their valuable expertise.

RCPs are the basis of deciding the roles and goals of subsequent EAZA Ex situ Programmes (EEPs). There were 83 new-style EEPs approved in 2023, bringing the total new-style to 313. We only have a handful of TAGs and existing EEPs to review in 2024 to complete the first cycle. I urge all Members to look at the published RCPs in the EAZA Member Area and utilise the vast amount of information contained within to aid their own institutional species planning.

Each EEP is further guided by a Long-term Management Plan (LTMP). LTMPs are facilitated by the EAZA Population Management Centre (PMC). Part of PMC staff are hosted at Prague Zoo (Czechia) and Mulhouse Zoo (France) and we remain thankful to these zoos for their continued support which helps increase our capacity. Reports are promoted in the internal EAZA eNews and available from the EAZA Member Area.

We commit to making our programme management processes and decisions visible to internal and external audiences and thus created another 26 EEP pages on the [EAZA website](#). These are being continually added to provide an excellent overview of the programme and information on the roles it can fulfil.

A key aspect of our programmes, and indeed management of all species in our care, relates to acquisition and disposition of individuals. The EEP Committee carried out an extensive consultation process amongst the membership to develop the Association position on legal, sustainable, and ethical acquisition and disposition. Much time was spent understanding and articulating the expectations from EAZA Members within this context. The final proposal, as approved by Council, will go to the Annual General Meeting (AGM) in 2024. It contains a clearer emphasis on the importance of due diligence and, in addition to the longstanding rule that EEP and ESB animals must not be sold, the importance of non-commercial trade is stressed, including a new expectation that Members should not sell non-EEP animals. Recognising needs and opportunities to work with credible partners, a more converged and simplified process when EAZA Members exchange animals with non-EAZA Members (including non-EAZA zoos, private keepers, universities, etc.) is included.

Leading in animal management and care also involves sharing our knowledge, and EAZA continued to openly publish Best Practice Guidelines (BPG) for a range of species. In 2023, we saw new BPGs for species such as Lake Oku frog and cinereous vulture. I congratulate all who were involved in sharing their expertise and creating these invaluable resources. All the BPGs can be found on the [Conservation > Programmes page](#) of the EAZA public website.

Another way we share our knowledge is via conferences and training. The popular European Zoo Nutrition Conference 2023 was hosted by Riga Zoo (Latvia) and reached maximum capacity attracting 120 international delegates. An additional opportunity to expand nutritional knowledge and understanding was taken up by the 77 participants in the EAZA Academy workshop on 'Incorporating Behavioural Management into Diet Design and Feeding Systems'. Our scientific work via the activities of the EAZA Biobank and Reproductive Management Group (RMG) continued. The work of the Biobank and RMG can both be summarised by 'more data, more species, more institutions'. We integrated hundreds of samples from institutions, expanded our connections with cryopreservation services, added RMG factsheets to their [website](#) and answered hundreds of queries.

Another important way we lead in zoo and aquarium management and care is through our extensive Standards, Guidelines, and accreditation procedures. The cyclical review of the EAZA Standards for Accommodation and Care is nearing its end and the final version will be presented to the AGM in 2024. Many different Working Groups and Committees were involved in the review, and we very much appreciate their expert input.

The accreditation team was able to screen 32 existing Members, making very good progress toward the goal of all existing Members being screened by April 2024. Thank you to all the Members and screeners who are working hard to help meet this deadline and the important completion of the first accreditation cycle. The focus on existing Member catch-up after COVID-19 has unfortunately resulted in a backup of new Member screenings; they will have a renewed focus in 2024. EAZA was also proud that our Accreditation Programme was one of the first such programmes recognised as an approved WAZA Welfare Evaluation Programme as part of the WAZA Welfare Goal.



Former WAZA President, Clément Lanthier, and EAZA Executive Director, Myfanwy Griffith, celebrating EAZA's processes meeting the WAZA Animal Welfare Goal © WAZA

MAXIMIZING CONSERVATION IMPACT AND ENGAGEMENT

The EAZA21+ Campaign (2021-2023) continued to successfully build confidence and competence amongst Members to engage with biodiversity policy, in particular the new Kunming-Montreal Global Biodiversity Framework (GBF), EU Biodiversity Strategy for 2030 and associated regional and national legislation and initiatives. The GBF consists of four goals for 2050 and 23 targets for 2030, aiming to reach the global vision of 'a world living in harmony with nature by 2050'. The GBF offers lots of opportunities for EAZA and our Members to engage and have an impact however, it can be a little daunting and confusing to know where to start. The EAZA21+ Campaign acts as a guide to recognising these opportunities and how you can be a piece in the big biodiversity puzzle. A toolkit of resources will be available in 2024, and I encourage everyone to seek these out for use in your daily work.

The Vietnamazing Campaign (2024-2025) was launched at the EAZA Annual Conference and focusses on Vietnam's unique habitats and their threatened biodiversity. It aims to integrate the 'One Plan Approach to species conservation', forming connections and opportunities with conservationists and experts from Vietnam and beyond in order to help save key species.

We continued to roll out the new [EAZA Field Conservation Standards](#) and support for Members in achieving them. The importance of conservation work carried out by zoos and aquariums was recognised by the IUCN Species Survival Commission [Position Statement on the Role of Botanic Gardens, Aquariums and Zoos in Species Conservation](#). This valuable statement evidences the variety of work progressive institutions are involved in.

One of the key tools in measuring our conservation activities is the [EAZA Conservation Database](#). EAZA Members add their projects to help create an overview of all our Members' conservation efforts. The [interactive Conservation Database Map](#) continues to be a useful tool to showcase projects in the database – searchable by year, species, location and Member – and also look for potential synergies if you want to expand into a new project area or species. The information in the database aids many decisions and is invaluable in our communication and policy efforts to raise the profile of EAZA and the work of our Members. An infographic of 2023 contributions is given on page 48.

The 'engagement' aspect of this strategic focal area is largely overseen by our Conservation Education Committee. Their slight updates to the 2016 EAZA Conservation Education Standards in light of the publication of the World Zoo and

Aquarium Conservation Education Strategy were approved by the AGM 2023. This year also saw the EAZA Conservation Education Conference, expertly hosted by Wrocław Zoo (Poland), and the International Zoo Educators (IZE) Conference, at Wellington Zoo (New Zealand). Both events provided a great opportunity to showcase advances in conservation education from the EAZA region.

REPRESENTING OUR COMMUNITY AT NATIONAL, EUROPEAN UNION, AND INTERNATIONAL LEVELS TO INFLUENCE POLICY AND GOOD PRACTICE

Our EU Policy team continued to successfully coordinate our engagement with the EU, working closely with many of our Committees, TAGs, and individual Members to provide specialist input. Aspects of animal health were high on the policy agenda, with work towards finalising the EU Animal Health Law Handbook - a guidance document for zoo managers, vets and government authorities on how the new legislation can be applied to zoos, Position Statements on the [access to and use of vaccination against HPAI in zoo birds](#), and on the [application of the Veterinary Medicines Cascade in relation to zoological species](#), and endorsement of an open letter to the EU Commission regarding [UV lighting products](#). This year also saw EAZA develop a [Position](#)

[Statement on the protection of feed animals, with focus on day-old chicks](#) and update our [Management Euthanasia/Culling Statement](#).

Post-Brexit issues continue to complicate our population management programmes. Joint lobbying efforts by EAZA and the British and Irish Association of Zoos and Aquariums (BIAZA) have helped remove many of the formal obstacles to animal exchanges, and transfer numbers between the EU and UK have begun slowly increasing. This continues to be a long process and we appreciate EAZA Members' dedication in working through the challenges and paperwork, plus collaborating with staff from the EEO and colleagues at BIAZA to help improve opportunities for animal transfers.

EAZA continues to be active in CITES whilst we are between Conferences of the Parties, building on the outcomes of the previous CoP in Panama in late 2022. Our experience and capacity are growing. This increasing engagement is important to make sure our interests are represented, and our vital *in situ* and *ex situ* conservation work and knowledge is shared. Throughout 2023, we also continued working on our contributions to the new EU Action Plan against Wildlife Trafficking.



Philip McGowan, Simon Bruslund, Kirsten Pullen, Tomasz Rusek, Frédéric Houssaye, Alice Albertini and Eric Bairrão Ruivo closed the EAZA21+ Campaign at the EAZA Annual Conference 2023 © EAZA

FACILITATING, GUIDING AND PROMOTING OUR VALUES AND SCIENTIFIC WORK

With the ever-increasing activities of EAZA, it is vital that our internal and external communications reflect our work. To ensure we uphold our standards of openness and transparency, EAZA publishes our finalised Standards, Guidelines and Position Statements on the public website. We use our guiding documents to inform not only our Members but also the wider world about our values and positions.

The AGM in 2023 saw approval of updates to the following documents: [EAZA Code of Ethics and Conduct](#) and [EAZA Conservation Education Standards](#). During the year EAZA also issued [Guidelines to Managing Operations to Reduce your Environmental Footprint](#) and [Communication Guidelines](#). Thank you to all involved in the creation and updating of these valuable documents.

Social media plays an increasingly visible part in how people receive and relay information and EAZA is utilising this through [our main Facebook page](#) (@EAZA01), [LinkedIn page](#) and our [@EAZA official Instagram page](#). We also have a focused 'EAZA Academy' Facebook page, and 'EAZA Animal Welfare' Facebook group. If you are not connected, then I urge you to follow these feeds and stay up to date with EAZA developments.

Promoting EAZA should be carried out by more than just the social media managed by the EEO. To help EAZA Members speak in a coordinated voice, we held regular meetings of the EAZA Communicators' Network. These meetings provide an opportunity for communications professionals from across the community to discuss emerging topics and identify possible synergies to amplify our values and scientific work with a strong, united, voice. Read the Communications Committee report (p11) if you would like to join.

[Zooquaria](#) remains an informative and popular magazine and is available in hard copy and online. Our open-access Journal of Zoo and Aquarium Research ([JZAR](#)) continues to be a resource for novel, peer-reviewed research papers, reviews, technical reports and evidence-based case studies that are relevant to all aspects of our community. In addition, the [Zoo Science Library](#) was launched in a partnership between EAZA and VdZ. This is an excellent resource for all searching for published research involving zoos and aquariums and the species we care for.

THE PEOPLE OF EAZA

Last but not least I come to the people of EAZA. It was a delight to be able to meet so many people in person at our Annual Conference in Helsinki (Finland). With 887 delegates from 372 institutions and 70 countries, we were very close to beating the record set in 2022 in Albufeira! Plenaries



Over 100 delegates joined the EAZA Communicators' Network meeting in Helsinki © Annika Sorjonen

were livestreamed and are available to (re)watch on the [EAZAvideo](#) channel on YouTube. We awarded EAZA Lifetime Achievement Awards to Guna Vitola (Riga Zoo, Latvia) and Lorenzo von Fersen (Nuremberg Zoo, Germany).

The Annual Conference numbers and Lifetime Achievement Award winners represent a small slice of the dedication, expertise, and enthusiasm of people throughout our community, without whom we would not be able to achieve the vast amount of work shared in this Annual Report. I extend my heartfelt thanks to everyone who engages with EAZA and our activities; from attending an event or completing a survey request, to running an EEP or chairing a Committee, to the whole host of other activities too numerous to mention here. I would also be remiss if I did not make special mention of the amazing team in the EAZA Executive Office who I feel immensely privileged and proud to work with.

3 COMMUNICATIONS COMMITTEE

EAZA has an ambitious vision and mission, and its Members carry out remarkable amounts of hard work – in animal care and welfare, conservation, education, research, and other fields. The main task of the EAZA Communications Committee (CC) is to set up frameworks that help communicate these efforts and achievements to the membership as well as to a wide range of external stakeholders. This also remained the focus of the Committee throughout 2023.



SANNA HELLSTRÖM
HELSINKI ZOO, HELSINKI,
FINLAND, CHAIR

EAZA COMMUNICATIONS GUIDELINES

One of the aims of the EAZA Strategic Plan 2021–2025 is to strengthen our communication of the values and work of accredited zoos and aquariums, both internally and externally. As a key step towards achieving this aim, the CC and the EAZA Executive Office (EEO) continued the work started in 2022 and finalised [the EAZA Communications Guidelines](#). They were approved by Council in September and are available to all on the Documents page of the EAZA website.

Dedicated to anyone responsible for their institution's advocacy and outreach activities (communications, PR, marketing staff and educators, but also CEOs and directors), the Guidelines provide insights on how to improve the understanding of what the EAZA community stands for in all the domains of our work. They encourage Members to promote the work of good zoos and aquariums and talk about their place within this like-minded community by celebrating collaborations and successes. This will help to improve the public's perception of EAZA zoos and aquariums and increase the trust of the public and of their key stakeholders.



Claudia Haase (Leipzig Zoo, Germany) introducing the Vietnamazing Campaign at the Communicators' Network meeting
© Annika Sorjonen

The Communications Committee encourages every member of staff responsible for communications activities to read these new Communications Guidelines so we can better align the messages and language of our communication while leaving enough room for our local differences and specificities.

EAZA COMMUNICATORS' NETWORK

The EAZA Communicators' Network (CN), established in 2021, continued to grow in 2023. Bringing together communications professionals from across the EAZA region to share knowledge, discuss topics of common interest and look for synergies and joint projects, it included 290 staff members from 161 EAZA institutions, at the end of the year. The Network held three meetings this year to discuss topics in line with the Communications Guidelines goals.

In May, we discussed online *"how to set the right tone and language to talk about our work?"*. With 38 attendees, we talked about zoo-related phrases that have been evolving in recent years, such as 'human care' replacing the word 'captive' but also various other examples that may work differently in different cultures and that are frequently used in the daily practice of zoo and aquarium communicators. Some of these terms were included in the Annex of the Guidelines.

In September, the in-person meeting, held during the EAZA Annual Conference, attracted so many delegates (over 100) that we had to find a bigger room on the spot. The question *"how to get your point across when facing anti-zoo organisations or media?"* was discussed with the help of three practical examples. Anna Böhm, Head of Communications at Nuremberg Zoo (Germany), talked about their transparent approach to introduce gorilla castration. Andy Hall, Communications and Public Affairs Manager at the British and Irish Association of Zoos and Aquariums (BIAZA, UK), described their proactive strategy to promote the importance of elephants in zoos. Finally, Cécile Erny, Executive Director of the Association of French Zoological Parks (AFdPZ, France) and Martin Böye Scientific Director at Planète Sauvage (France) explained how they lobby for and get their points across about cetaceans in French zoos and aquariums. An interesting discussion then followed between the speakers and attendees. The meeting concluded by the launch of the EAZA CN Facebook group allowing networking and information exchange between the group members all year long. At the end of 2023, 117 had joined the group.

In November, we dove online into *"population management tools and how we can communicate about them"*. Elmar Fienieg, Manager of the EAZA Population Management Centre (the Netherlands), explained what population management is and briefly presented its various tools: breeding, same sex group, contraception, castration, breed

and cull, etc. Arne Lawrenz, Veterinarian and Director of Wuppertal Zoo (Germany), talked in more detail about culling as a population management tool and why it is the preferred option for some species. Anna Böhm presented how Nuremberg Zoo started to prepare a communication plan to talk about management euthanasia for non-human primate species. The 86 participants brainstormed in breakout rooms about how they would talk to a journalist asking about culling and then shared their thoughts with the whole group.

The CN is also a place to build joint communication actions for bigger impact and wider reach. E.g. on 11 October 2023, the IUCN Species Survival Commission launched their [Position Statement on the Role of Botanic Gardens, Aquariums and Zoos in Species Conservation](#), recognising the extent and importance of the contribution of zoos and aquariums in the conservation of animals, fungi and plants. It is an excellent tool for us, communicators, who are often asked to provide evidence of such contribution. This was also an excellent opportunity for each EAZA Member to remind their audiences about the incredible collaborative conservation work they do. The EEO informed the Network in advance about this opportunity and provided [additional examples](#) of joint efforts from the EAZA community that they could also use in their communications.

You can find the recordings of all these meetings on the CC page on the EAZA Member Area.

You are involved in communications activities at an EAZA Member organisation and would like to join the EAZA Communicators' Network?

Scan the code below!





Discussing communication strategies at the EAZA Annual Conference © EAZA

COMMUNICATIONS PLENARY

In 2023, the EAZA Annual Conference was hosted by Helsinki Zoo, and we were delighted to welcome 887 delegates from 372 institutions and 70 countries in Helsinki (Finland). As Chair of this Committee, it was unimaginable to not highlight the importance of a good communication strategy for zoos and aquariums. To encourage the attendance of communicators, we made sure the programme had a strong focus on communication. In addition to the brilliant CN meeting, we organised a Communications Plenary that was livestreamed on Facebook. Keynote speaker Sallamaari Muhonen – expert in public affairs and digital communication – stressed the need for zoos and aquariums to switch from reactive to proactive communications. She also discussed with former WAZA Communication Manager Gavrielle Kirk-Cohen (now Species360), EAZA Director of Advocacy and Communication Tomasz Rusek and Helsinki Zoo Communications Specialist Lotta Kivalo how this will help EAZA Members to be prepared in the event of a crisis. You can (re)watch the plenary on the [EAZA Youtube channel](#).

COMMUNICATIONS COMMITTEE MEETINGS

Outside the CN meetings, the CC also met three times during the year.

In July, we met online to finalise the Communications Guidelines, discuss our Committee's Terms of Reference that were due for a review in 2023. No major changes were made but a line was added to make it official that "a liaison from the Conservation Education Committee (CEC) holds a voting seat on the CC" and to strengthen our collaborative work with them. This also resulted in a call for a Committee Vice Chair during the CN October meeting. The successful candidate will be appointed in January 2024.

In October, we met in person in Helsinki. Antonieta Costa (Lisbon Zoo, Portugal) and Tomislav Krizmanić (Zagreb Zoo, Croatia) joined us to explain the CEC needs in terms of potential collaborations with the CC. We also discussed the next objectives to tackle on our action plan for 2021-2025. We ended the year with a final online meeting in December to review Vice Chair applications and determine the priority topics for 2024. Next year, we look forward to continuing the discussions on population management tools, to diving deep in the EAZA accreditation processes and what it means to be an EAZA Member as well as to working together on reaching better the generation Z.

4. CONSERVATION COMMITTEE



ERIC BAIARRÃO RUIVO
BEAUVAL ZOO, ST AIGNAN,
FRANCE, CHAIR

The EAZA Conservation Committee aims at:

- Promoting and encouraging an increase in (field) conservation activities and support by EAZA Members
- Encouraging, facilitating, coordinating, and supporting EAZA-organised conservation activities
- Supporting and evaluating EAZA Members in meeting the EAZA Field Conservation Standards
- Facilitating the link between EAZA, its Members and other conservation organisations and field conservationists to increase conservation impact and activity
- Communicating the good conservation work that EAZA and its Members do both internally and externally

During the year 2023, several meetings were held online and two in-person, allowing to progress with a number of topics outlined in the EAZA Strategy 2021-2025.

Roland Wirth (ZGAP, Germany) retired from the Committee after more than 20 years of membership. New members Andrea Dempsey (Heidelberg Zoo, Germany) and Arne Schulze (ZGAP) joined the Committee. Mikkel Stelvig briefly joined the Committee but had to step down after leaving Copenhagen Zoo (Denmark) the same year. We thank all leaving Committee members for their commitment and welcome the new ones.

CONSERVATION CAMPAIGNS – EAZA21+

The internal EAZA21+ campaign (2021-2023) officially closed at the EAZA Annual Conference in Helsinki (Finland). Over the two years, nine online workshops and ten in-person events were organised to discuss the campaign's themes, together with other activities run by Members. During the autumn 2023, an online survey was launched to collect feedback, and most of the respondents reported that EAZA21+ helped them increase their knowledge, confidence, and skills in the addressed topics.

The post-campaign EAZA21+ toolkits will be available online in 2024 (www.eaza.net/eaza21plus/toolkit). They were designed and will be updated to offer support at various levels, from providing information on the Global Biodiversity Framework (GBF, signed only in December 2022) and sharing inspiring content from the EAZA community, to offering guidance and recommendations for supporting countries in implementing the GBF and joining the bigger international dialogue.

The long-term campaign's aspiration is for EAZA and its Members to be valuable and indispensable partners in the

"bigger picture", with EAZA earning trust as a stakeholder in conservation policy.

CONSERVATION CAMPAIGNS – VIETNAMAZING

The EAZA Conservation Campaign (2024-2025) was presented after the closing of EAZA21+: Vietnamazing (<https://vietnamazing.eu>) focusses on Vietnam's unique habitats and their threatened biodiversity. It aims to integrate the "One Plan Approach to Species Conservation", the holistic conservation approach introduced by the IUCN Species Survival Commission (SSC) Conservation Planning Specialist Group by increasing the collaborative work for Vietnam within the EAZA community and with conservationists and experts from Vietnam and beyond. Truong Q. Nguyen (Vice Director of the Institute of Ecology and Biological Resources of the Vietnamese Academy of Science and Technology) and Minh D. Le (Central Institute for Natural Resources and Environmental Studies and Vietnam National University) are therefore key members of the campaign team.

The campaign goals are:

1. highlight the uniqueness of Vietnam as a biodiversity hotspot
2. implement the One Plan Approach for species conservation
3. build bridges between the EAZA community and Vietnamese and international conservation and research partners
4. fulfil the objectives of pre-selected flagship projects
5. provide financial and technical support and create long-term partnerships to advance conservation efforts for selected highly threatened species and their habitats
6. strengthen *ex situ* conservation efforts for highly threatened species at EAZA institutions and beyond

EAZA CONSERVATION FORUM

The 2024 edition of the Forum will be hosted by Ostrava Zoo (Czechia) from 4-7 June 2024. Zoos, aquariums as well as the field conservation community will provide content for the programme – with a specific focus on how to best deliver conservation activities of high quality and positive impact, no matter the scale.

EAZA FIELD CONSERVATION STANDARDS

After the new Field Conservation Standards were approved in 2022, the Committee started working on collecting and developing guidance material to share among the membership. Each of the Field Conservation Standards are accompanied with interpretation guidance and how this can be audited, and this will be expanded over time.

EAZA CONSERVATION DATABASE

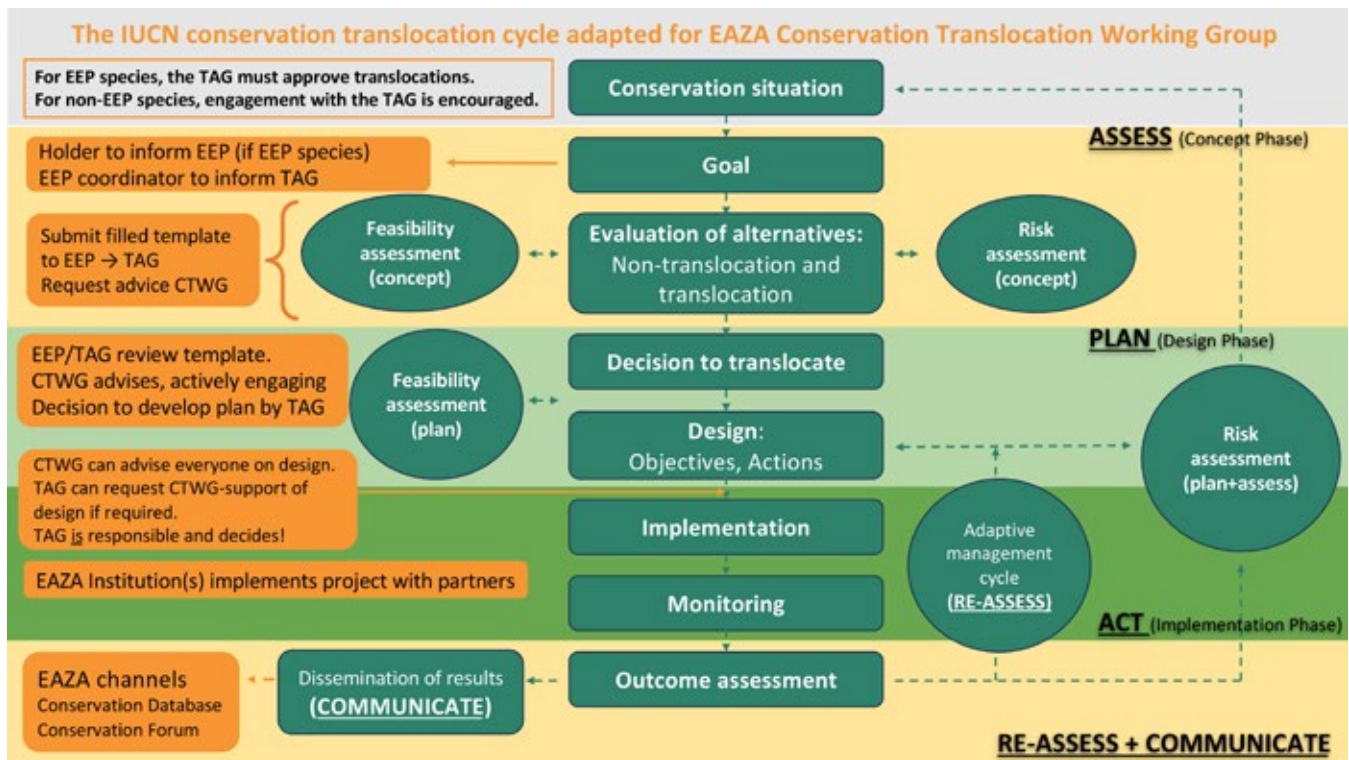
The entry of conservation activities by EAZA Members into the EAZA Conservation Database (ECD) continued in 2023 and is now obligatory for all Full, Temporary and Associate (zoos and aquarium) Members. The information gathered is a resource for the community itself and for the Association. On the EAZA public website, conservation activities of our Members are highlighted monthly as Conservation Database Snapshots as well as through the [EAZA Conservation Map](#). The information gathered so far was used by EAZA Taxon Advisory Groups (TAGs), individual Members and the Executive Office in publications, (responses to) press releases, presentations, and articles.

CONSERVATION TRANSLOCATION GROUP

The Conservation Translocation Working Group (CTWG) is made of a multitaxon and -disciplinary team of twenty members from eight different countries. The team has developed flowcharts and templates as resources for EAZA Ex situ Programmes (EEPs) and TAGs to align their conservation translocation species programmes with the IUCN/SSC Guidelines for Reintroductions and Other Conservation Translocations. Members of the group have been identified to assist EEP Coordinators and TAG Chairs to support the development of projects. The resources documents and plans for the Working Group were presented during different sessions to the participants of the EAZA Annual Conference.



Launching Vietnamazing at the EAZA Annual Conference © EAZA



IMPORTED DEFORESTATION AND SUSTAINABLE AGRICULTURE WORKING GROUP

To accompany the EAZA Guidelines on Meat and Soya, Timber and Palm Oil, a number of infographics summarising the most important actions for Members to take, were produced this year and are available on the [Documents section](#) of the EAZA website. The Imported Deforestation And Sustainable Agriculture Working Group is still working on guidance on coconut oil.

From September onwards, the group changed from being a Working Group to an Advisory Group and will be available for input when relevant or requested.

WILDLIFE TRADE WORKING GROUP

The Wildlife Trade Working Group was mainly inactive through 2023 as discussions continued about its remit, also in context of potential contributions to the expected implementation of a reviewed animal acquisition and disposition policy undertaken by the EEP Committee.

FUTURE WORK

Looking ahead, the Conservation Committee will advance on the objectives that are included in the EAZA Strategy for 2021–2025. Among the continued work on the implementation of the Field Conservation Standards, one of the important focuses for 2024 will be for the European Species Taskforce, a subgroup of this Committee, to quantify and report on European species conservation initiatives and their impact across the EAZA membership to help strengthen our position as a stakeholder for European species conservation.



EAZA GUIDELINES PALM OIL, MEAT & SOYA AND TIMBER

EU largest single destination for crops and livestock products



Majority of European tropical timber import from Asia and Africa is uncertified

EU responsible for 36% of deforestation through internationally traded agricultural commodities

EU CONSUMPTION IS IMPACTING ON TROPICAL DEFORESTATION



CHECK OUT THE GUIDELINES AVAILABLE FOR EAZA MEMBERS TO HELP LIMIT THE DEVASTATING IMPACT

[WWW.EAZA.NET/ABOUT US/DOCUMENTS](http://WWW.EAZA.NET/ABOUT_US/DOCUMENTS)

EAZA CONSERVATION DATABASE

The EAZA Conservation Database is an online tool to facilitate and coordinate cooperation and communication on conservation efforts of our Members within as well as outside of the zoo and aquarium community.

Each month we highlight the database and one of the projects it contains. Here are some latest updates from 2023 of the projects highlighted that year as Conservation Snapshots. For a breakdown of all the projects submitted in 2023, please see the list in the [Annex document](#) or scan the QR code below.



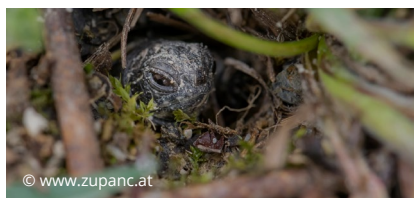
KIMBOZA FOREST GECKO PROJECT

- Four hiking paths for tourists were made in the Kimboza Forest (Tanzania); information boards and signs were created and local people were trained as guides for tourists
- The “Forest restoration group” built a tree nursery and planted 1,800 endemic and other native trees – including *Pandanus rabaiensis* palm, the only tree on which the gecko *Lygodactylus williamsi* can reproduce
- The species was selected by the “zoo animal of the year” campaign in Germany for 2024



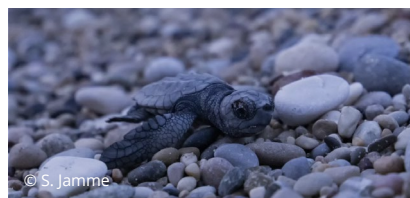
ANGKOR CENTRE FOR CONSERVATION OF BIODIVERSITY

- The rewilding programme of the Angkor Centre for Conservation of Biodiversity (ACCB, Cambodia) released the first 100 captive-bred elongated tortoises from the EEP
- The released female pileated gibbon was observed having offspring
- A release programme for the Amboina box turtle is being developed with a planned start date in 2024 or 2025
- White-shouldered ibis, one of the most endangered bird species, have had offspring at the ACCB



EUROPEAN POND TURTLE IN AUSTRIA

- 231 clutches of the European pond turtle could be protected with sturdy metal grids in 2023
- In 77 of them, the hatchlings already left the nest in autumn, the rest will overwinter underground
- In September 2023, 40 specimens were evacuated from a pond in Donau-Auen National Park that needed to be restored during winter time, and overwintered at Vienna Zoo. They will return to the pond in March of 2024



OBSTORTUEMED

- The 2023 summer was exceptional due to an unprecedented detection of 14 nests of Loggerhead sea turtles on the French Mediterranean coast
- The gained field experience allowed to fine tune turtle detection and monitoring strategies
- Updated protection, mitigation and communication measures are ready for 2024



MANTA CATALOG AZORES

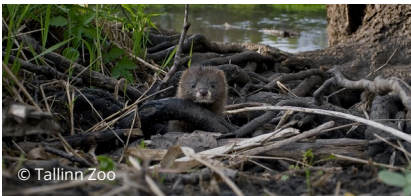


SNAPSHOTS 2023

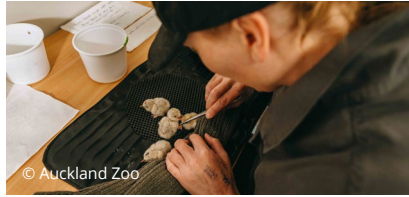


PROTECTION OF WOLF AND LYNX IN POLAND

- The Association for Nature "Wolf" rescued four wolves. Unfortunately, only two males could be rehabilitated and released. They were equipped with GPS telemetric collars for monitoring
- The comic book "Wolves. True stories" was published and translated into German, Italian, French, Spanish, Slovak, Czech and Chinese. The German version was nominated for the Book of the Year for Children prize, category non-fiction
- Scientific research and activities aimed at counteracting the legalization of wolves shooting continued



EUROPEAN MINKS IN ESTONIA



NEW ZEALAND BIRD CONSERVATION

- In addition to the Kākāpō Recovery project, Auckland Zoo also works for the conservation of the tara iti or New Zealand fairy tern. In 2023:
- Four healthy chicks hatched at the zoo, were hand-reared by their bird keepers and successfully released to the wild
 - It is the fourth year of Auckland Zoo's hand-rearing trial with the Department of Conservation
 - The project's ambitious goal is to boost numbers of tara iti in the wild as fewer than 40 of these native birds survive today

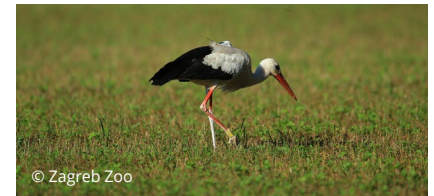


WHITE CLAWED CRAYFISH HATCHERY



ARCTIC FOX PROJECT IN SLOTTSSKOGEN

- The latest inventory in Sweden showed a decreased number of born litters - a response to lower number of lemmings and other rodents
- The authorities stated that the Arctic fox still needs conservation measures
- Slottsskogen Zoo continues to communicate about the species and has recently created a digital quiz for their visitors



SOS STORK HRVATSKA



To read more about the projects, please visit the [Snapshot Archive](#) on the EAZA website

5 CONSERVATION EDUCATION COMMITTEE



ANTONIETA COSTA
LISBON ZOO, LISBON,
PORTUGAL, CHAIR

The 2023 edition of the EAZA Conservation Education Conference (ECEC) was hosted by Wrocław Zoo (Poland) from 13 to 17 March. Virtual meetings continued to be important for the EAZA Conservation Education Committee (CEC). Two formal hybrid meetings were held, in March during the ECEC and in October during the EAZA Annual Conference. Informal online working meetings were also held throughout the year.

EAZA STRATEGY 2021–2025 AND CONSERVATION EDUCATION STANDARDS

The Committee's work continued to focus on strategic objectives from the EAZA Strategy and empowering EAZA Members to meet the EAZA Conservation Education Standards (CES). The CEC developed some very ambitious targets in the early stages of the COVID-19 pandemic without a full appreciation of the longer-term impact this would have on the EAZA community. This means that progress towards the strategic goals has been slower than planned but some important tasks were still completed during 2023.

The most significant task for the CEC was proposing an update to the 2016 CES following the publication of the World Zoo and Aquarium Conservation Education Strategy (WZACES) at the end of 2022. The Committee has proposed some changes that will bring its Standards into alignment with the WZACES recommendations and promote a unified approach to assessing and improving conservation education provision in the EAZA membership. The revised Standards were presented and approved at the Annual General Meeting in 2023.

Other achievements in 2023 were the delivery of an in-person EAZA Academy course on 'Exploring Digital Tools for Educators' during the ECEC; the integration of the outputs from the ECEC workshops into the existing action plan; supporting the EAZA21+ Campaign education webinar in July as well as bursaries awarded to support attendance of EAZA educators at the World Environmental Education Congress (WEEC) and International Zoo Educators (IZE).

CONSERVATION EDUCATION AT EVENTS

The CEC made progress towards its goal to increase conservation education representation to both internal and external audiences in 2023. The 2023 EAZA Conservation Education Conference was attended by 155 delegates from 35 countries. This was the first opportunity for educators from across Europe, Western Asia and beyond to meet in person since 2019. The conference's theme was *Conservation education of the future: from ideas to measurable outcomes* and the many plenaries and workshops allowed delegates to explore future directions for activity.



Participants of EAZA Conservation Education Conference 2023 © Wrocław Zoo



EAZA Member organisations were well represented at the IZE Conference 2023 © Kanako Tomisawa, IZE

EAZA Members attended and presented at the IZE 2023 Conference in October at Wellington Zoo (New Zealand). Several also had their abstracts approved for the WEEC held in Abu Dhabi (UAE) in January 2024. The CEC was also represented by the Chair with presentations at the EAZA Directors' Days at Bergen Aquarium (Norway) in April and the EAZA Conservation Forum in Zagreb Zoo (Croatia) in May. In October, the Committee Vice Chair gave a lecture and a short workshop at the Polish Zoos and Aquariums meeting, hosted by Łódź Zoo (Poland), about the main principles of exhibit design and the importance of integrating education into exhibit design. On invitation by the Association of Zoos of Ukraine, the Vice Chair ran the online workshop 'Exhibit Design – Basic Approach and designing process' for the employees of several Ukrainian zoos in November. The CEC is actively developing a future strategy to enhance collaboration with the EAZA Communication Committee, aiming for a more cohesive working relationship among educators and communicators.

EAZA CONSERVATION EDUCATION FACEBOOK GROUP

The EAZA Conservation Education Facebook group continued to be a valuable tool for the Committee and the wider conservation education community in 2023. The membership of the group expanded from 4,430 at the end of 2022 to 4,600 by the end of 2023, and the group received a total of 425 posts through the year, sharing information about events and research, celebrating successes and seeking support.

CHANGES TO THE COMMITTEE

Animal programme liaison Steve Nash (Paignton Zoo, UK) stepped down from this role and was replaced by CEC member Klaas Jan Leinenga (Beekse Bergen, the Netherlands). CEC member Nikki Mallot (Knowsley Safari, UK) stepped down. In December 2023, the Committee launched a recruitment process to find a new member from the same basket region. The long-staying EAZA Executive Office liaison to the Committee Laura Myers left her job as EAZA Academy Manager and we welcomed her replacement Carolina Collinge. We thank Laura for her work all these years.

6 EEP COMMITTEE



KIRSTEN PULLEN
PAIGNTON ZOO, PAIGNTON,
UNITED KINGDOM, CHAIR

The EEP Committee, with support of the EEO, made further progress on a variety of topics as included in the EAZA Strategic Plan 2021-2025. The Committee met four times in 2023 and our key achievements of the year are presented in this report. We said goodbye and thank you to Committee member María Teresa Abelló (Barcelona Zoo, Spain) who stepped down due to her retirement. Miguel Casares (Bioparc Valencia, Spain) was elected to replace her.

TAG AND POPULATION MANAGEMENT PROGRAMME STRUCTURE

One of the main ongoing tasks of the EEP Committee is overseeing the TAGs and population management structure of EAZA on behalf of EAZA Council. There were 42 TAGs in 2023. The Committee is pleased to have managed continuous progress with the implementation of the new population management structure that puts the *needs of the population at the core* and leaves the *'one size fits all'* approach previously implemented (see the Population Management Manual, PMM, in the Documents section of our public website for all the relevant working procedures and policies).

Further six Regional Collection Plans (RCPs) under the new structure were published for the Galliformes TAG, Reptile TAG – Sauria, Amphibian TAG – Dendrobates, Marine Teleost TAG, Charadriiformes TAG and Felid TAG. The Small mammal TAG – Xenarthra (pangolins) as well as moles, tenrecs, shrews, armadillos, hyraxes and bats, Parrot TAG, Ciconiiformes and Phoenicopteriformes TAG, Reptile TAG – Snakes, Gruiformes TAG, and Toucan and Turaco TAG all had a successful RCP workshop and the RCP reports are in different stages of development. Consequently, 83 new-style EEPs were approved in 2023 and five programmes were discontinued. In total, the EEP Committee reviewed 168

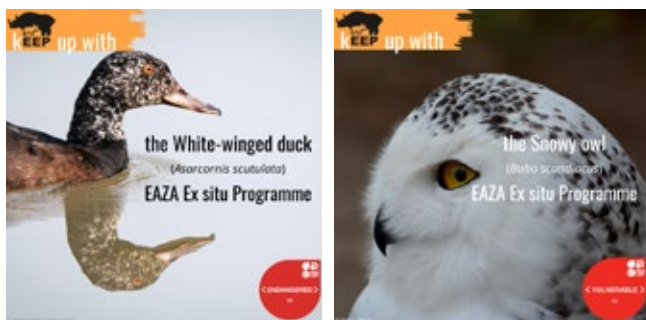
changes to TAGs/EEPs/European Studbooks (ESBs) in 2023, in comparison with 71 changes in 2022. This has been an incredibly busy year. By 31 December 2023, there were in total 313 EEPs (new-style) and 82 EEPs (old-style) and 79 ESBs.

In parallel, the EEO and relevant TAGs started working on the preparations of the last RCPs scheduled in 2024.

A further 73 non-EAZA EEP participation requests were reviewed, and the number of non-EAZA facilities officially involved has increased to 294 (including EAZA Temporary Members). Some non-EAZA EEP proposals required an extensive discussion to evaluate the needs for the EEP population and the reputation of EAZA as an organisation as well as a review of the available population management tools and their implementation (e.g. culling).

The EEP Committee received only one EEP complaint in 2023, resulting in strong letters from the EEP Committee for the parties involved. All remaining cases were solved after discussion among the parties.

Long-term Management Plans (LTMPs) were finalised in 2023 for 45 EEPs and many more programmes were supported in different ways by the EAZA Population Management Centre (PMC). The total number of EEPs with an LTMP now stands at 144.



The monthly series “kEEP up with” has been launched on EAZA social media to raise awareness of EEPs and of the EEP pages © EAZA

By the end of 2023, there were 560 EAZA Studbooks in Zoological Information Management System (ZIMS). No software enhancements were made.

A workshop was held in March to review the Institutional Collection Planning (ICP) Guidelines as available in the PMM, and the future ambitions regarding the ICPs and consequent implementation of the RCPs.

Another 26 EEP pages, consisting of public and Member-only parts, were published on the EAZA website bringing the total to 89 EEP pages. These pages provide background on the respective EEP (roles, goals, actions), and further developments within the programme.

The EEP Committee continued the evaluation of the TAGs as part of the second round of TAG evaluations (2021). Thirteen TAGs completed their evaluation so far, another four are in progress. The new procedure includes a discussion with the respective (Vice) Chairs to review the results and best ways forward.

Thirteen TAG (Vice) Chairs were confirmed into their positions for the coming five years. One TAG Chair position has recently become vacant and will be advertised.

OUR WORKING GROUPS

The EAZA Population Management Advisory Group (EPMAG), chaired by Rebecca Biddle (Twycross Zoo, UK) is building upon the survey results on the needs of EEP Coordinators and is now working with the PMC to trial a

mentor scheme and develop more guidance for new EEP Coordinators. Also, short videos with tips on different soft skills were developed and will be made available on the EAZA Member Area.

The Animal Welfare Working Group (AWWG), chaired by Holly Farmer (Paignton Zoo, UK), supported two EAZA Academy workshops. The Animal Welfare Assessments workshop held at Bioparc Valencia (Spain) in November 2023, with four of the instructors being AWWG members. The Introduction to Animal Welfare course in Palić Zoo (Serbia) was run by three AWWG member. The AWWG organised a plenary at the EAZA Annual Conference in Helsinki (Finland) in collaboration with the Animal Training WG and two other sessions that were attended by over 300 delegates. The plenary saw over 85% of participants rating the session as good or very good in the post-conference survey. The AWWG also continued developing the Animal Welfare Assessments Library on the EAZA website.

The Animal Training Working Group (ATWG), chaired by Annette Pedersen (Copenhagen Zoo, Denmark), produced the Animal Training Best Practice Guidelines (BPG) that are available on the [EAZA website](#) in English, Czech and Spanish. The ATWG members presented during a variety of TAG meetings to show the possibilities that animal training can offer. They held three workshops at the EAZA Annual Conference as well as a plenary in collaboration with the AWWG.



Delegates contributed to the interactive Welfare Plenary at the EAZA Annual Conference © Annika Sorjonen



Best Practice Guidelines can be found on the EAZA website, including the ones for lesser Antillean iguana, Mount Omei liocichla and Coquerel's sifaka published this year © Dan Lay, Jersey Zoo; Joao Marco Rosa; Chester Zoo

The Records Working Group (RWG), chaired by Hannah Jenkins (Species360), focused on establishing and maintaining a recordkeeping communication platform for the EAZA region. The group has continued to grow, with over 60 members joining in 2023, bringing them to 285 members in total. In 2023, the RWG distributed a survey to gain insights into training needs for the community related to ZIMS. The initial analysis of the results are being used to inform the Working Group on areas of focus and how best to structure any training for the community. The RWG is also starting to develop BPGs on certain topics, commencing with how birth date estimates are recorded, which is a specific area of concern for the EPMAG. The RWG has felt an obligation to support the community with post-Brexit changes. In addition to the continued administration of the EAZA-BIAZA Export Health Certificates (EHC) spreadsheet, strategies for further informing Members were debated by the group, including communicating updates on key issues. Group members also participated in the review of new BIAZA guidance on zoo animal transfers between Great Britain and the EU, and continue to cooperate with both BIAZA and EAZA to target areas where communications and further resources may serve the community.

OTHER KEY WORK

One important topic for 2023 was to review the animal acquisition and disposition policy and its implementation. After successful workshops in 2022, the Committee finalised the document and worked on getting the required buy in from the membership. The new policy got approved by Council.

Progress was made on the further advocacy work to have management euthanasia implemented as one of the population management tools available (e.g. thematic session on Management Euthanasia during the EAZA Directors' Days, TAG Chairs/EEP Coordinators meeting at the EAZA Annual Conference).

The EEP Committee is still involved in dealing with the consequences of Brexit, mainly with overcoming gaps between UK legislation and the EU's new Animal Health Law. Although there is some progress, transfers between mainland Europe and the UK are still scarce, affecting the functioning of the EEPs. Challenges impacting the collaborative work on population management are also caused by the war in Ukraine and the consequent energy

crisis. The EEP Committee pro-actively supported the community on population management related topics and stepped up where and when needed.

The EAZA Standards for Accommodation and Care as reviewed by the EEP Committee were approved by Council and need to be approved at the Annual General Meeting in spring 2024.

Five EAZA BPGs were approved for the cinereous vulture, Mount Omei liocichla, crowned and Coquerel's sifakas, lesser Antillean iguana and Lake Oku frog. They are available on the public [EAZA website](#). Another ten BPGs are in the process of being reviewed.

In May 2024, the 5th WAZA Joint TAG Chairs meeting will be hosted by EAZA in Edinburgh (UK). This forum provides a necessary opportunity to ensure familiarity with the work of other associations, identify potentials for pitfalls and prospects for collaboration. A programme was developed and the invitations circulated before the end of the year.

The EEP Committee continued to be supportive towards the Species Conservation Toolkit Initiative (SCTI). EAZA cooperated with the SCTI team throughout the year in follow up of a strategic planning workshop held in December 2019 in Brookfield Zoo (USA). EAZA reviewed its financial support to the initiative and will consider refocusing it, whilst aiming to continue to support its goals.

In addition to the regular EAZA Academy *'Introduction to EAZA Ex situ Management'* course, a special edition focused on the management of fish populations was taught. A new online training on breeding and transfer recommendations was also launched.

SOME FINAL WORDS

A full picture of the hard work of the EAZA TAG is presented in the TAG Annual Reports that are published in addition to this annual report. Special thanks go to the many dedicated colleagues running the TAGs, EEPs, ESBs and Committee's Working Groups. The EEP Committee is grateful for all the work they do for the benefit of the EAZA community at large. As well as to Prague Zoo (Czechia) and Mulhouse Zoo (France) for continuing to host the required capacity to build the EAZA PMC (1.6 FTE).

Last, but not least I want to thank the EEO for all the support and competent input they have provided during the past year. Without that support, the EEP Committee would not be able to have achieved what it has during 2023.

The EEP Committee looks forward to finalising the implementation of the first cycle of the new structure in close cooperation with the TAGs, EEPs, ESBs and the EEO in 2024!

7 MEMBERSHIP AND ETHICS COMMITTEE

The members of the EAZA Membership and Ethics Committee (M&E) have continued to provide their excellent insight and knowledge to move the Committee's actions forward during 2023. Having been the M&E Chair since April 2022, I am happy and proud of our achievements and look forward to continuing the work with the Committee members to progress EAZA discussions and documents on vital topics around Standards, accreditation, membership, welfare and ethical issues.



BRICE LEFAUX
MULHOUSE ZOO, MULHOUSE,
FRANCE, CHAIR

The accreditation team was able to screen 32 existing Members, making progress toward the goal of all WAZA Members being screened by the end of 2023, and all existing Members being screened by April 2024. The accreditation team has been focusing on existing Members, this has caused a backup of new Member screenings, with 16 waiting for a screening, and 19 in the application process. Eight of the new Member applicants that have been waiting the longest were screened in the summer.

The Committee held an in-person meeting at Bergen Aquarium (Norway) who hosted EAZA Directors' Days. We discussed membership topics, approved the first draft of the new EAZA Standards for Welfare Accommodation and Management of Animals in Zoos and Aquaria and the updates to the EAZA Membership and Accreditation Manual around reducing the screening cycle from ten to five years. These documents were delivered for discussion and approved by Council in September. They will be up for discussion and approval at the Annual General Meeting in



Accreditation visit at Munich Zoo © Borja Reh



Accreditation visit at Augsburg Zoo © Borja Reh

April 2024. The Committee also held an in-person meeting at the EAZA Annual Conference where membership issues, welfare assessments, and some more complex complaint and ethical issues were discussed.

At various points through the year, the M&E was also involved in and provided support for the Executive Committee on membership and ethics related topics and decisions. The Committee was proud that EAZA was one of the first programmes recognised as an approved WAZA Welfare Evaluation Programme as part of the WAZA Welfare Goal. Thank you to the EEO Accreditation Team for their work in the rigorous evaluation process to achieve this recognition.

In 2023, EAZA received 20 applications for membership: 14 for Full Membership, 3 for Associate Membership, 1 for the Candidate for Membership programme, and 2 from Candidate for Memberships to be upgraded to Full Member. Due to prioritisation of existing Members, only seven applicants for Full Membership were screened: five fully new applicants and two Candidates for Membership. In addition to the 32 existing Member accreditation screenings carried out, there were also one Temporary Under Construction to Full Member and one Temporary to Full Member rescreenings.

The M&E Committee sends warm thanks to the EEO for their continued professionalism and enthusiasm in helping to keep the business of the Committee on track.

	1/1/2023	+/-	31/12/2023
Full Members	311	-3	308
Temporary Members	12	+8	20
Associate Members	37	-1	36
Candidates for Membership	24	-4	20
Corporate Members	55	-2	53
Honorary Members	7	=	7
Total Members	446	-2	444

8

NATIONAL ASSOCIATIONS COMMITTEE



VOLKER HOMES
ASSOCIATION OF GERMAN-
SPEAKING ZOOLOGICAL
GARDENS (VDZ), BERLIN,
GERMANY, CHAIR

The EAZA National Associations Committee (NAC) members were delighted to meet twice in-person in 2023, in April in Bergen (Norway) and in September in Helsinki (Finland). All members were in continuous contacts by email, when needed. I would like to specially thank Wineke Schoo (Dutch Zoo Association, NVD, the Netherlands) for supporting the work in NAC as the Vice Chair, and Tomasz Rusek (EAZA Director of Advocacy and Communications) for being our liaison to the EAZA Executive Office.

NAC WORKSHOP IN BERGEN

The “stronger together” philosophy starts with “stronger at home”. NAC members decided to hold a workshop about maximising our impact in influencing of policy and legislation. The success of our mission as progressive zoos and aquariums depends on good policy and legislation that supports our role and does not hinder us in our conservation impact. Therefore, increasing our capacity for lobbying and policy influencing is one of the goals of the NAC action plan 2021-2025. This is especially important ahead of the EU elections in June 2024, when a new EU Parliament will be elected in all 27 Member States of the European Union.

The workshop confirmed that there is increasing synergy in policy work between EAZA and the national level, conducted by the National Associations that are Members of EAZA and by Council members of countries without a National Association. The workshop gave us practical ideas and tips for our external policy relations. NAC members had a closer look at our connections with national governments and parliaments, Members of the European Parliament and relevant partner organisations. In addition, the workshop participants provided tips for engaging with these officials. NAC members compared experiences and discussed what they can learn from each other’s and from case studies.

An important conclusion was that there is also a crucial role for individual zoos and aquariums – and EAZA and NAC members can and should guide the colleagues in our community to play and increase our roles in contacts with policymakers. Often that role mainly consists in communicating about the good work of modern zoos and aquariums, for which the EAZA Communication Guidelines offer helpful guidance. These Guidelines were created by the EAZA Communications Committee and adopted in September 2023.

EAZA POSITIONS AND LEGISLATIVE PROCESSES

The NAC under the guidance of Tomasz Rusek reviewed selected EU animal welfare legislations. The NAC provided input focused on the welfare of feed animals, such as day-old chicks that are important food for many zoo animals. Some countries like Germany banned the killing of day-old chicks, so that this food is now imported from other countries. The discussion on banning the killing of these chicks in the entire EU is currently continued. An additional topic was the welfare of animals in transport with the focus on hooved livestock. This may impact zoos, if relevant exceptions for zoos are missing. EAZA together with other organisations mainly from private holders of wildlife got on board on the discussion to amend EU legislation on energy efficiency of light sources that are important for UV lights and basking spots for animals, mainly for reptiles. The NAC is represented in EAZA’s CITES subgroup, led by the EAZA Executive Committee, and provided input into EAZA’s position on positive lists and on an EU equivalent of the US Lacey Act. We seek for a positive conservation impact, without diminishing the role of zoos and aquariums in holding and reproducing endangered species that have diverse conservation roles.

EAZA CAMPAIGN 21+ ENDED SUCCESSFULLY

The two-year EAZA-internal campaign EAZA21+ ended with helpful conclusions and guidance for aligning our work with the international biodiversity frameworks. All NAC members can play an important role in aligning zoo work with National Biodiversity Strategies and Action Plans. It was a recurring topic in NAC meetings. The national biodiversity strategies are completing the UN Global Programme Framework that is meant to conserve habitats, species and genetic diversity on earth. Thus, zoos and aquariums can play an important role as stakeholder for conservation in the national biodiversity strategies of each country.



Simon Brunslund (Copenhagen Zoo, Denmark) thanked, on behalf of the EAZA21+ Campaign team, the 400+ campaign participants at the EAZA Annual Conference © Annika Sorjonen

ADDITIONAL TOPICS FOR THE NAC

Together with EAZA, the NAC welcomed the [IUCN Position Statement](#) on the role of zoos, aquariums and botanic gardens in conservation that was published in October 2023. The Statement demonstrates how much input and impact our community already has on global conservation work, and shows areas where we need to continue strengthening our efforts. Ideally this IUCN Position is reflected by each EAZA Member as well as by other conservation partners.

NAC members continued discussing solutions to post-Brexit challenges to exchange animals across the UK-EU border. These exchanges of animals were drastically reduced since Brexit, however, they are crucial especially for the hundreds of EEPs. Thanks to efforts by BIAZA and EAZA, supported by

the NAC and other Members, the number of transfers was able to double in 2023 compared to 2022, but still being much lower than before the Brexit.

The Zoo Science Library (www.zoosciencelibrary.org/en) was launched on World Wildlife Day on 3 March 2023, as a partnership between EAZA and VdZ. Many NAC members immediately began mobilising entries about papers produced by zoos and aquariums in their countries. NAC members also used the launch as an opportunity to talk about their community's contribution to science, including on welfare, conservation and education.



Overcoming the impacts of Brexit: a successful transfer of Malaysian giant turtles occurred between Bristol Zoo Project (UK) and Nordens Ark (Sweden) in March 2023, a crucial step for the EEP © Nordens Ark

9 RESEARCH COMMITTEE



ZJEF PEREBOOM
ANTWERP ZOO / PLANCKENDAEL
ZOO, ANTWERP, BELGIUM, CHAIR

The purpose of the EAZA Research Committee is i) to help further develop appropriate and excellent research and training within the European zoo and aquarium community and among its many partners, as well as ii) to encourage and support all EAZA Members to adopt a scientific approach to zoo management and participate in worthwhile and ethical research. As such, the roles of the Committee are to assist zoos and aquariums in establishing an infrastructure for research activities, help to guide research and set research priorities. At the same time, we aim to establish and support networks of researchers in zoos, aquariums, universities, museums, and wildlife researchers, and make resources, guidelines, and other science-related documentation available to EAZA Members.

In 2023, the Committee organised two meetings: in Münster Zoo (Germany) in April and during the EAZA Annual Conference in September. Given the challenges (i.e. limited travel budgets and teaching responsibilities) of having enough Committee members attending our meetings in person, we agreed for the time being to have our mid-year meetings online and in-person meetings at the Annual Conference.

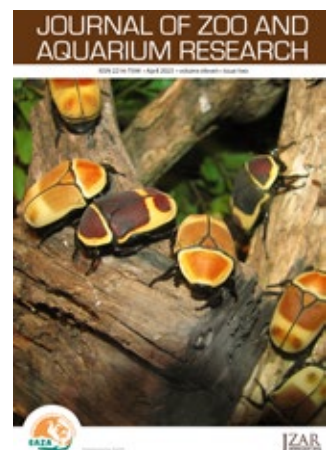
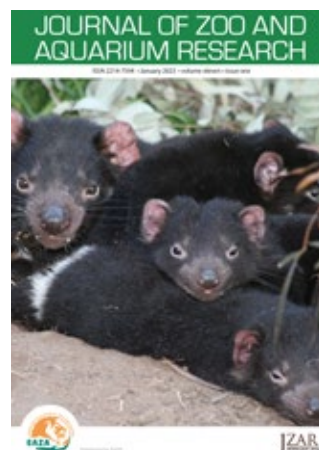
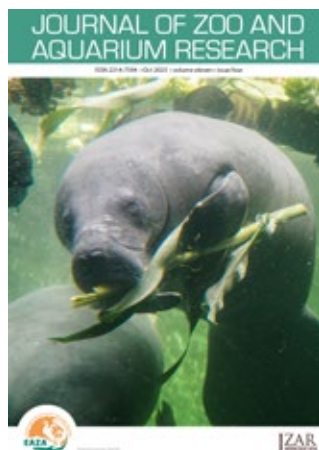
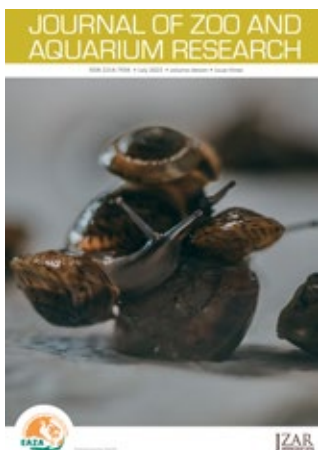
During the Conference, the Research Committee organised a very successful and well attended session to draw attention to the new Research Standards and discuss the importance and relevance of evidence-based science in zoos and aquariums.

In September, the Research Committee and the Leibniz Institute for Zoo and Wildlife Research (IZW, Germany), co-organised the annual Wildlife Research and Conservation Conference in Berlin. At the EAZA symposium on Population Sustainability, we highlighted the science underpinning the management of small populations and showcased some of the scientific approaches aimed at addressing population viability and sustainability challenges.

In close collaboration with the Association of German-speaking Zoological Gardens (VdZ), the Research Committee further expanded the online repository of scientific publications, the 'Zoo Science Library' (www.ZooScienceLibrary.org). In December, an additional 800 publications originating from 2019, 2020, and 2023 were included. We are looking for volunteers to help enter historical data in the library.

A subgroup of the Committee started working on updating the EAZA Research Strategy. Considerable parts of the strategy's content are still relevant but the document by now has quite a lot of outdated information. We expect the new edition to be finalised in 2024.

Paul Rose (University of Exeter and Wildfowl and Wetlands Trust, UK) took over as the successor of Kirsten Pullen (formerly Paignton Zoo, UK) in her role as liaison to the BIAZA Research Committee, and a co-opted member of the Research Committee.





The European Zoo Nutrition Conference 2023 was well attended at Riga Zoo © Jānis Pešiks, Lelde Biteniece

JOURNAL OF ZOO AND AQUARIUM RESEARCH

The Research Committee continued to work towards the further development of EAZA's open access scientific journal, the Journal of Zoo and Aquarium Research (JZAR). JZAR has been progressing rapidly under the expert guidance of its Managing Editor Vicky Melfi who has over the recent years built a team of dedicated editors and volunteers. The editorial team organised regular meetings to discuss the journal's progress, ongoing developments, and future directions. In 2023, JZAR finally managed to get an Impact Factor, a parameter commonly used to evaluate the relative importance of a journal within its field and to measure the frequency with which the "average article" in a journal has been cited in a particular time period. Our first ever Impact Factor is 1.3, which is similar to the Impact Factor of the journal Zoo Biology.

EAZA NUTRITION GROUP

The EAZA Nutrition Group (ENG) is chaired by Lauren Samet (Marwell Wildlife, UK) and Sarah Byrne (Dublin Zoo, UK). The ENG seeks to improve communication and coordination among all those engaged in research, education, or application of comparative zoo nutrition, and those requiring nutrition information, chiefly within zoological institutions of Europe.

In 2023, the ENG continued the development of nutrition guidelines and protocols, make resources available on the EAZA Website, and provide support and advice to TAGs and EEPs on nutrition related topics.

A key activity of the ENG is the organisation of biennial conferences on zoo animal nutrition that are open to anyone interested in comparative and zoo animal nutrition. In January, the European Zoo Nutrition Conference 2023 was hosted by Riga Zoo (Latvia) and attracted 120 international delegates. On the first day, an EAZA Academy Workshop was run for 77 participants by Sarah Depauw (Odisee, Belgium), Anouk Fens and Marcus Clauss (University of Zürich, Switzerland) focusing on '*Incorporating Behavioural Management into Diet Design and Feeding Systems*'.

The fourth issue of JZAR in 2023 featured a Special Issue on Nutrition based on the conference talks.

BIOBANKING WORKING GROUP

The EAZA Biobanking Working Group (Biobanking WG) is chaired by Christina Hvilsom (Copenhagen Zoo, Denmark) with the full-time support of Anna Mekarska as the Biobank Coordinator at the EAZA Executive Office.

The purpose of the EAZA Biobank is to be a primary resource for genetically supporting population management and conservation research. The Biobank WG oversees the further development of the EAZA Biobank for the European zoo and aquarium community. Given the expanding needs and possibilities for the use of molecular tools in population management, the EAZA Biobank aims to ensure the optimal and long-term storage of high-quality samples and connect researchers to the available samples. The EAZA Biobank consists of four banking hubs that are located in Antwerp

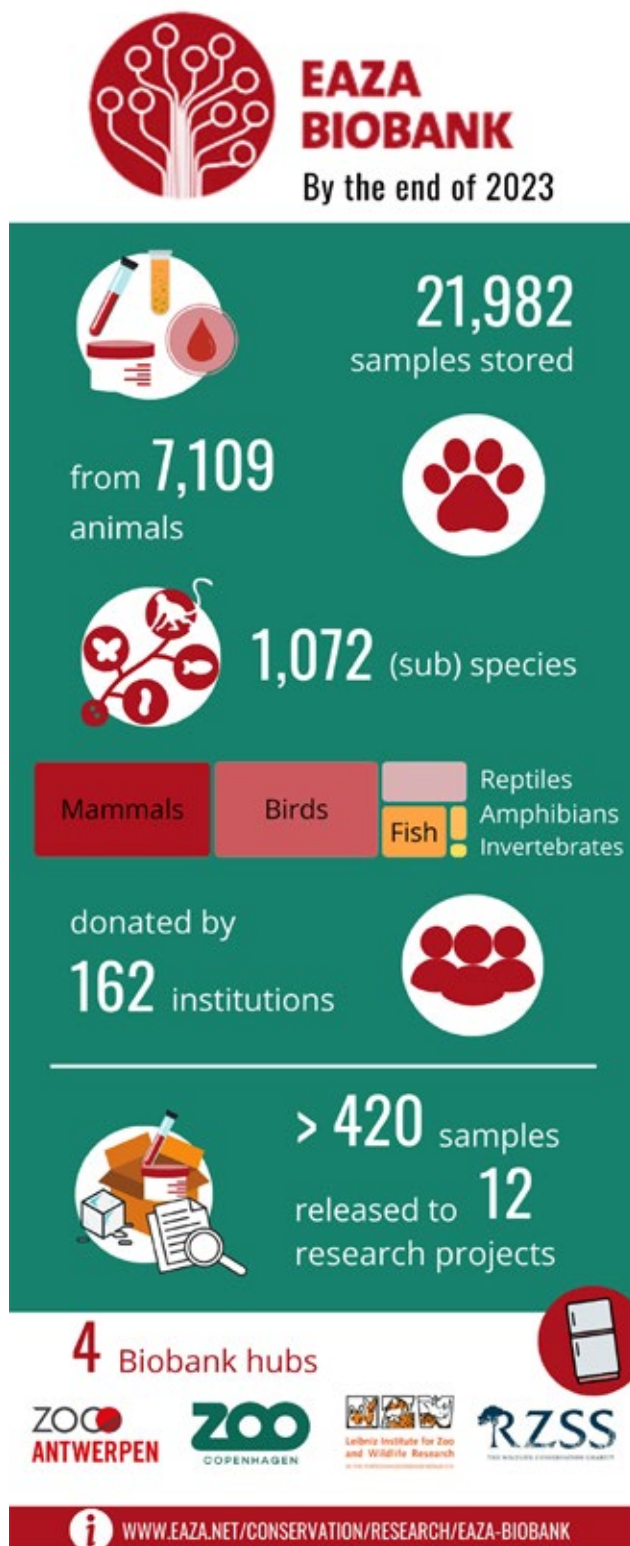
Zoo (Belgium), Edinburgh Zoo (UK), the Leibniz Institute for Zoo and Wildlife Research (Germany), and Copenhagen Zoo (Denmark). Each of them have adequate and dedicated facilities and staff available to ensure the keeping, curating and registering of samples, supporting the aim of the EAZA Biobank.

The Biobank continued to grow considerably with increasing numbers of zoos and aquariums donating samples. At the end of 2023, there were 21,982 samples stored across the four Hubs representing samples from 7,109 animals (1,072 species and subspecies) contributed by 262 institutions.

In 2023, the Biobanking WG approved seven research project applications (a total of 42 projects since 2019) and more than 420 samples were released to 12 research projects. More applications are being reviewed and the WG is also helping EEPs and researchers to drive sample collection for some of these projects.

The Biobanking WG organised its mid-year meeting in Münster Zoo (Germany) mid-April 2023 back-to-back with the Research Committee meeting. The activities of the Biobanking WG in 2023 focused on increasing the participation of aquariums in the EAZA Biobank to increase sample collection from aquatic species.

In addition to DNA and tissue biobanking, cryopreservation of reproductive or somatic cells in liquid nitrogen at -196°C is a resource that the EAZA membership is interested in. To this end, the Cryopreservation Interest Group (CIG) was established in 2022, working under the umbrella of the Biobank WG. It is comprised of members of the EAZA Population Management Centre, EAZA Reproductive Management Group and EAZA Population Management Advisory Group (EPMAG). In 2023, the CIG produced a Cryopreservation Vision Document and continued to set-up a network of cryopreservation partners. With this network, we aim to develop close relationships and collaborations with expert partners and initiatives globally that are able to provide appropriate and dedicated cryopreservation resources, expertise and storage.



10 TECHNICAL ASSISTANCE COMMITTEE



ANDRÉ STADLER
ALPENZOO INNSBRUCK,
INNSBRUCK, AUSTRIA, CHAIR

The EAZA Technical Assistance (TA) Committee provides assistance to institutions that have been accepted into EAZA's Candidate for Membership (CfM) programme and to Temporary Members where this has been recommended by the Membership and Ethics Committee. The role of the TA Committee is to guide zoos and aquariums to achieve the EAZA Standards required for Full Membership and EAZA accreditation. The Committee is made up of experienced EAZA professionals, most of whom are appointed as a mentor to one or more CfMs or Temporary Members.

OUR ACTIVITIES

In 2023, the Committee met during the EAZA Directors' Days in Norway and the EAZA Annual Conference in Finland. Standard agenda items for these meetings are a review of the progress of CfMs and Temporary Members, the various challenges that these institutions and their mentors are encountering, and the objectives laid out in the Committee's action plan for 2021-2025, which is part of the overall EAZA Strategy.



Staff members from Palić Zoo visited their mentor Zoo in Budapest © Viktória Sós-Koroknai

The work of the TA Committee was heavily impacted by wars in the EAZA region in 2023. The war in Ukraine raged on with no end in sight since the Russian invasion of the country in 2022. So far, EAZA's three CfMs in Ukraine have managed to survive and continue the care for their animals with help from the EAZA community, but it is still impossible for their mentors to visit them. As a result of the EU sanctions against Russia because of this war, this also applies to the mentors of the three CfMs in Russia. The advice against all travel to Iran remained in force in 2023 as well. The Israel-Hamas war then started in the EAZA region in October. EAZA has one CfM in the Palestinian West Bank and two in Israel, all of which are strongly impacted by the direct and indirect consequences of this war.

Mentors are keeping in close contact with the staff at these institutions to provide assistance where possible. But it must be reported that by the end of 2023, the percentage of mentors of CfMs that were unable to perform their mentoring responsibilities due to war or international sanctions had grown to 50%.

Conflicts within the EAZA region also meant that many CfMs were unable to attend the EAZA Annual Conference in 2023. Nevertheless, the Progress Presentations sessions at the Conference showcased the developments in 21 CfMs. Representatives of 12 CfMs were able to present in person; the other nine had prepared pre-recorded videos. The presentations highlighted the progress made over the past year at the institutions, but also discussed the challenges that they were facing and plans for the near future. It was encouraging to see that lots of good progress was also reported in many different areas: the presentations showed various building and reconstruction projects in different stages of completion, valuable contributions to conservation programmes, and successful new education activities. One major challenge shared by several CfMs was a lack of adequately trained staff. The sessions brought together CfMs, members of the TA Committee and other interested

delegates providing a great opportunity to share experiences and discuss potential solutions with peers. After a few years with limited training opportunities for staff of CfMs (mainly due to the COVID-19 pandemic), the organisation of EAZA Academy Introduction to Animal Welfare workshops was resumed in 2023. The workshop hosted by Palić Zoo (Serbia) in September was attended by staff members of 12 zoos from Serbia and neighbouring countries.

CANDIDATES FOR MEMBERSHIP

After a period of moderate progress and difficult circumstances caused by the COVID-19 pandemic, several CfMs are now reaching the point of being ready to apply for Full Membership of EAZA. Sofia Zoo (Bulgaria) had already undergone an accreditation screening in 2022, and was followed by Braşov Zoo (Romania) and Osijek Zoo (Croatia) in 2023. All three zoos had shown great progress over the past few years, which was rewarded with Temporary Membership in 2023. The expectation is that these zoos will be able to become fully accredited EAZA Members in 2024 or 2025. At least three more CfMs are currently in the final phase of the technical assistance programme and are expected to be screened for Full Membership in 2024 or 2025.

Unfortunately, the CfM programme does not always result in EAZA membership. In 2023, the CfM status of Skopje Zoo (North Macedonia) was terminated.

No new CfMs joined EAZA in 2023, leaving the total number of institutions in the CfM programme at 20 by the end of 2023.

TEMPORARY MEMBERS

The total number of mentored Temporary Members did not change in 2023. EAZA mentors were appointed to two Temporary Member institutions, while two other Temporary Members achieved Full Membership and EAZA accreditation. Zoo delle Maitine (Italy) had received an extension of its Temporary Membership in 2022, and with the help of a mentor during their final year of Temporary Membership they managed to become a fully accredited Member in 2023. Ueckermünde Zoo (Germany) regained Full Membership and was granted EAZA accreditation as well.

COMMITTEE MEMBERS

By the end of 2023, the TA Committee had 25 members, of which 17 were mentoring one or more CfMs and/or Temporary Members. Nick Lindsay (formerly Zoological Society of London, UK) stepped down after having been a member of the Committee for close to 20 years. Nick was appointed as mentor of Braşov Zoo in 2012 and continued providing support and guidance to his mentor zoo after his retirement. Now that the zoo had its accreditation screening, Nick was able to retire from the TA Committee as well. The Committee thanks Nick for his valuable contribution to EAZA's technical assistance programme.



Candidate for Membership Osijek Zoo became Temporary Member after their screening in 2023 © Joni Hut

The TA Committee also welcomed one new member in 2023: Jan Pluháček (Olomouc Zoo, Czechia) joined as a potential new mentor.

FUTURE WORK

In the coming year, the TA Committee will continue supporting CfMs and Temporary Members while they are working towards achieving Full EAZA Membership and accreditation.

A revision of the technical assistance manual *The Modern Zoo: foundations for Management and Development* is planned for 2024. This manual was published in 2013 and while it is still a very useful resource for CfMs and other institutions that are looking for guidance on the basics of zoo operations and the role of zoos, it needs an update. The Terms of Reference of the TA Committee are also due for a review in 2024.

The TA Committee will also continue working on its action plan for 2021-2025. Information in mentor reports is used to keep track of the progress made towards achieving relevant objectives in the action plan.

CfM institution	Country	Mentor	
Almaty Zoo	Kazakhstan	Mats Höggren	Nordens Ark
Belgrade Zoo	Serbia	Endre Sós	Budapest Zoo
Parc Animalier de Bouillon	Belgium	Franck Haelewyn	Parrot World
Gan-Garoo Australian Park	Israel	Nili Avni-Magen	Jerusalem Zoo
Kaunas Zoo	Lithuania	Tom de Jongh	Royal Burgers' Zoo
Kharkiv Zoo	Ukraine	Marjo Hoedemaker	Amersfoort Zoo
Krasnoyarsk Park	Russia	Gary Batters	Hertfordshire Zoo
Kyiv Zoo	Ukraine	Marc Damen	Alpenzoo Innsbruck
Negev Zoo	Israel	Ziv Ayalon	Jerusalem Zoo
Nikolaev Zoo	Ukraine	Douglas Richardson	Peak Wildlife Park
Novosibirsk Zoo	Russia	Dag Encke	Nuremberg Zoo
Palić Zoo	Serbia	Viktória Sós-Koroknai	Budapest Zoo
Qalqilia Zoo	Palestine	Ammar Obaidat	Jerusalem Zoo
Sarajevo Zoo	Bosnia-Herzegovina	Jörg Junhold	Leipzig Zoo
Sibiu Zoo	Romania	Endre Sós	Budapest Zoo
Leningrad Zoo	Russia	-	-
Tbilisi Zoo	Georgia	Marjo Hoedemaker	Amersfoort Zoo
Tehran Zoo	Iran	Bo Kjellson	Borås Zoo
Tîrgu-Mures Zoo	Romania	Franck Haelewyn	Parrot World
Yerevan Zoo	Armenia	José Kok	Ouwehands Zoo

Mentored Temporary Members	Country	Mentor	
Walsrode Birdpark	Germany	Christian Kern	Berlin Zoo and Tierpark
Thrigby Hall Wildlife Gardens	United Kingdom	Gary Batters	Zool. Soc. of Hertfordshire

11 VETERINARY COMMITTEE



MADS FROST BERTELSEN
COPENHAGEN ZOO,
COPENHAGEN, DENMARK, CHAIR

2023 was a somewhat challenging year for the EAZA Veterinary Committee marked by multiple changes in the membership composition. With the 2021-2025 Committee's action plan in mind, the

group has been readjusting and finetuning priorities. As of December 2023, the Veterinary Committee Core Group membership consisted of:

- **Mads Frost Bertelsen** (Copenhagen Zoo, Denmark): Committee Chair
- **Hugo Fernandez** (European Association of Zoo and Wildlife Veterinarians, EAZWV, Belgium): Committee Vice Chair
- **Allan Muir** (Jersey Zoo, UK): Legislation Subgroup Chair
- **Arne Lawrenz** (Wuppertal Zoo, Germany): Veterinary Advisor Subgroup Chair
- **Alexis Lécu** (Paris Zoo, France): Infectious Diseases Subgroup Chair
- **Baptiste Mulot** (Beauval Zoo, France): Biological Resources and Data Sharing Subgroup Chair
- **Sanna Hellström** (Helsinki Zoo, Finland): Legislation Subgroup Vice Chair
- **Ulrike Rademacher** (Wilhelma Zoo, Germany): Transport representative
- **Veronica Cowl** (Chester Zoo, UK): EEO liaison to EAZA Reproductive Management Group (RMG)

During the EAZA Annual Conference, the Veterinary Committee had an open meeting to provide interested parties with an update on its actions and progress, and a closed meeting to discuss specific topics linked to its roles and to consolidate its membership.

Overall, the Committee focused on the following tasks in 2023:

- Restructuring (new Vice Chair appointed, and other changes in the EAZA/EAZWV joint Subgroups leadership)
- Finalising the Animal Health Law Handbook - a guidance document for zoo managers, vets and government authorities on how the new legislation can be applied to zoos
- Position Statements on the [access to and use of vaccination against HPAI in zoo birds](#), and on the [application of the Veterinary Medicines Cascade in relation to zoological species](#)
- Endorsement of the open letter to the EU Commission regarding [UV lighting products](#)



Snowy owls getting their highly pathogenic avian influenza vaccination © Copenhagen Zoo

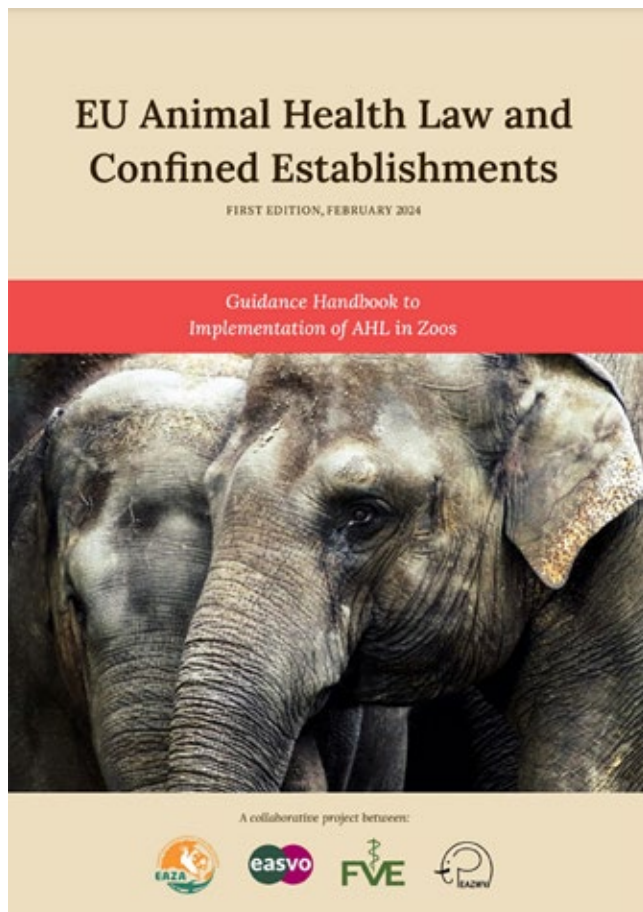
EAZA and EAZWV continued working together to deliver shared parts of their respective strategies. The action plan is delivered through four joint subgroups.

JOINT EAZA/EAZWV VETERINARY ADVISOR SUBGROUP

With Stephanie Sanderson stepping down from all her functions in the EAZA Vet Committee earlier in the year, many changes took place. In September, Arne Lawrenz took over her role in this subgroup and was appointed Veterinary Advisor Subgroup Chair.

The subgroup continued to work towards improving the communication between Veterinary Advisors and the EAZA membership. A mailing list for Vet Advisors is in place, and appointed Advisors are automatically added to it. EAZA Members can also access this contact list via the [Veterinary Committee page on the EAZA Member Area](#). In addition, a list of veterinary contacts at EAZA institutions is currently being compiled. Both lists will allow progress in the enrolment and work delivered by Vet Advisors.

A fully searchable directory of all resource documents produced by EEPs / TAGs / Vet Advisors - over 700 documents - continues to be accessible to vets on the ground via the EAZWV website (www.eazwv.org) or the [Veterinary Committee page on the EAZA Member Area](#).



JOINT EAZA/EAZWV LEGISLATION SUBGROUP

The Legislation Subgroup saw Arne Lawrenz stepping down, and Allan Muir being appointed as new subgroup Chair.

The greatest product of the subgroup in recent years, the Animal Health Law Handbook was approved by EAZA Council and is now undergoing some final tweaks before publication. To ensure that the document is fit for purpose and can better serve the community, the subgroup together with the EEO will explore possibilities of translating it into French, Spanish and German.

The 2023 Erasmus+ grant, for an online zoological medicine learning environment and modular course on zoo preventative health, was unfortunately not achieved. The subgroup, together with project partners, University of Veterinary Medicine Vienna and ThinkModular (both Austria) continue to look for alternative funding possibilities to realise the project.

The subgroup also contributed and/or led on the aforementioned Position Statements.

JOINT EAZA/EAZWV INFECTIOUS DISEASES SUBGROUP

The subgroup continues to update the Transmissible Diseases Handbook (TDH) module per module opportunistically in an online format. This document is currently accessible in the online Directory of resources on the [EAZWV website](#) or the [Veterinary Committee page on the EAZA Member Area](#). Work is underway to develop a joint edition of the TDH with the American Association of Zoo and Wildlife Veterinarians.

The subgroup was involved in the request from the IUCN SSC Wild Pig Specialist Group, that led to EAZA's participation in a research project regarding the effect of African Swine Fever (ASF) on wild pigs. This international research collaboration is coordinated by the Friedrich Loeffler Institute (FLI) - Germany's federal institute for animal health. EAZA's participation was approved by EAZA Council and is overseen by the EAZA Tapir and Suiform TAG. FLI has an excellent track record with the welfare of animals in research. The project has a welfare permit from the competent authorities. The Infectious Disease Subgroup deems the research highly relevant and continues to be available to clarify any questions and/or supporting communication from the EAZA membership regarding the study.

Furthermore, the subgroup continues to be involved and providing support to the community in the recent discussions on highly pathogenic avian influenza (that led to the Position Statement on HPAI vaccination aforementioned) and other diseases.

Reproductive Management of Zoo and Free-Ranging Species
50% COMPLETE

▼ BEFORE WE START...

≡ WELCOME TO THE COURSE ✓

▼ MODULE 1 - INTRODUCTION TO REPRODUCTIVE MANAGEMENT

≡ INTRODUCTION ✓

≡ REPRODUCTIVE BIOLOGY AND PHYSIOLOGY ✓

≡ TAXONOMIC OVERVIEW ○

≡ * Q&A session (3rd May 2023) * ○

Invertebrates

Invertebrates have two different types of reproduction:

- SEXUAL REPRODUCTION:** ova and sperm combine to form new individuals.
- Self-fertilization** is a form of sexual reproduction where a simultaneous hermaphrodite can fertilize its ovum with its sperm. This occurs in some **flatworms, ctenophores, and some freshwater gastropods.**

Check out the course on Reproductive Management on our website © EAZA Reproductive Management Group

JOINT EAZA/EAZWV BIOLOGICAL RESOURCES AND DATA SHARING SUBGROUP

The subgroup continued working towards providing support to active Vet Advisors who now have access to shared medical data records in the ZIMS. They share the following remarks:

- Approved Vet Advisors can enter ZIMS with their usual account, and “switch institution” to the specific Vet Advisor access (created as a different institution)
- Individual zoos and aquariums can now (manually) share medical data/records with this “new institution” (the Vet Advisors)
- Vet Advisors must continue to request institutions to share their medical data – institutions only need to do this once per species
- Further support from Species 360 ZIMS “tips and tricks” is shared in the EAZWV Newsletter
- The ability to share information, with the objective of a collective progression, is what makes our community unique. It is therefore crucial that institutions continue to enter data in ZIMS – the subgroup asks EAZA Members and veterinarians working for the community to please spread the word!

Veterinarians are encouraged to (continue to) send samples to the EAZA Biobank. The protocols on how to submit samples and request participation in research can be found on the [EAZA website](#). Further details on the Biobank can also be found in the Research Committee report section of this document

EAZA REPRODUCTIVE MANAGEMENT GROUP

It was another busy year for the RMG with a number of achievements to be highlighted:

- There were more contraceptive queries entered than in any year before (231!)
- We ran a very successful course on Reproductive Management to which over 1,200 people from 90 countries registered. It remains freely accessible to the community via www.eaza.net/academy/courses. Thanks are given to the Botstiber Institute of Wildlife Fertility Control (USA), Chester Zoo (UK), the Morris Animal Foundation (USA), and the Science and Conservation Center, Zoo Montana (USA) who kindly provided funding to set up and launch this course
- The workshop run at the EAZA Annual Conference on *‘What don't we know in reproductive management?’* was successful
- Specific projects on the EEPs for Owston's civet (assisted breeding and research), Sumatran and Amur tiger (with the American Association of Zoos and Aquariums 'AZA' Tiger Species Survival Plan, AZA Reproductive Management Center, and the IUCN Conservation Planning Specialist Group) and Banteng were continued
- A paper was published in the Annual Reviews of Animal Biosciences considering the *‘Cloning for the Twenty-First Century and Its Place in Endangered Species Conservation’*

12 EAZA ACADEMY

This year, nine separate courses were attended by 226 participants from 144 institutions across 34 countries. This represents a decrease of approximately 31 participants compared to 2022, although the number of distinct institutions attending has risen. The proportion of participants from non-EAZA member institutions remains at around 20%. In 2023, the EAZA Academy saw a transition with its Manager Laura Myers leaving the EEO in October and Carolina Collinge taking over the role in December. EAZA thanks Laura for her dedication and the contribution she made to the EAZA Academy over the years.



CAROLINA COLLINGE
EAZA EXECUTIVE OFFICE,
AMSTERDAM, THE
NETHERLANDS, ACADEMY
MANAGER

PARTICIPATION

The EAZA Academy continued to see support from a wide geographical spectrum, with participants attending from Australasia, Africa, Asia, the USA, as well as Europe and the Middle East. There is strong continued support from EAZA Members in Germany, the UK and the Netherlands. Additionally, Czechia, Finland, France, Spain, and Italy each had over 10 participants attending training courses in 2023. There continues to be a correlation between the number of participations from a country and a course being hosted in that country, highlighting the significance of selecting diverse host locations.

The online training sessions further contributed a larger audience, reaching a more diverse geographical base. Interest in self-paced online training remained strong, with 55 participants obtaining certificates for the ZIMS for Studbooks online course. Both the Animal Welfare Assessments and the *Batrachochytrium salamandrivorans* self-paced online courses continued to attract new registrations throughout the year.

Interest in courses remained robust across all subject areas. The seminar-style nutrition course maintained its popularity, attracting 63 participants to the collaborative course titled *'Incorporating behavioural management into diet design and feeding systems: the next level of zoo animal nutrition'* organised by the EAZA Nutrition Group before the EAZA Nutrition Conference at Riga Zoo (Latvia). The *'Trailblazing Trainers'* workshop emerged as the most sought-after course, with a waiting list in operation. Demand for the *'Introduction to EEP Management'* course remained notably high. Due to the interest in these courses, repeat or advanced courses on these topics will be considered for 2024.

COLLABORATION

Species360 continued its support for the EEP Management tutor team by conducting an online course on ZIMS for Medical Training, which was attended by 23 participants across four sessions. Additionally, they held a training workshop at the EAZA Annual Conference.

ANIMAL WELFARE TRAINING

Animal welfare training remained an integral component of the EAZA Academy portfolio. A successful Animal Welfare Assessments course, attended by 30 participants, was hosted by Fundación Bioparc at Bioparc Valencia (Spain), with some support provided in Spanish. An Introduction to Animal Welfare course was also hosted by Palić Zoo (Serbia). Over the course of the year, a total of four webinars were delivered, each attracting several hundred live participants and many more viewers once they were uploaded on the EAZA Youtube channel.

MASSIVE OPEN ONLINE COURSE (MOOC) ON REPRODUCTIVE MANAGEMENT

With the support of the Botstiber Institute of Wildlife Fertility Control (USA), Chester Zoo (UK), the Morris Animal Foundation (USA), and the Science and Conservation Center, Zoo Montana (USA), the EAZA Reproductive Management Group developed a MOOC on reproductive management with the aim to increase vital knowledge on animal reproduction within the *in* and *ex situ* conservation communities. The MOOC took place over five weeks and covered all aspects of reproductive management across taxa. Over 1,000 participants from 88 countries registered for the course (map on the right). This course will remain freely accessible indefinitely, providing a 'living' resource to the community.

FEEDBACK

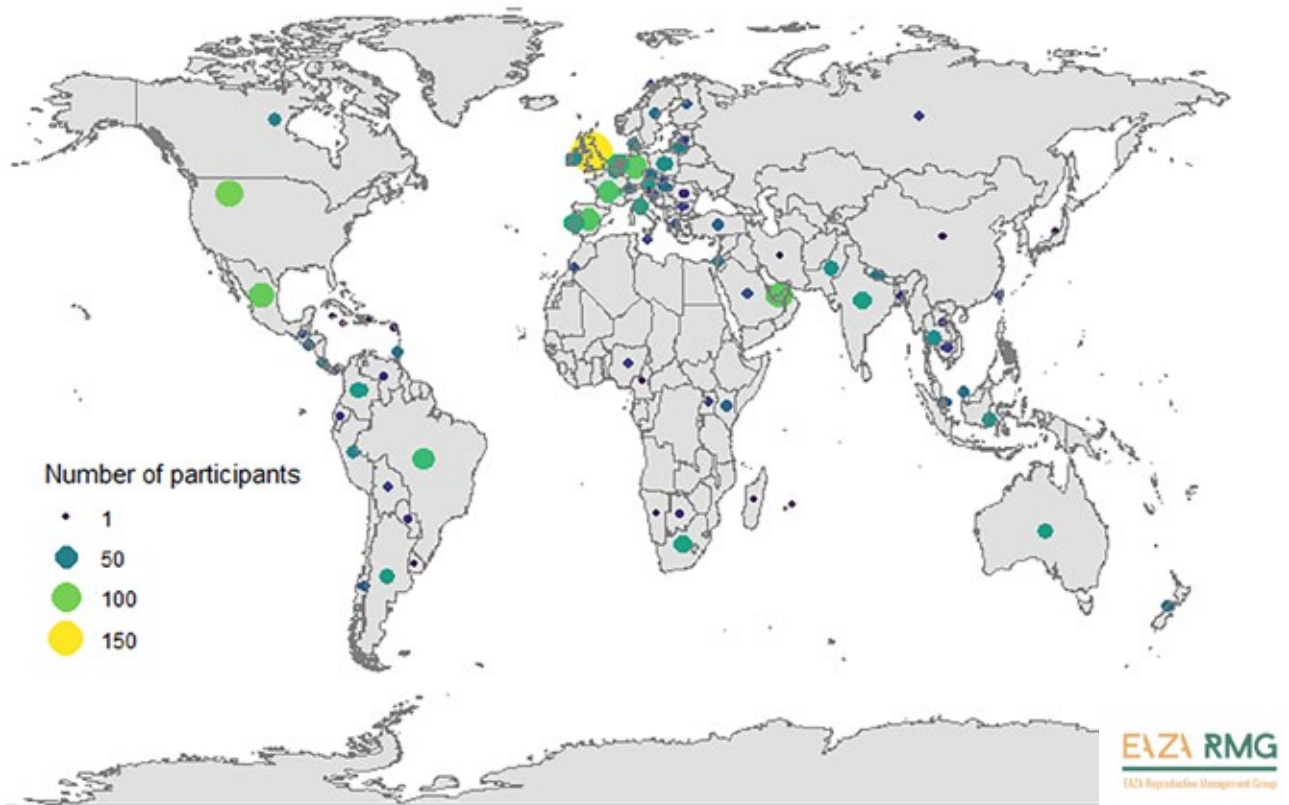
Participants continued to report broadly positive experiences with EAZA Academy courses, such as:

"Excellent course facilitation and format. Highly satisfied. Would definitely recommend."

Animal Welfare Assessments course participant

"I had planned to inform myself about the topics of contraception and endocrine monitoring on my own but I could not find the right approach to do it effectively and making sure to cover all relevant areas of the topics. This course did exactly that for me and provided all information I was searching for, step by step in a logical order and an easy-to-follow way."

Massive Open Online Course (MOOC) on Reproductive Management.



Map showing extended global reach of the MOOC on Reproductive Management © EAZA Reproductive Management Group

13 TREASURER'S REPORT



THOMAS KÖLPIN
WILHELMA ZOO, STUTTGART,
GERMANY, TREASURER

This report covers a period of 12 months from 1 January to 31 December 2023. The impact of the COVID-19 crisis was still being felt. This is because the budget was based on membership fees linked to visitor numbers in 2021 when a number of EAZA Members were closed for part of the year (resulting in €169,137 less membership fee income compared to pre-COVID-19 levels). The energy crisis also had an impact on the budget by increasing costs more than predicted.

The Annual General Meeting approved a deficit budget for 2023 based on: the COVID-19 impact, that costs were already cut to balance continuation of key activities against reduced income, and that there were healthy reserves to cover the deficit. They also approved increases in fees in 2024 and 2025 to help bring the Association back to a positive financial position.

It should be noted that since the 2013/2014 financial year, and in accordance with Dutch RJ 640 reporting requirements, Campaign funds are also required to be part of the statement of income and expenses. These Campaign funds are managed separately to the core operating budget and so are represented as separate lines in the presentation of the accounts. Unless specifically stated, comments in the following text relate to the operating budget and not the overall accounts where operating budget and campaign funds are combined.

Total income relating to the operating budget for the 12-month period was €1,797,605. This was €163,503 more than predicted and largely due to more membership fee and annual conference income than predicted. Membership related fees account for 93% of the income, with the remaining amount relating to sources such as publications and EAZA Annual Conference (4%). EAZA also successfully partnered on a multi-year EU funded project 'EU4Oceans' which will bring in €60,000 of external funding of the next few years; €9,000 of which was secured in 2023.

Operational expenses were €2,024,252. As in previous years, much of the expenses related to staffing costs (68%) followed by 'Communication and representation' (16%). This budget line includes items such as European Union representation, Zooquaria magazine and Journal of Zoo and Aquarium Research (JZAR) costs. A 14.5% increase was applied to the accommodation costs (Amsterdam). This was higher than predicted and contributed to the slightly higher total operational expenses than was predicted. The final operating result for 2023 was -€202,872 compared to a prediction of -€278,228. There were sufficient reserves to cover this amount.

The EAZA Development Fund was utilised to support increased attendance and activities at the Conference of the Parties to the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) technical workshop on songbird trade and conservation management in Bangkok, Thailand, and Monitor Conservation Research Society for a project to generate conservation information outputs to tackle songbird trade issues. As of 31 December 2023, a total of €131,835 remains in this fund.

During this reporting period a total of €415,868 was received in Campaign donations and €756,088 was given out in grants. The majority of this related to the Ukraine Zoos Emergency Fund established in 2022 after the outbreak of war. A [separate report](#) on this Fund is available from the EAZA website. The Elephant research fund, Silent Forest Campaign 2018-2019 and Red Panda PHVA work were the next largest recipients of grants and givers of donations. Donations were also received for the Vietnamizing Campaign 2024-2025, Amur Leopard EEP Melanism Research fund and Vietnam Pheasant fund. The total amount of funds remaining across all Campaign accounts equals €303,387.

When the Campaign funds and Operating budgets are combined the net result for 2023 was -€543,094. EAZA has a working capital of €1,355,822, and the total assets on 31 December 2023 were €2,158,177. Consequently, EAZA is in a healthy position and the financial stability of the organization continues to be good.

We gratefully acknowledge the work of Phidra Accountants & Adviseurs in the compilation of the annual accounts and Londen & Van Holland in carrying out the external audit of EAZA.

I have no hesitation in commending these accounts to Members.

14. FINANCIAL REPORT

PROFIT AND LOSS ACCOUNT 2023

	€	%
OPERATING BUDGET		
Revenue	1,797,605	100.0
Expenses		
Wages and salaries	906,517	50.4
Social security premiums and pension costs	256,401	14.3
Depreciation of intangible and tangible assets	13,504	0.8
Other staff expenses	220,124	12.2
Accommodation expenses	113,108	6.3
Communications and representation expenses	325,389	18.1
Office expenses	63,533	3.5
General expenses	125,676	7.0
Total operating expenses	2,024,252	112.6
Operating result	-226,647	-12.6
Financial income and expense	23,775	1.3
Net operating result	-202,872	-11.3
CAMPAIGN FUNDS		
Campaign donations	415,567	100.0
Campaign grants	-756,089	-181.8
Campaign funds result	-340,222	-81.8
OVERALL TOTAL NET RESULT		
Result Operating budget	-202,872	
Result Campaign funds	-340,222	
Total net result	-543,094	

FINANCIAL POSITION

A summary of the overall financial position as of 31 December 2023 in comparison with prior years is as follows:

	2023	2022	2021
OPERATING BUDGET	€	€	€
Equity			
Capital	120,001	120,001	120,001
Other Reserves	1,015,696	1,218,569	1,500,943
Campaign funds	303,387	643,607	125,849
Total Equity	1,439,084	1,982,177	1,746,793
Assets			
Tangible fixed assets	60,366	70,776	66,753
Receivables	201,096	211,687	232,467
Cash at bank and in hand	1,873,819	2,443,923	2,307,352
Total Assets	2,158,177	2,726,386	2,606,572
Available on short term			
Receivables	201,096	211,687	232,467
Cash at bank and in hand	1,873,819	2,443,923	2,307,352
Short-term liabilities	-719,093	-744,209	-859,779
Working capital result	1,355,822	1,911,401	1,680,040

A copy of the complete audited EAZA accounts for 2023 is available to EAZA Members in the Annual General Meeting folder on the Member Area.

15 PARTNERSHIP AND FUNDING

One of the greatest strengths of EAZA is our ability to work with partners to enhance our collective impact. Our commitment to working together across diverse cultures and at all levels is especially evident through our Memoranda of Understanding (MoUs). EAZA currently has renewable five-year MoUs with the European Association of Zoo and Wildlife Veterinarians (EAZWV), European Association for Aquatic Mammals (EAAM) and European Union of Aquarium Curators (EUAC). These MoUs highlight areas of mutual interest and where cooperative working enhances our common goals, for example by allocating seats on respective committees, collaborating on species and collections management, joint communications, and lobby work.

EAZA also partners with other zoo and aquarium associations, including having MoUs with the Asociación Latinoamericana de Parques Zoológicos y Acuarios (ALPZA), the Pan-African Association of Zoos and Aquaria (PAAZA), between the Association of Zoos and Aquariums (AZA) Reproductive Management Centre and EAZA Reproductive Management Group on collaboration in the reproductive management of managed populations of animals, and between the World Association of Zoos and Aquaria (WAZA) and EAZA on work with the International Air Transport Association (IATA). These MoUs make sure our increasingly international work occurs in a comparative and collaborative environment. EAZA also holds seats on the Boards of international organisations such as WAZA, Species360 and the Amphibian Survival Alliance.

EAZA has an MoU with the Rwanda Development Board (RDB) and the Akagera Management Company (AMC) running from 2018-2023. This important MoU concerns EAZA, RDB

and AMC working together to release and monitor Eastern black rhinoceroses from the EEP to the Akagera National Park (Rwanda).

EAZA plays an important part in many Global Species Management Plans (GSMPs) under the auspices of WAZA. Since 2014, EAZA has a renewable MoU with the Indonesia Zoo and Aquarium Association (PKBSI), AZA, IUCN SSC Asian Wild Cattle Specialist Group, and IUCN SSC Wild Pig Specialist Group concerning GSMPs for anoa, banteng, babirusa and Sumatran tiger. EAZA has a MoU with Stichting AAP for the period 2020-2025 about cooperation regarding the Barbary macaque EEP.

An MoU between EAZA, IUCN SSC and the Ministry of Natural Resources and Environment of the Russian Federation on the restoration (reintroduction) of the Persian leopard in the Western Caucasus runs from 2017-2023. Members and staff from the EEO continue to have strong links with the IUCN SSC and hold seats on Specialist Groups such as the Conservation Planning Specialist Group. The term of office for a seat on the IUCN Asian Species Action Partnership (ASAP) ended in 2023. EAZA still remains a partner in ASAP. A new MoU with the IUCN Species Survival Commission was agreed regarding closer partnership working (2023-2025).

The EAZA Biobank hub MoUs (2019-2030) continue to support activities with the four hubs; based at Antwerp Zoo, Copenhagen Zoo, Leibniz Institute for Zoo and Wildlife Research and the Royal Zoological Society of Scotland. Our cryobanking partnership work included extension of an MoU with Nature's Safe (2023-2027), and a new MoU with the Autonomous University of Barcelona (2023-2026).



16 GOVERNANCE AND ORGANISATIONAL STRUCTURE

EXECUTIVE COMMITTEE

Chair

Endre Papp

Vice Chair

Kirsten Pullen

Secretary

Barbara Mihelič

Treasurer

Thomas Kölpin

and Chairs of the EEP, Membership and Ethics, Communications, National Associations and Technical Assistance Committees, and Aquarium Representative.



Chair:
Endre Papp
(Sóstó Zoo)



Vice Chair:
Kirsten Pullen
(Paignton Zoo)



Secretary:
Barbara Mihelič
(Ljubljana Zoo)



Treasurer:
Thomas Kölpin
(Wilhelma Zoo)

EAZA FULL MEMBERS

(Please see the list of EAZA Members on page 50)

EAZA COUNCIL

(Please see the list of Council Members on page 46)

STANDING COMMITTEES

COMMUNICATIONS

Sanna Hellström

EEP

Kirsten Pullen

MEMBERSHIP AND ETHICS

Brice Lefaux

NATIONAL ASSOCIATIONS

Volker Homes

TECHNICAL ASSISTANCE

André Stadler

SPECIALIST COMMITTEES

CONSERVATION

Eric Bairrão Ruivo

CONSERVATION EDUCATION

Antonieta Costa

RESEARCH

Zjef Pereboom

VETERINARY

Mads Frost Bertelsen

17 EAZA COUNCIL

Country	Name	Institution
Austria	Andreas Artmann	Schmiding Zoo
Belgium	Linda Van Elsacker	Antwerp Zoo
Croatia	Davorka Maljković	Zagreb Zoo
Czechia	Miroslav Bobek	Prague Zoo
	David Nejedlo	Liberec Zoo
Denmark	Bjarne Klausen	Odense Zoo
Estonia	Tiit Maran	Tallinn Zoo
Finland	Sanna Hellström	Helsinki Zoo
France	Eric Bairrão Ruivo	Beauval Zoo
	Brice Lefaux	Mulhouse Zoo
	Xavier Vaillant	Lyon Zoo
	Angélique Chaulet	Zoo de Guyane
	Sébastien Laurent	Zoo Boissière du Doré
Germany	Andreas Knieriem	Berlin Zoo/Tierpark
	Theo Pagel	Cologne Zoo
	Dennis Müller	Halle Zoo
	Jörg Junhold	Leipzig Zoo
	Thomas Kölpin	Wilhelma Zoo
Greece	Jean-Jacques Lesueur	Attica Zoological Park
Hungary	Endre Papp	Sóstó Zoo
Ireland	Sean McKeown	Fota Wildlife Park
Israel	Nili Avni-Magen	Jerusalem Zoo
Italy	Gloria Svampa	La Torbiera Zoo
Latvia	Jānis Rudzītis	Riga Zoo
Luxembourg	Guy Willems	Parc Merveilleux

Country	Name	Institution
Netherlands	Rembrandt Sutorius	Artis Zoo
	Robin de Lange	Ouwehands Zoo
Norway	Tor Erik Standal/ Kjetil Aarset *	Ålesund Atlantic Park
Poland	Izabela Krause	Gdańsk Zoo
Portugal	Teresa Guedes	Santo Inácio Zoo
Russia	Svetlana Akulova	Moscow Zoo
Slovakia	Erich Kočner	Košice Zoo
Slovenia	Barbara Mihelič	Ljubljana Zoo
Spain	Antoni Alarcón	Barcelona Zoo
	Javier Almunia	Loro Parque
Sweden	Jens Larsson	Vildriket
	Christine Karmfalk	Kolmården Zoo
Switzerland	Severin Dressen	Zürich Zoo
Turkey	Afşin Şahin	Izmir Wildlife Park
United Arab Emirates	Paul Vercammen/ Johannes Els *	Arabia's Wildlife Centre
United Kingdom	Kirsten Pullen	Paignton Zoo
	David Field	RZSS
	Malcom Fitzpatrick	Zoological Society of London (ZSL)
	Ross Snip	Flamingo Land
	Reggie Heyworth	Cotswold Wildlife Park

Co-opted Committee Chairs

Aquarium Representative	João Falcato/Max Janse *	Oceanário de Lisboa/Royal Burgers' Zoo
Conservation Education Committee	Antonieta Costa	Lisbon Zoo (observer status)
National Associations Committee	Volker Homes	Association of German-speaking Zoological Gardens (VdZ)
Research Committee	Zjef Pereboom	Antwerp Zoo
Technical Assistance Committee	André Stadler	Alpenzoo Innsbruck
Veterinary Committee	Mads Bertelsen	Copenhagen Zoo

* From autumn 2023

18 EAZA EXECUTIVE OFFICE

Administration



Myfanwy Griffith
Executive Director



Office and Finance Manager
Lilian Fiolet



Office and HR Coordinator *
Laura Kluff-Hogervorst



Office and HR Coordinator #
Jane Pickering

Field Conservation



Danny de Man
Deputy Executive Director



Animal Welfare Coordinator
Sally Binding



Biobank Coordinator
Anna Mekarska



Reproductive Biologist
Veronica Cowl

Conservation and Population Management (CPM)



Raymond van der Meer
Director of CPM



Senior Population Biologist
Kristin Leus



Lead Population Biologist
María Paula Balcázar-Vargas



Population Biologist
Marie Corlay



Population Biologist
Nora Hausen



Population Biologist
Iva Martincová



Manager Population Management Centre
Elmar Fienieg



Population Biologist
Charlotte Desbois



Associate Population Biologist ##
Nadja Froitzheim



Manager Animal Programmes and Conservation (APC)
William van Lint



APC Coordinator
Merel Zimmermann



APC Coordinator
David Aparici Plaza



APC Coordinator
Diogo Laneiro



APC Coordinator
Lauren Florisson

Member Development



April Adams
Director of Member Development



Accreditation Coordinator
Joni Hut



Accreditation Coordinator
Borja Reh



Event and Corporate Member Coordinator
Mirko Marseille



EAZA Academy Manager **
Laura Myers



EAZA Academy Manager ###
Carolina Collinge

Advocacy and Communications



Tomasz Rusek
Director of Advocacy and Communication



Conservation Policy Coordinator
Alice Albertini



EU Policy Coordinator *
Allan Muir



Communications Coordinator
Sandrine Camus

Members of the staff are based in Belgium, Czechia, France, the Netherlands, Poland and the United Kingdom

* until June; ** until October; # from June; ## from August; ### from December 2023

19 THE EAZA CONSERVATION DATABASE

The EAZA Conservation Database enables collation of data from all the various conservation activities EAZA Members are involved in. For a full breakdown of projects supported in 2023 and entered by our Members into the EAZA Conservation Database, please see the list in the [Annex](#), scan the QR code and/or explore the [EAZA Conservation Map](#).



CONTRIBUTIONS TO CONSERVATION TOTAL SUPPORT 2023

Based on information available in the EAZA Conservation Database on 15 May 2024



138,760 HRS
STAFF TIME



206
MEMBERS



>500
PARTNERS



>800
SPECIES



€29.4 MILLION

AREAS OF FINANCIAL SUPPORT



BIRDS 13%



REPTILES 2%

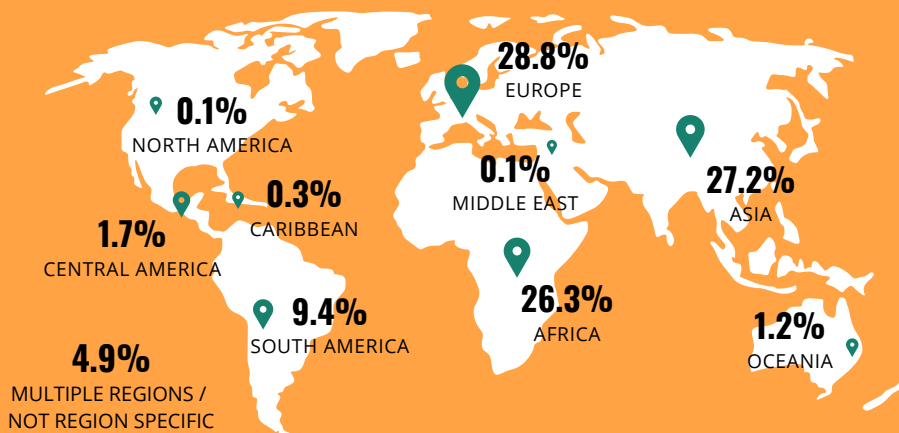
AMPHIBIANS 2%



INVERTEBRATES 1%



FISH 1%



**includes plant, habitat conservation, conservation tool development*

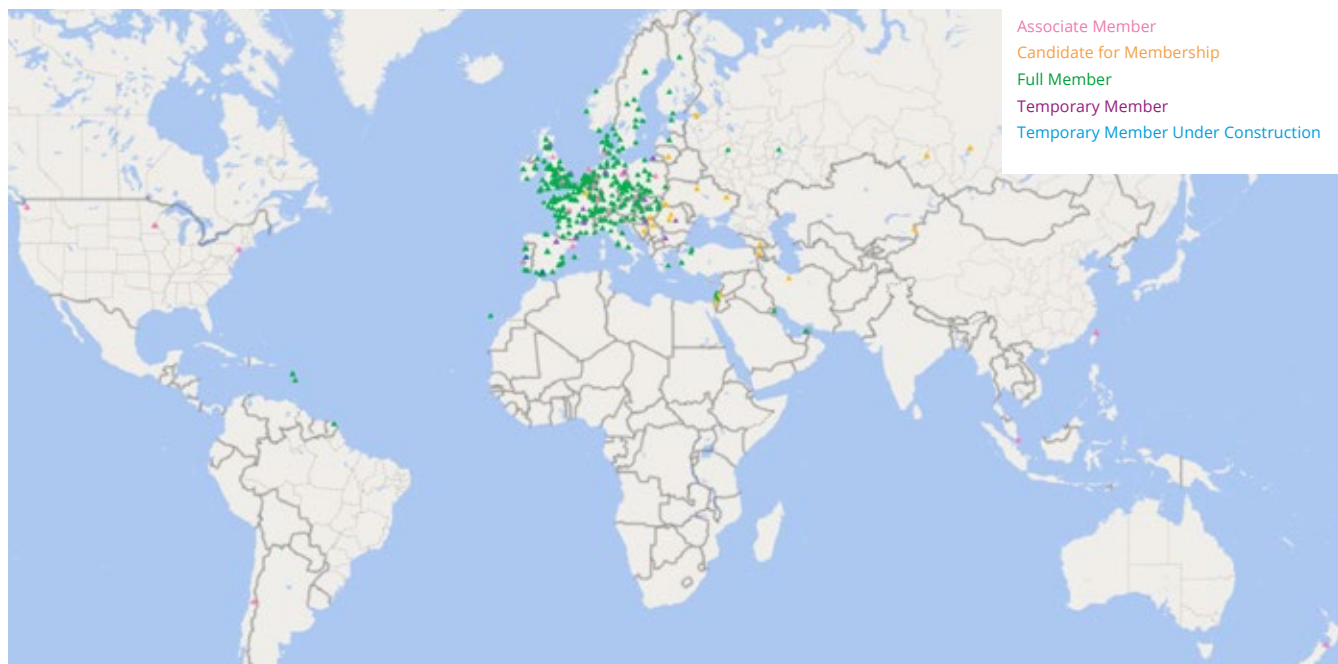
Progressive Zoos and Aquariums Saving Species Together With You

The four conservation organisations supported by the highest number of EAZA Members – under brackets - in 2023 were: Red Panda Network (42), WildCats Conservation Alliance (23), Stiftung Artenschutz / Species Conservation Foundation (21) and AEECL – Lemur Conservation Association (21).



© Debrecen Zoo; Alex Sliwa; Claudia Philipp, Wuppertal Zoo; F-G Grandin, MNHN

20 EAZA MEMBERS



ARMENIA

Foundation for the Preservation of Wildlife and Cultural Assets (FPWC)

Yerevan Zoo

AUSTRIA

Alpenzoo Innsbruck

Herberstein Zoo

Salzburg Zoo

Schmiding Zoo

Vienna Aquarium

Vienna Zoo

BELGIUM

Antwerp Zoo

Bellewaerde

Cracid Breeding and Conservation Center

Han-sur-Lesse Wildlife Park

Monde Sauvage

Pairi Daiza

Parc Animalier de Bouillon

Planckendael Zoo

Tournai Vivarium and Museum

BOSNIA-HERZEGOVINA

Sarajevo Zoo

BULGARIA

Sofia Zoo

CHILE

Latin American Association of Zoological Parks and Aquariums (ALPZA)

CROATIA

Osijek Zoo

Zagreb Zoo

CZECHIA

Antelope Conservation

Brno Zoo

Chomutov Zoopark

Děčín Zoo

Hluboká Zoo

Hodonín Zoo

Jihlava Zoo

Liberec Zoo

Olomouc Zoo

Ostrava Zoo

Plzeň Zoo

Prague Zoo

Safari Park Dvůr Králové

Union of Czech and Slovak Zoological Gardens (UCSZOO)

Ústí nad Labem Zoo

Zlín-Lešná Zoo

DENMARK

Aalborg Zoo

Copenhagen Zoo

Danish Association of Zoos and Aquaria (DAZA)

Den Blå Planet

Givskud Zoo

Hansenberg School

Jesperhus Jungle Zoo

Kattegatcentret

Knuthenborg Safaripark

Nordsøen Oceanarium

Odense Zoo

Randers Rainforest

Ree Park Safari

ESTONIA

Tallinn Zoo

FINLAND

Ähtäri Zoo

Helsinki Zoo

Ranua Wildlife Park

FRANCE

African Safari Plaisance-Touche

Amiens Zoo

Amnéville Zoo

Association of French Zoological Parks (AFdPZ)

Beauval Zoo

Besançon Zoo

Bioparc Doué la Fontaine

Biotropica

Calviac Zoo

CERZA

Champrépus Zoo

Ecozonnia

Fort-Mardyck Zoo

Jurques Zoo

La Barben Zoo

La Bourbansais Zoo

La Vallée des Singes

Le Parc de Clères

Le Parc des Félines

Les Terres de Nataé

Lille Zoo

Lyon Zoo

Marineland Antibes

Martinique Zoo

Maubeuge Zoo

Ménagerie du Jardin des Plantes

Montpellier Zoo

Mulhouse Zoo

NaturZoo Mervent

Nausicaa

Océanopolis

Parc Animalier d'Auvergne

Parc Animalier de Branféré

Parc Animalier de Sainte-Croix

Parc Animalier des Pyrénées

Parc de l'Auxois

Parc des Mamelles Guadeloupe

Parc des Oiseaux Villars-Dombes

Parc d'Isle

Paris Zoo

Parrot World

Réserve de la Haute-Touche

Reynou Zoo

Safari de Peaugres

Saint-Malo Aquarium

Sigean African Reserve

Thoiry Zoo

Touroparc

Trégomeur Zoo

Zoo Bassin d'Arcachon

Zoo Boissière du Doré

Zoo de Guyane

Zoo de La Flèche

Zoo de la Palmyre

Zoo des Sables d'Olonne

Zoo Le PAL

Zoo Saint-Martin-la-Plaine

Zoodyssée

GEORGIA

Tbilisi Zoo

Tbilisi Zoo (new site)

GERMANY

Aachen Zoo

Aquazoo Düsseldorf

Association of German-speaking Zoo Educators (VZP)

Association of German-speaking Zoological Gardens (VdZ)

Augsburg Zoo

Berlin Tierpark

Berlin Zoo

Bochum Zoo

Bremerhaven Zoo

Chemnitz Zoo

Cologne Zoo

Darmstadt Vivarium

Dortmund Zoo

Dresden Zoo

Duisburg Zoo

Eberswalde Zoo

Erfurt Zoo

Frankfurt Zoo

Goethe University Frankfurt - Zoo Biology

Görlitz Zoo

Hagenbeck Zoo

Halle Zoo

Hannover Zoo

Heidelberg Zoo

Hoyerswerda Zoo

Karlsruhe Zoo

Krefeld Zoo

Landau Zoo

Leibniz Institute for Zoo and Wildlife Research (IZW)

Leipzig Zoo

Magdeburg Zoo

Marlow Birdpark

Munich Zoo

Münster Zoo

NaturZoo Rheine

Neumünster Zoo

Neunkirchen Zoo

Neuwied Zoo

Nordhorn Zoo

Nuremberg Zoo

Opel-Zoo

Osnabrück Zoo

Rostock Zoo

Saarbrücken Zoo

Schwerin Zoo

Serengeti-Park Hodenhagen

Stiftung Artenschutz

Straubing Zoo

Ueckermünde Zoo

Walsrode Birdpark

Wilhelma Zoo

Wuppertal Zoo

Zoological Society for the Conservation of Species and Populations (ZGAP)

Zoom Erlebnisswelt Gelsenkirchen

GREECE

Attica Zoological Park

HUNGARY

Association of Hungarian Zoos (Magyar Allatkertek Szovetsege)

Budapest Zoo

Debrecen Zoo

Győr Zoo

Jászberény Zoo

Pécs Zoo

Sóstó Zoo

Szeged Zoo

Veszprem Zoo

IRAN

Tehran Zoo

IRELAND

Dublin Zoo

Emeral Zoo

Fota Wildlife Park

Galway Atlantaquaria

ISRAEL

Gan-Garoo Australian Park

Hai Park

Haifa Educational Zoo and Biological Institute

Jerusalem Zoo

Mibarium

Zoological Center Ramat Gan

ITALY

Bioparco Rome

Falconara Zoo

Genoa Aquarium

La Torbiera Zoo

Le Cornelle Zoo

Parco Natura Viva

Pistoia Zoo

Punta Verde Zoo

Union of Italian Zoos and Aquaria (UIZA)

Valcorba Zoo

Zoo delle Maitine

Zoom Torino

Zoomarine Italy

KAZAKHSTAN

Almaty Zoo

KUWAIT

The Scientific Centre

LATVIA

Riga Zoo

LITHUANIA

Kaunas Zoo

LUXEMBOURG

Parc Merveilleux

NETHERLANDS

Amersfoort Zoo

Apenheul

AquaZoo Friesland

Artis Zoo

Avifauna Birdpark

Bears in Mind

Beekse Bergen

Dierenpark Zie-ZOO

Dierenrijk

Dutch Zoo Federation (NVD)

GaiaZOO

Ouwehands Zoo

Overloon Zoo

Rotterdam Zoo

Royal Burgers' Zoo

Van Hall Larenstein

WILDLANDS Emmen

NEW ZEALAND

Auckland Zoo

NORWAY

Ålesund Atlantic Park

Bergen Aquarium

Kristiansand Zoo

PALESTINE

Qalqilia Zoo

POLAND

Association of Directors of Polish Zoological Gardens and Aquariums

Chorzow Zoo

Gdańsk Zoo

Krakow Zoo

Łódź Zoo

Opole Zoo

Płock Zoo

Poznań Zoo

Toruń Zoo

Warsaw Zoo

Wrocław Zoo

Zamość Zoo

PORTUGAL

Association of Portuguese Zoos and Aquaria (APZA)

Bark-Biopark Barquinha

Lagos Zoo

Lisbon Zoo

Lourosa Bird Park

Oceanário de Lisboa

Santo Inácio Zoo

Vasco da Gama Aquarium

ZooMarine

ROMANIA

Braşov Zoo

Sibiu Zoo

Tîrgu-Mureş Zoo

RUSSIA

Kaliningrad Zoo

Kazan Zoo

Krasnoyarsk Zoo

Leningrad Zoo

Moscow Zoo

Novosibirsk Zoo

SERBIA

Belgrade Zoo

Palić Zoo

SINGAPORE

Jurong Bird Park

Mandai Wildlife Reserve

SLOVAKIA

Bojnice Zoo

Bratislava Zoo

Košice Zoo

SLOVENIA

Ljubljana Zoo

SPAIN

Barcelona Zoo

Bioparc Fuengirola

Bioparc Valencia

Cabárceno Zoo

Carratraca Zoo

European Association of Zoo and Wildlife Veterinarians

Experimental Station of Arid Zones (EEZA) - CSIC

Faunia

Iberian Association of Zoos and Aquaria (AIZA)

Jerez Zoo

Loro Parque

Madrid Zoo Aquarium

Marineland Mallorca

Oceanogràfic Valencia

Río Safari Elche

Santillana Zoo

Selwo Aventura

Selwo Marina

Sendaviva (Parque de la Naturaleza de Navarra)

Tabernas Oasys Park

Terra Natura Benidorm

Terra Natura Murcia

SWEDEN

Borås Zoo

Eskilstuna Zoo

Furuvikspark

Kolmården Zoo

Lycksele Zoo

Nordens Ark

Ölands Zoo

Orsa Zoo

Skånes Zoo

Skansen Aquarium

Skansen Zoo

Slottsskogens Zoo

Swedish Association of Zoological Parks and Aquaria (SAZA/SDF)

Universeum

Vildriket (Järvzoo)

SWITZERLAND

AQUATIS Aquarium-Vivarium

Basel Zoo

Bern Zoo

Goldau Zoo

La Garenne

Papiliorama

Walter Zoo

Wildnispark Zürich

Zoo de Servion

Zürich Zoo

TAIWAN

Taipei Zoo

TURKEY

Bursa Zoo

Faruk Yalçın Zoo

Izmir Wildlife Park

UKRAINE

Kharkov Zoo

Kyiv Zoo

Nikolaev Zoo

UNITED ARAB EMIRATES

Arabia's Wildlife Centre

Dubai Safari Park

The Green Planet

UNITED KINGDOM

Africa Alive!

Amazon World

Banham Zoo

Belfast Zoo

Birdland

Birmingham Wildlife Conservation Park

Blackpool Zoo

Blair Drummond Zoo

Bristol Zoo

British and Irish Association of Zoos and Aquariums (BIAZA)

Camperdown Wildlife Centre

Chessington World of Adventures

Chester Zoo

Colchester Zoo

Cotswold Wildlife Park

Currighs Wildlife Park

Drayton Manor Park

Drusillas Park

Dudley Zoo

Edinburgh Zoo

Exmoor Zoo

Fife Zoo

Flamingo Land

Folly Farm

Hawk Conservancy Trust

Hertfordshire Zoo

Highland Wildlife Park

Howletts Wild Animal Park

Jersey Zoo

Knowsley Safari Park

Linton Zoo

Longleat Safari Park

Manor Wildlife Park

Marwell Wildlife

Newquay Zoo

Nottingham Trent University (NTU)

Paignton Zoo

Paradise Park

Peak Wildlife Park

Port Lympne Wild Animal Park

Shaldon Wildlife Trust

Shepreth Wildlife Park

The Big Cat Sanctuary

The World Pheasant Association (WPA)

Thrigby Hall Wildlife Gardens

Twycross Zoo

Waddesdon Manor Aviary

Welsh Mountain Zoo

West Midland Safari Park

Wild Acres

Wingham Wildlife Park

Woburn Safari Park

Woodside Wildlife Park

Yorkshire Wildlife Park

ZSL London Zoo

ZSL Whipsnade Zoo

UNITED STATES

Panthera

Snow Leopard Trust

Species360

CORPORATE MEMBERS

AB Aqua Medic GmbH	aqua-medic.de
Africa Style	africastyle.it
Animals Concept	animalsconcept.com
Aqua-Sander	aqua-sander.de
Arie Blok Animal Nutrition	arieblok.nl
ArtSystemDeco	artsystemdeco.com
Billings Productions, Inc	billingsproductions.com
Bio/Zoo Information	biozooinformation.eu
Brogaarden ApS	brogaarden.eu
Bureau d'étude AKONGO	akongo.fr
Bureau d'études Bioparc	bioparc-zoo.fr
Carl Stahl Architecture	carlstahl-architecture.com
China Light Festival	chinalight.nl
Convious	convious.com
Crossborder Animal Services BV	crossborderanimalservices.com
DigiTickets	digitickets.co.uk
Dino Don	dinodoninc.com
Dinosauriosmexico	dinosauriosmexico.com
Dorset Identification b.v.	dorset.nu
EKIPA	ekipa.nl
Fachjan Project Plants	fachjan.nl
Fahlo	myfahlo.com
Fox Consulting	fox-zooconsulting.com
Granovit AG	granovit.ch
HMJ Design	hmj-design.dk
Immotion	immotion.co.uk
Instone Air Services Ltd.	instoneair.com
Jakob Rope Systems	jakob.com
KaGo & Hammerschmidt GmbH	felsen.de
Kiezebrink International	kiezebrink.eu
Magic Memories	magicmemories.com
Marine Nutrition	marinenutrition.com
MAT Filtration Technologies	matlss.com
Mazuri	mazuri.com
n-gage.io	n-gage.io
Nieuwkoop Europe	nieuwkoop-europe.com
Pangea rocks A/S	pangea.dk
Petjes World	petjesworld.dk
Ralf Imagen y Comunicacion S.L.	ralfnature.com
Rasbach Architekten	rasbacharchitekten.de
Ravensden Plc	ravensden.co.uk
Ray Hole Architects	rayhole-architects.com
Reynolds Polymer Technology	reynoldspolymer.com
Saint Laurent S.A.	st-laurent.fr
Sanero Kunstfelsen Srl	kunstfelsbau.de
SAS Zoopoli France	zoopoli.eu
Seafoodia	seafoodia.com
Siane	siane.net

Triotech	trio-tech.com
Wild Immersion	wildimmersion.io
Worldwide Zoo Consultants	worldwidezoo.com
Zigong Lantern Group	zigonglanterngroup.com
Zoological Adviser	zoologicaladviser.com
Zoologistics	zoologistics.nl
Zooprofis	zooprofessionals.de



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