

22 | 23  
SEASON

VAIL RESORTS®



# PURPOSE

**POWERED BY PASSION**

ENVIRONMENTAL & SOCIAL  
RESPONSIBILITY REPORT

# EPIC PROGRESS

The outdoors is our business and we have a special responsibility to protect it, and a commitment to the people who live, work and play in our mountain communities. This report highlights the company's progress in Sustainability, Community Support, supporting our team members through the Employee Foundation, and investing in the future of the industry through Inclusive Access. Our responsibility and commitment is grounded in who we are and what we stand for—our mission and core values.

Front Cover  
Whistler Blackcomb

In 2017, Vail Resorts announced Commitment to Zero, our bold goal to achieve a zero net operating footprint by 2030, including zero net emissions, zero waste to landfill, and zero net operating impact on forests and habitat. I am proud to share that the company is ahead of schedule to meet its emissions goals, and is on track to reach zero waste to landfill and zero net operating impact on forests and habitat to achieve a zero net operating footprint by 2030.

At Vail Resorts, we take to heart our responsibility to support the people who live, work, and play in the communities we serve. Across our network of resorts, we are listening to community leaders and partnering with local nonprofits, businesses, and government agencies. We are pleased that our partnerships have inspired innovative ways of providing affordable housing, childcare, early education, mental health support, inclusive access, scholarships, and so much more.

We have made major strides in driving progress over the past year:

**Sustainability:** In 2023, the company achieved 100% renewable electricity across our North American operations for the second consecutive year, and achieved our 15% energy efficiency goal ahead of our 2030 target, driven by \$10M in energy saving investments since 2018.

**Inclusive Access:** In partnership with over 100 nonprofit organizations, Vail Resorts hosted nearly 11,300 youth at 32 of our resorts last season—many who may not have otherwise had access to the sport. Our outreach efforts included youth from major metropolitan areas including New York, Chicago, Detroit, Boston, and Washington, D.C. to inspire the next generation of diverse skiers and riders.

Through our partnerships with local, regional, and national nonprofits, Vail Resorts invested \$6.5M in adaptive access programming, giving people of all abilities the opportunity to enjoy our mountain resorts.

**Community Support:** Vail Resorts partnered with more than 400 nonprofits who serve the needs of our local mountain communities, donating over \$28M to support their incredible work.



**Employee Foundation:** Vail Resorts provided \$1.1M in grants to our team members, including 180 academic scholarships and 242 hardship relief grants. We also continue to grow our Epic Wellness program, providing mental health services to employees, dependents, and household members at no cost.

I am proud of the Vail Resorts culture, which is grounded in our core values to *Serve Others, Do Good, Have Fun, Be Safe, Do Right, Be Inclusive, and Drive Value*. We strive, as a team, to bring these values to life each day in the way we serve one another, our guests, our communities, and the environment. In partnership with many organizations, we continue to strengthen our commitment to creating a more welcoming and inclusive culture for team members and guests alike.

Our passionate, purpose-driven team members make this all possible. My heartfelt thank you to every team member, partner, and community member—together, we are living our mission and values, and the result is that we are well on our way to fulfilling our truly EpicPromise.

Sincerely,

**Kirsten Lynch**  
Chief Executive Officer

# BRINGING OUR VALUES TO LIFE



**Kenny Thompson, Jr.** (he/him)  
Chief Public Affairs Officer

## Focus On Communities

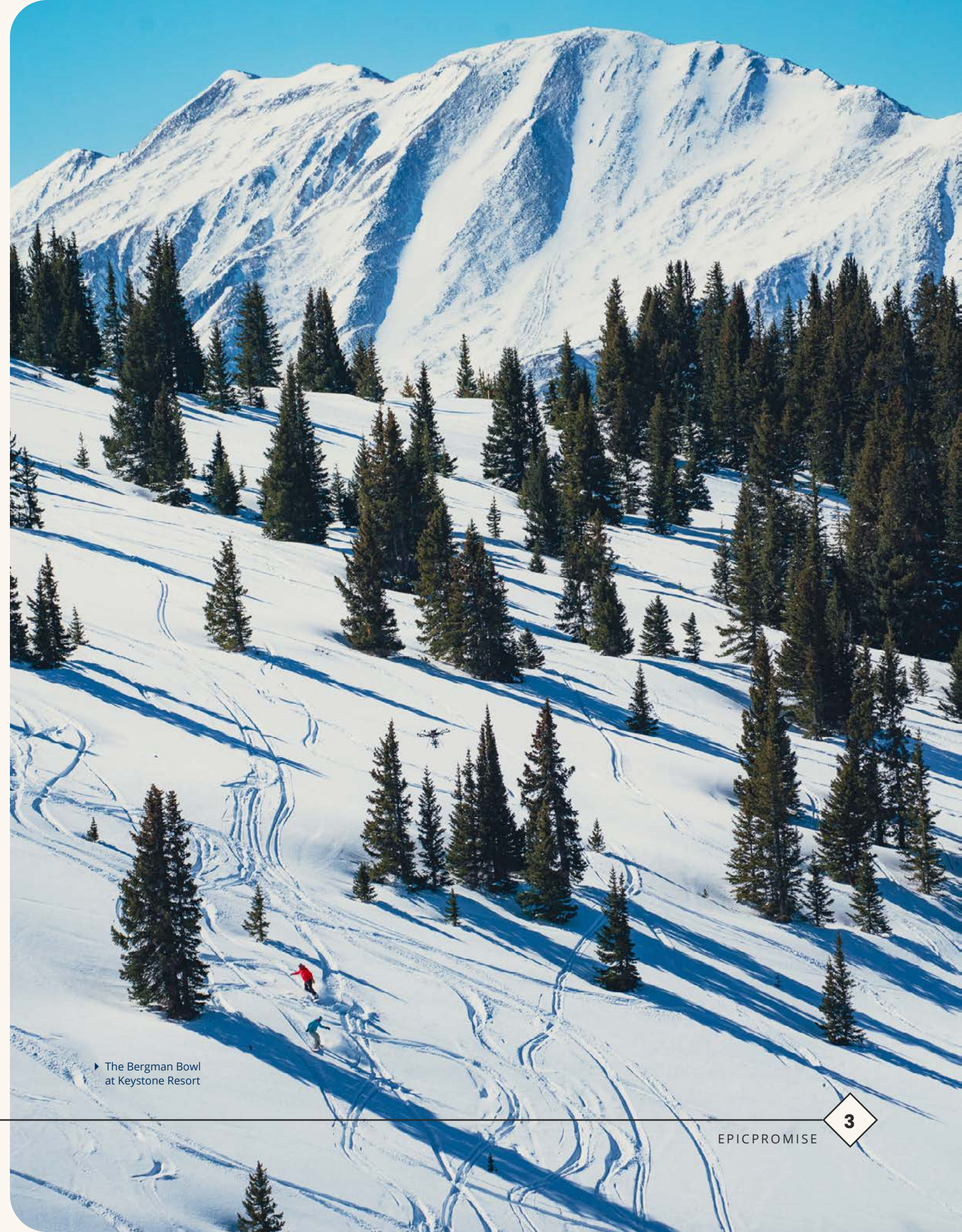
I am continuously inspired by the passion that our communities, guests, and dedicated teams bring—both to snowsports and the values-driven work we do together—to create a more sustainable, inclusive, and accessible future. At Vail Resorts, we are only able to achieve our responsibility goals because of the successful and meaningful partnerships we have with hundreds of incredible nonprofits and the mountain communities in which we operate. Being a strong partner is fundamental to our identity and crucial to our shared success. The passionate teams across our resorts are at the heart of our ability to accomplish our goals.



**Kate Wilson** (she/her)  
Vice President, Environmental  
and Social Responsibility

## Focus On Team

We know that to make real, meaningful change, we have to work together. Bold and purposeful action is required to fight climate change, conserve the natural environment we all love, work with our communities on critical projects, and broaden engagement in the ski and ride industry. At the center of how we accomplish this is our passionate team, working alongside our community and nonprofit partners to drive change. Together, we are pioneering innovative, scalable sustainability programs, and we are using our voice for good to advocate for policies that will improve the lives of those who live, work, and play in the mountains. We have made significant progress and remain committed to achieving our bold goals.



► The Bergman Bowl  
at Keystone Resort

# EXPERIENCE OF A LIFETIME™



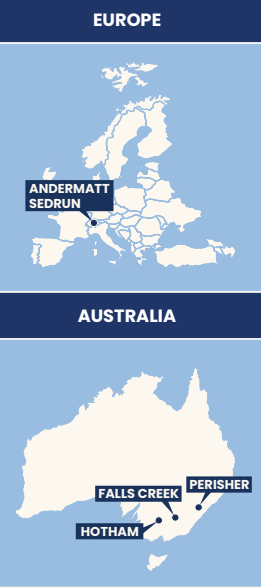
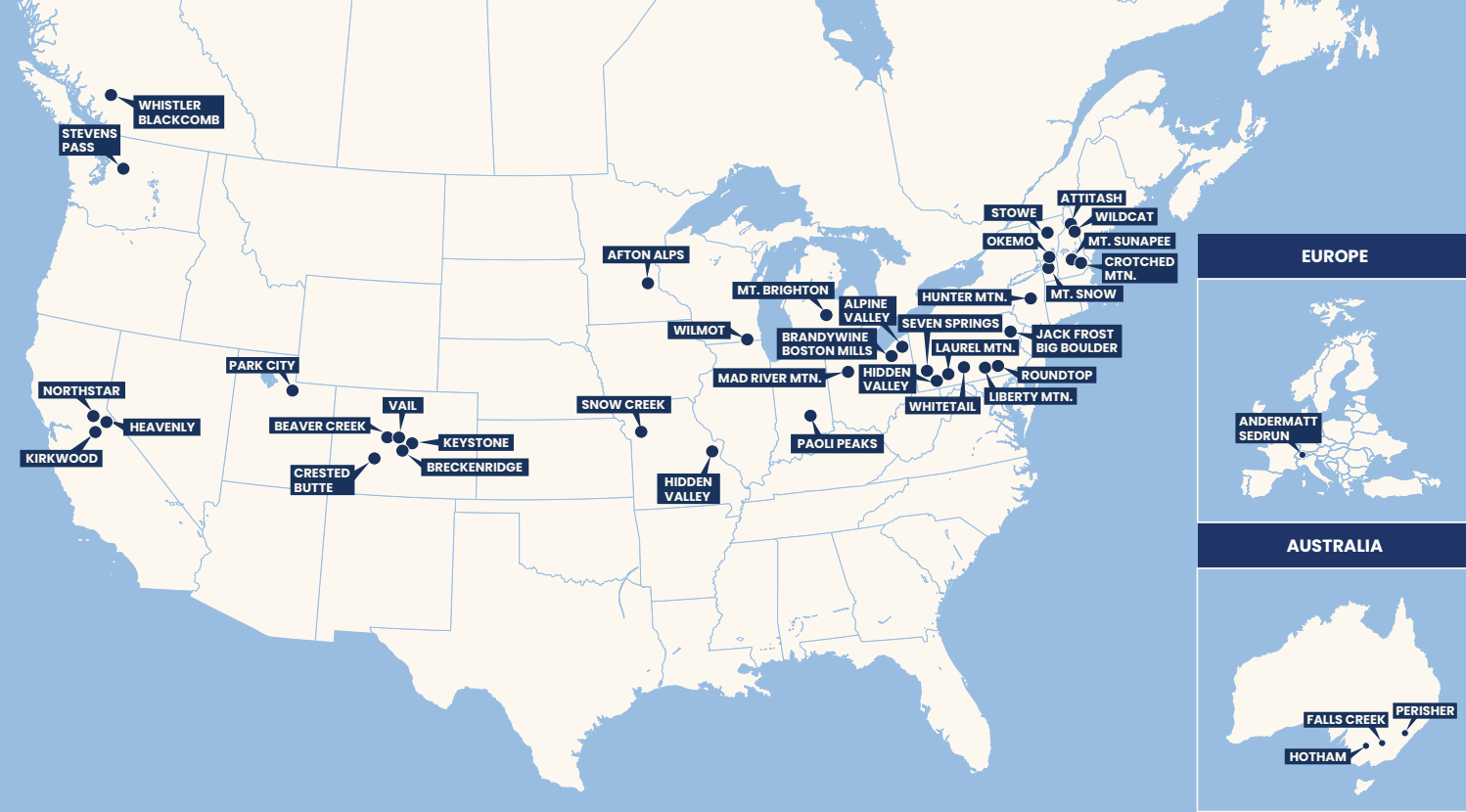
## 41 Unique Experiences Around The World

Vail Resorts operates the world's largest global network of 41 destination and close-to-home ski resorts—all available on the company's industry-changing Epic Pass.

This includes renowned resorts such as Vail Mountain and Breckenridge Ski Resort in Colorado; Park City Mountain in Utah; Stowe Mountain Resort in Vermont; Whistler Blackcomb in Canada; and 32 additional resorts across North America connected through one accessible network. Our international resorts include Andermatt-Sedrun in Switzerland; as well as Perisher Ski Resort, Falls Creek Alpine Resort, and Mount Hotham Alpine Resort in Australia.

Each resort is unique, with its own distinctive terrain, local culture, and dedicated teams. Our goal is to preserve and celebrate the local character and uniqueness of each resort, while investing our resources to support the team members, communities, and guests that experience our resorts.

▲ The Back Bowls at Vail Mountain



**Our mission** is to create the *Experience of a Lifetime* for our employees, so they can, in turn, create the *Experience of a Lifetime* for our guests.

### Our Values

As Vail Resorts team members, we hold ourselves accountable to living our values every day, in everything we do. These values drive our daily operations and our long-term vision, and continually enrich the local communities in which we operate.

-  **Serve Others** Lead with service to create Experiences of a Lifetime for one another and our guests.
-  **Do Right** Act with integrity—always do the right thing, knowing it leads to the right outcome.
-  **Do Good** Preserve our natural environments and contribute to the success of our local communities.
-  **Be Inclusive** Welcome everyone—include all races, gender identities, sexual orientations, abilities, and the many qualities that make us each unique.
-  **Have Fun** Fun is our product—create fun, enjoy your work, and share the contagious spirit.
-  **Drive Value** Fuel business growth and guest loyalty through guest experience and continued innovation.
-  **Be Safe** Be committed to the safety and wellness of our employees and guests.



# OUR MOUNTAINS. OUR COMMUNITIES. OUR FUTURE.

Since 1993 we have been on a journey; igniting a passion for and protecting the outdoors, supporting our local communities and employees, and making snowsports more accessible and inclusive; it is our EpicPromise. Our timeline highlights key milestones over the past 30 years of this journey.



## Recognition

- 2012** Condé Nast World Services Award
- 2019** NSAA Golden Eagle Award for Environmental Excellence  
The Civic 50 Colorado  
The Governor's Award for Outstanding Sustainability Initiative
- 2020** The Civic 50 Colorado
- 2021** The Civic 50 Colorado
- 2022** Newsweek America's Most Responsible Companies 2022  
The Civic 50 Colorado
- 2023** Newsweek World's Most Trustworthy Companies 2023  
NSAA Golden Eagle Award for Climate Change Impact

### 2006-07

- » National Forest Foundation Partnership with Guest Donation Program begins
- » Environmental Team established
- » Waste Reduction focus begins

### 2010-11

- » Employee Volunteer Program begins
- » Tamarack Lodge at Heavenly receives LEED Certification



### 2015

- » Developed partnerships with local communities on their climate goals
- » 1% for the Forest partnership with The Nature Conservancy begins
- » Community Roundtables launched

### 2017

- » Commitment to Zero launched



### 2021

- » 85% renewable electricity across North American resorts
- » Youth Access at urban locations from Seattle to New York City launched

### 2023

- » 100% renewable electricity across North American resorts
- » Significant multi-year grant commitments to align with critical community needs
- » Youth Access Program hosted 11.3K underrepresented youth, exceeding our FY 2023 youth access goal by 25%
- » Newsweek World's Most Trustworthy Companies 2023



**1993** » Vail Mountain launches partnership with SOS Outreach

**1995** » SOS Outreach Partnership expanded reach to Denver Metro Area

**1999** » First-of-its-kind recycling program at Vail Mountain started

### 2008-09

- » Formally launched Community Giving Program
- » Target 10% Energy Reduction Goal established



### 2012-14

- » Breckenridge Lynx Habitat Erosion Control Project established
- » Community Recognition Program launched

### 2016

- » EpicPromise Employee Foundation launched



### 2020

- » Plum Creek Wind Farm online
- » 50% waste diversion achieved

### 2022

- » 100% renewable electricity across North American resorts
- » Incremental annual \$175M investment into employees  
[READ MORE](#)

# THE PILLARS OF OUR PROMISE

Our EpicPromise is comprised of four pillars that guide our actions. Since 2018, we have issued annual progress reports demonstrating advancement against our goals. This Fiscal Year 2023 report delivers highlights and updates across each of our four pillars:

## Sustainability

The environment is our business, and we have a special responsibility to protect it. We have made a commitment to reach a zero net operating footprint by 2030 and are on track to achieve this bold goal.

## Community Support

We are committed to the people who live, work, and play in our mountain communities through direct engagement and grants, and by providing support on shared priorities, including affordable housing, childcare, and more.

## Employee Foundation

We cannot achieve our mission without our team. The EpicPromise Employee Foundation supports team members and their dependents in the pursuit of their dreams and lends a hand in times of need.

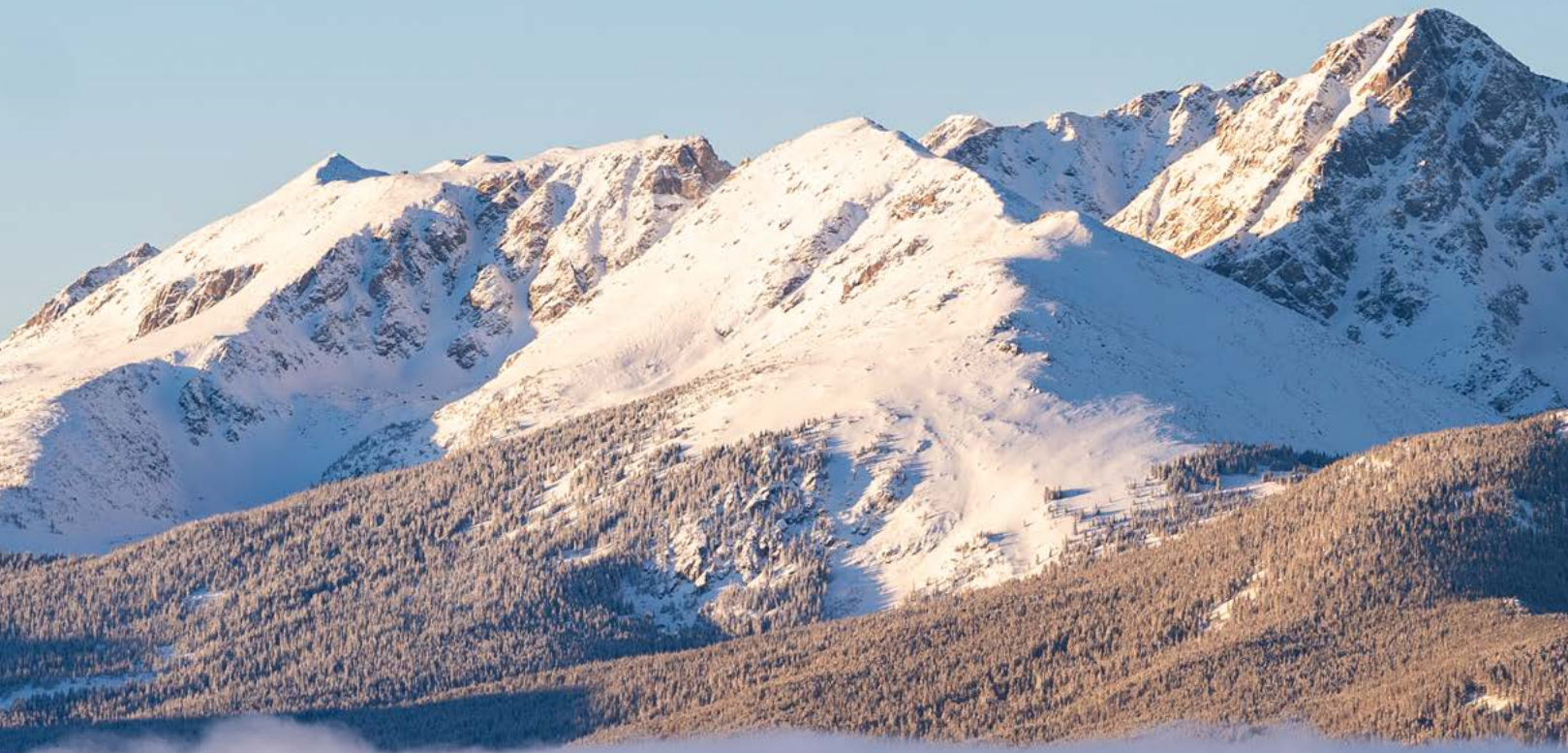
## Inclusive Access

Be Inclusive is one of our core values, both in how we operate as a company and steward the sport. We are focused on driving inclusion in three ways: fostering a welcoming culture, diversifying our talent, and expanding access to skiing and riding.

# RESPONSIBILITY IN ACTION

## Highlights from the Pillars of our Promise

Rooted in our deep commitment to social responsibility, we are taking action by advocating for the environment and supporting the communities we serve. Here are the highlights across the four pillars of our EpicPromise.



▲ Vail Mountain



### Sustainability

- » Achieved 100% renewable electricity across our North American resorts for the second year in a row.
- » Reached our 15% energy efficiency goal, ahead of our 2030 target, as a result of a \$10M investment in energy-saving capital projects.
- » Reduced landfill waste by 6.1M pounds (36%) from our baseline—equivalent to the weight of 306 snowcats.

### Community Support

- » Donated \$28.1M to 417 nonprofit partners, empowering them to support local communities.
- » Awarded \$718K in grants to create accessible childcare resources.
- » Awarded \$221K in grants to fund community housing solutions in addition to creating workforce housing for Vail Resorts employees.
- » Awarded \$383K in grants to support food security.

### Employee Foundation

- » Awarded \$1.1M to employees, including 180 academic scholarships and 242 hardship relief grants.
- » Awarded 45 Educational Ascent scholarships to team members pursuing a degree or certificate program, valued at \$103K.
- » Awarded 135 EpicPromise Scholars scholarships to dependents of team members pursuing a bachelor's, vocational, or specialized degree, valued at \$338K.

### Inclusive Access

- » Hosted 11,287 youth through multi-day programming at our resorts to make winter sports more inclusive and accessible.
- » Introduced 55 BIPOC women to snowsports through EDGE Outdoors, we provided funding for National Brotherhood of Snowsports parents, chaperones and participants to receive training to become instructors.
- » Granted \$16.7M from the company, plus \$1.6M from the Katz Amsterdam Charitable Trust, totaling an \$18.3M investment in connecting youth and adults to snowsports.
- » Invested \$6.5M in adaptive access.

# COMMITMENT TO ZERO

Announced in 2017, Commitment to Zero is our bold goal to reach a zero net operating footprint by 2030, including zero net emissions, zero waste to landfill, and zero net operating impact on forests and habitat.



▲ Above Lake Tahoe at Heavenly Ski Resort

The global effects of climate change are becoming increasingly visible, and as a company that operates in the great outdoors, we have a special responsibility to do our part. Commitment to Zero is core to who we are, thus we are living our value of Do Good by leading the industry and incorporating sustainable practices into every aspect of our business. Commitment to Zero is an enterprise-wide priority—not just for our sustainability team, but for all team members. Our sustainability commitment is a leading factor in all operational decisions and will continue to guide our company's evolution.

## Commitment To Zero 2030 Goals

- 1 Zero net emissions
- 2 Zero waste to landfill
- 3 Zero net operating impact on forests and habitat

▶ Breckenridge Ski Resort

“Achieving our audacious goals is no easy feat, especially when operating in unique mountainous regions across the globe—however, our team, with support from our partners, has no shortage of passion to get the job done.”

**KATE WILSON (SHE/HER)**

Vice President of Environmental and Social Responsibility

Six Years of Purpose-Driven Progress

**100%**

RENEWABLE ELECTRICITY AT OUR NORTH AMERICAN RESORTS IN FY 2022 AND FY 2023

**15%**

ENERGY EFFICIENCY SAVINGS FROM OUR 2017 BASELINE ACHIEVED AHEAD OF OUR 2030 TARGET

**6.1M**

POUNDS OF LANDFILL WASTE REDUCTION FROM BASELINE

**239**

ACRES REFORESTED TO ADDRESS ACRES PERMANENTLY IMPACTED BY NEW OR EXPANDED OPERATIONS SINCE 2017



STATUS  
AHEAD

# ZERO NET EMISSIONS



▲ Whistler Blackcomb's first fully electric snowmobile

## Our Approach To 2030

Vail Resorts is adapting our business to be more resilient to climate change, while also mitigating our impact by targeting zero net emissions by 2030. Our holistic strategy, and investments in renewable electricity development and energy efficiency are driving results. To that end, the company spent the last two years developing a comprehensive road map, including a capital investment strategy, to achieve zero net emissions by 2030. As such, Vail Resorts will continue to directly reduce our emissions as well as develop additional renewable electricity in all countries where we operate.

## Achievements

**100%**

RENEWABLE ELECTRICITY AT OUR NORTH AMERICAN RESORTS IN FY 2022 AND FY 2023

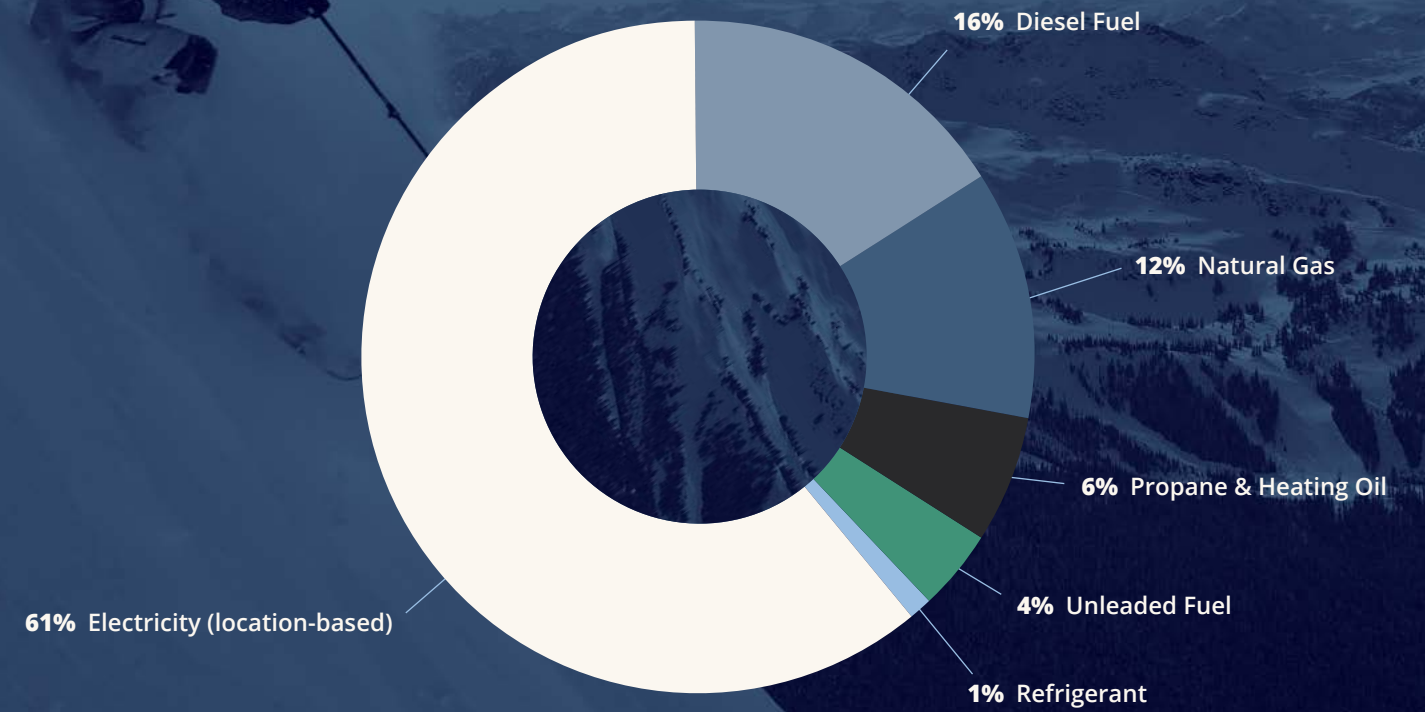
**15%**

ENERGY EFFICIENCY SAVINGS FROM OUR 2017 BASELINE ACHIEVED AHEAD OF OUR 2030 TARGET

**34K**

HOMES ELECTRICITY USAGE (EQUIVALENT) SAVED AS A RESULT OF ENERGY EFFICIENCY PROJECTS

## Fiscal Year 2023 Emissions By Source\*



## Greenhouse Gas Emissions By Fiscal Year

MTCO <sub>2</sub> e	FY 2023**	FY 2022	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017
SCOPE 1	87,923	76,537	78,130	78,549	83,218	67,316	69,120
SCOPE 2 (MARKET-BASED)	8,108	12,155	29,298	138,597	134,991	131,733	121,221
SCOPE 2 (LOCATION-BASED)	136,181	128,260	138,730	140,509	130,753	131,101	121,983
TOTAL (MARKET-BASED)	96,030	88,692	107,428	217,146	218,209	199,049	190,341
TOTAL (LOCATION-BASED)	224,104	204,797	216,860	219,057	213,971	198,417	191,103

\* Location-based scope 2 emissions represent the GHG intensity of the grids where we operate; the market-based total takes into account our conscious choice to purchase renewable electricity in markets where available.

\*\* FY 2023 scope 1 and 2 emissions increased primarily due to Seven Springs Mountain Resort, Laurel Mountain, and Hidden Valley Resort being included in our energy and emissions footprint for the first time, representing approximately 4% of our market-based emissions.

## ZERO NET EMISSIONS

# ENERGY EFFICIENCY



▲ Snowmaking at Mt. Brighton Ski Area

### 15% Target Achieved Ahead Of 2030

As part of our Commitment to Zero, Vail Resorts established a goal to achieve 15% energy efficiency savings by 2030 from a 2017 rolling baseline, equaling 289,371 MMBtu (million British thermal units). We are proud to announce that the company has accomplished this goal. Since Fiscal Year (FY) 2018, we invested \$10M in 90+ energy-saving projects across our resorts. These projects focused on snowmaking efficiency improvements, LED lighting retrofits, facility system and control upgrades, and more, all while improving operations and the guest experience. These investments are expected to drive over 980,000 MMBtu<sup>1</sup> savings, which is equivalent to saving the greenhouse gas emissions of 34,240 homes' electricity usage for one year.

<sup>1</sup> Validated by third-party energy efficiency experts who analyzed and verified our current results and projected future savings using total effective useful life savings of each installed measure.

### Energy Efficiency Projects Implemented

#### FY 2018

Snowmaking, HVAC Controls, LED Lighting, Refrigeration

**278,027** LIFETIME SAVINGS (MMBtu)

**\$2.4M** INVESTMENT

EQUIVALENT EMISSIONS TO **10,240 homes**



#### FY 2019

Snowmaking, HVAC Controls, LED Lighting, Refrigeration

**319,299** LIFETIME SAVINGS (MMBtu)

**\$2.4M** INVESTMENT

EQUIVALENT EMISSIONS TO **10,962 homes**



#### FY 2020

LED Lighting, Ski Lift Terminal Heater Controls

**40,418** LIFETIME SAVINGS (MMBtu)

**\$0.47M** INVESTMENT

EQUIVALENT EMISSIONS TO **1,633 homes**



#### FY 2021

Snowmaking, HVAC Upgrades & Controls, LED Lighting, Refrigeration

**42,748** LIFETIME SAVINGS (MMBtu)

**\$0.68M** INVESTMENT

EQUIVALENT EMISSIONS TO **1,599 homes**



#### FY 2022

Snowmaking, HVAC Controls, LED Lighting, Refrigeration

**240,724** LIFETIME SAVINGS (MMBtu)

**\$3.6M** INVESTMENT

EQUIVALENT EMISSIONS TO **8,174 homes**



#### FY 2023

LED Lighting, HVAC Controls

**59,030** LIFETIME SAVINGS (MMBtu)

**\$0.5M** INVESTMENT

EQUIVALENT EMISSIONS TO **1,632 homes**




#### Total

**980,245** LIFETIME SAVINGS (MMBtu)

**\$10.05M** INVESTMENT

EQUIVALENT EMISSIONS TO **34,240 homes**



 = Equivalent to 1k homes' electricity use for one year. These values were estimated using the EPA's Greenhouse Gas Equivalencies Calculator.

The total lifetime savings represent the sum of energy savings over the estimated years the project is likely to be effective.

### Keystone Resort's Off-The-Grid Patrol Hut

Keystone Resort, in Colorado, expanded lift access to its high alpine terrain with the addition of its brand new Bergman Express chairlift. As a part of this project, Keystone built a sustainable and off-the-grid patrol hut, which honors the rugged terrain and spirit of the Resort's high-alpine environment. The hut is located near the top of the new Bergman Express lift, at 12,200 feet above sea level. The durable building is designed for harsh high-alpine environments and is sided with 100% beetle kill pine. A pellet stove provides heat, and a 4.4 kilowatt (kW) photovoltaic solar system delivers power. This hut is just one of Keystone's many efforts that support our Commitment to Zero.



## ZERO NET EMISSIONS

# 100% RENEWABLE ELECTRICITY

## ACROSS NORTH AMERICAN RESORTS

Vail Resorts is proud that we have achieved 100% renewable electricity across our North American resorts for the second year in a row.

In FY 2023, the company procured 361,787 megawatt hours (MWh) of renewable electricity, which is equivalent to 100% of our North American resorts' electricity usage and 96% of our worldwide electricity usage. Vail Resorts' largest renewable project is Plum Creek, an 82-turbine wind farm we enabled, that has been online since June 2020. In addition, Vail Resorts participates in other local renewable electricity programs including Xcel Energy's Colorado Renewable\*Connect, which provides a portion of renewable electricity at Breckenridge Ski Resort and Keystone Resort.

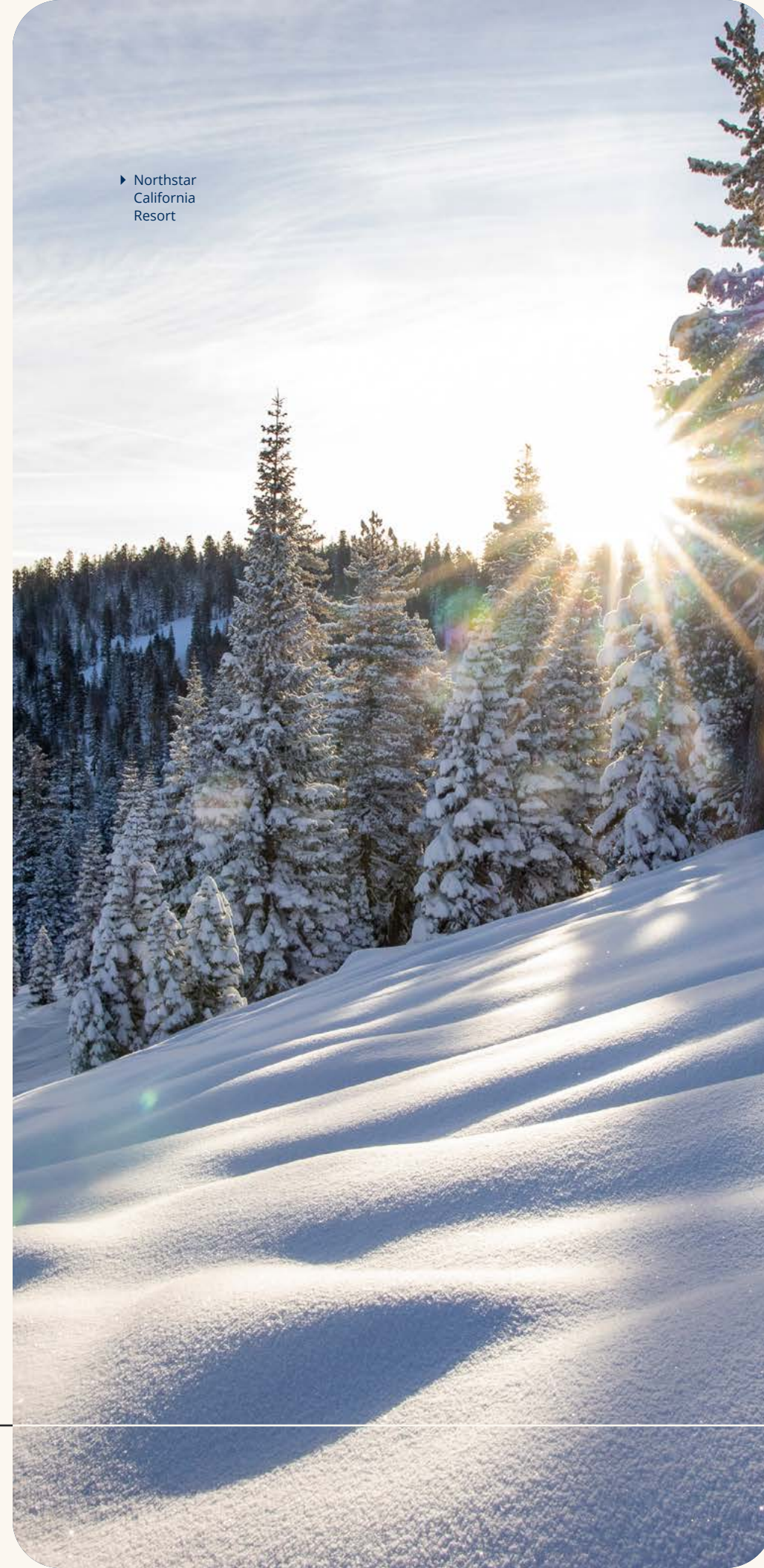
Vail Resorts looks forward to the Elektron Solar Project, an 80-megawatt solar farm being constructed 60 miles west of Salt Lake City, coming online in 2024. We partnered with Rocky Mountain Power, Salt Lake City, Town of Park City, Summit County, and Deer Valley to initiate this project in the fall of 2021. Once online, Elektron will power Park City Mountain with 100% renewable electricity.



▲ Plum Creek wind farm (photograph provided by Ørsted A/S)

► [LEARN MORE](#)

*To reach our renewable electricity commitment globally, Vail Resorts plans to pursue additional renewable electricity development by exploring opportunities in each country where we operate.*



► Northstar California Resort



### Golden Eagle Climate Change Impact Award

Vail Resorts won the Golden Eagle Climate Change Impact award in 2023 from the National Ski Areas Association (NSAA) for achieving 100% renewable electricity in North America, and 96% enterprise wide in FY 2022. Established in 1993, the Golden Eagle Awards for Environmental Excellence are the highest honors bestowed on a resort for environmental performance and recognize powerful initiatives that result in impactful climate change solutions.

► [READ MORE](#)

Achievements

**6.1M**

POUNDS OF LANDFILL WASTE  
REDUCTION FROM BASELINE

**11.7M**

POUNDS OF WASTE DIVERTED  
FROM LANDFILLS THROUGH  
RECYCLING AND COMPOSTING

**48K**

POUNDS OF OLD  
UNIFORMS RECYCLED

**159K**

POUNDS OF USED SKI EQUIPMENT  
DIVERTED FROM LANDFILLS

**527K**

POUNDS OF RETIRED RESORT  
EQUIPMENT SOLD TO AVOID  
LANDFILLS



▲ Custom-built waste sorting station at Stowe Mountain Resort

# ZERO WASTE TO LANDFILL

## The Quest For Zero: A Holistic Approach To Reducing Waste

Waste diversion is no longer something we merely strive for at Vail Resorts; it is embedded in our operations from Base Area and Mountain Operations to Food & Beverage, Ski School, and Procurement. We start by reducing the items the company brings into our waste system, and then look for circular solutions for all the materials we use. One way Vail Resorts does this is by investing in durable products, which decreases single-use products and reduces associated emissions created by the production and transportation of materials. Local community partners are essential in helping us achieve our goal. Vail Resorts works with local waste haulers, compost facilities, and municipal recycling facilities to ensure that we are minimizing contamination and maximizing waste diversion.

The company has taken systematic, large-scale action to reduce waste and divert materials from landfills across our resorts. By FY 2020, Vail Resorts achieved our interim goal of 50% waste diversion, nine months ahead of schedule. In FY 2022, the company had reduced waste to landfill by 29% compared to our baseline<sup>2</sup>—a decrease of nearly 5M pounds. In FY 2023, we hit a new milestone: a 36% overall reduction in waste to landfill from our baseline—that is 6.1M pounds, the equivalent weight of 306 snowcats!

<sup>2</sup> Rolling baseline used to measure progress against zero waste goal. Excludes campgrounds, employee housing, Seven Springs, Laurel Mountain, Hidden Valley (PA), Hotham, Falls Creek, and any resorts acquired after 7/31/2022.



▲ Upcycled Adirondack chair from snack wrapper recycling program

In FY 2023, the company set an enterprise-wide goal to reduce waste to landfill by 5% compared to FY 2022. Each resort was a valuable contributor to this massive team effort, and we are proud to have exceeded this goal. The resorts that reduced the most waste last season were Vail Mountain, Grand Teton Lodge Company, Keystone Resort, Crested Butte Mountain Resort, and Stowe Mountain Resort. These resorts achieved a cumulative landfill reduction of 1.1M pounds.

# STRATEGIES FOR FURTHER WASTE REDUCTION

**To accomplish our zero waste to landfill by 2030 goal, Vail Resorts is committed to the continued growth and expansion of our comprehensive waste reduction program and partnership with our employees, guests, communities, and vendors.**

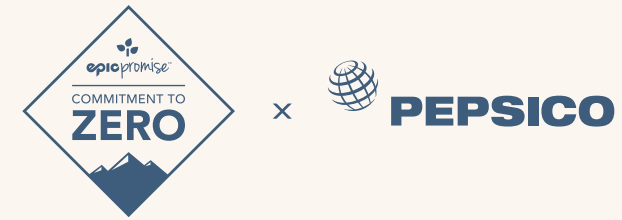
## Key strategies and successful waste reduction programs we have implemented include:

- » Improved waste reduction measurement by investing in infrastructure, collaborating with waste hauling partners, and rightsizing equipment.
- » Installed custom-built waste sorting stations at resort restaurants and bars that are staffed by trained employees to maximize diversion, decrease contamination, and enhance the guest experience.
- » Upgraded or added restaurant dishwashing machines and infrastructure, allowing greater use of durable utensils, plates, and cups, and eliminating waste from single-use materials.
- » Developed custom food and beverage buyers' guides, created in partnership with Eco-Products and local compost operators, to create accountability amongst composting partners, ensuring increased diversion and decreased contamination.

- » Expanded hard to recycle waste diversion programs such as plastic film/soft plastics, nitrile gloves, ski equipment, construction and demolition debris (wood), e-waste, and other materials that are traditionally challenging to divert from landfills.
- » Developed a sustainable procurement plan that includes strategic partnerships to reduce waste while increasing material durability and circularity.

## Passion Powered By Partnerships

Since FY 2017, the company has been collaboratively developing innovative waste reduction strategies with our strategic partners. Vail Resorts partnered with PepsiCo and TerraCycle to turn snack wrappers into tables, Adirondack chairs, and terrain park features. Proven successes in early pilot programs led us to replicate the most effective strategies across all of our locations.



## PepsiCo Partnership Makes A Difference

By partnering with PepsiCo, the company has made significant progress towards our zero waste to landfill goal. PepsiCo has supplied over 149,000 reusable fountain tumblers since FY 2017, leading to a 62% overall decrease in single-use fountain cups. This partnership also led to the installation of SodaStream Professional flavored water machines at several locations across Vail Resorts. Additionally, the TerraCycle snack wrapper recycling program launched by PepsiCo in 2020 has diverted 8,354 pounds of waste from landfill—that means we recycled roughly one million chip bags and snack wrappers! At many resorts, we have purchased Adirondack chairs and tables and have built terrain park features made from material that is produced by the recycled snack wrappers.

## Committed To Composting

In FY 2023, Grand Teton Lodge Company (GTL) in Wyoming diverted 478,000 pounds of compostable waste, avoiding the landfill and instead sending it to a local composting facility. This was logistically challenging because GTLC's operations are spread throughout Grand Teton National Park, and there are few local composting companies in rural Wyoming. The team was persistent though, working tirelessly to ensure all employees were educated on the importance of proper waste sorting and educating guests on the impacts of waste diversion programs.

**Waste diversion and sustainability were a key focus for our operations teams. We worked daily with teams across our footprint, and with our local compost facility, to maximize diversion from our operations."**

**GILL BECK (HE/HIM)**  
Senior Director Lodging Operations  
Grand Teton Lodge Company



Upcycled terrain park feature from snack wrapper recycling program at Breckenridge Ski Resort

# OUR NEW SUPPLY CHAIN SUSTAINABILITY PROGRAM

In FY 2023, Vail Resorts launched its Supply Chain Sustainability program, which is a formal partnership between our internal Sustainability and Procurement teams.



▲ Eco-Products compostable cups at Vail Mountain

Supply Chain Sustainability (SCS) was developed to accelerate Commitment to Zero progress by leveraging supplier relationships and our tremendous sourcing power to achieve ambitious goals. Through partnering both internally and externally on this program, the SCS program diverted over 845,000 pounds of waste from landfill in its first year.

SCS is driven by cross-functional project teams charged with implementing innovative sustainability projects in the following categories: food and beverage, packaging, goods, energy, and equipment. Initial projects include developing responsible diversion solutions for discarded pallets; switching to recyclable receipts in dining spaces; upcycling used ski and snowboard equipment; and many more. The SCS teams will continue to develop innovative and scalable waste solutions enterprise-wide.

## Fiscal Year 2023 Supply Chain Sustainability Successes



### EMPLOYEE UNIFORMS

48,000 pounds of retired uniforms were recycled into a composite material that is used to manufacture other items.



### SNOWCATS AND EQUIPMENT

527,000 pounds of retired snowcats and heavy equipment were sold to a vendor partner in FY 2023 to keep decommissioned equipment out of landfills.



### NITRILE GLOVES

18,000 pounds of nitrile gloves were diverted from the landfill through the Kimberly Clark *Right Cycle* program since 2018. These recycled gloves are turned into plastic pellets for a variety of uses.



### UKRAINE UNIFORM DONATION

700 pairs of winter pants and nearly 1,000 jackets were donated to the Ukrainian citizens in need during 2022. SCS team members helped Gear re-Store, our uniform repair vendor, to sort serviceable pants to send to Ukraine.



### SKI AND SNOWBOARD EQUIPMENT

159,000 pounds of usable ski and snowboard equipment was diverted from the landfill by auctioning it to used gear distributors. In addition, 7,000 pounds of retired helmets were recycled into plastic pellets for an array of future uses and 90 damaged snowboards were sent to the *Jones Snowboards Re-Up Tech* pilot program to be recycled into new boards.

SCS numbers calculated using supplier data and standard weights for individual programs.



Revegetation efforts at Vail Mountain using compost generated from on-mountain food waste collection.

# ZERO NET OPERATING IMPACT ON FORESTS AND HABITAT

Since the launch of Commitment to Zero, Vail Resorts has restored an acre of forest for every acre permanently impacted by new and expanded operations. Starting in 2007, Vail Resorts has partnered with the National Forest Foundation to fund critical environmental initiatives and have funded nearly 250 projects that help reforest our planet. In 2023, Vail Resorts planted 28,500 trees on 95 acres in the Gifford Pinchot National Forest in Washington, the Deschutes National Forest in Oregon, and the Medicine Bow-Routt National Forest in Wyoming. We worked with the National Forest Foundation to plant the trees on National Forest land that are not part of our operating footprint and targeted areas where the landscape had been impacted by wildfire.

## Guests Make A Difference

Our guests are vital contributors to funding programs that protect and preserve the land surrounding our resorts. In FY 2023, the guest donation program raised \$1.9 million through one-dollar donations from the purchase of Vail Resorts products, including the Epic Pass. Guest donations fund environmental stewardship initiatives, as well as projects that support our diversity, equity, and inclusion efforts to make the outdoors accessible for everyone. One of these projects is the Colorado Dillon Ranger District's Dual Language Sign Project, which is creating new dual English-Spanish trail signs to replace all of the existing English-only trail sign kiosk panels. This collaborative partnership included the Dillon Ranger District, Friends of the Dillon Ranger District, Oso Outdoors, and Mountain Dreamers.

## Achievements

95

ACRES REFORESTED FROM NEW OR EXPANDED OPERATIONS IN CALENDAR YEAR 2022

239

ACRES REFORESTED TO ADDRESS ACRES PERMANENTLY IMPACTED BY NEW OR EXPANDED OPERATIONS SINCE 2017

# REBUILDING AFTER A TORNADO



▲ Big Boulder Mountain

Big Boulder Mountain in Pennsylvania is known for the magnificent trees between its runs. In 2017, the resort was hit by a devastating tornado that knocked down many trees along the resort's frontside ski runs. Resort employees and guests were concerned that losing these beautiful trees would forever change the Big Boulder Mountain experience. In response, our team at Big Boulder Mountain started a multi-year tree planting project. This effort will restore a portion of the resort's trees and help to retain the beauty of the environment.

**“The Big Boulder Mountain experience was forever changed by that tornado. We listened to our guests, who missed skiing through our grand trees, and decided to help the forest healing process. Our multi-year effort will bring back some of the trees and the magic we are known for.”**

**TRENT POOLE (HE/HIM)**

Former General Manager, Big Boulder Mountain  
(Current GM, Hunter Mountain)



▲ BreckConnect in Cucumber Gulch at Breckenridge Ski Resort

# A GONDOLA DOES ITS PART FOR WILDLIFE

The Mountain Towns 2030 Climate Solutions Summit was hosted in Breckenridge, Colorado in October 2022. As part of this event, the Vail Resorts team, along with the Town of Breckenridge and the US Forest Service, hosted a field trip to demonstrate Vail Resorts' Commitment to Zero in action at Breckenridge Ski Resort. We educated attendees about local forest preservation initiatives, energy-efficient snowmaking, and employee-operated waste sorting systems. One highlight we shared is our unique gondola operating agreement with the Town of Breckenridge, which designates 'dark periods' during which the BreckConnect gondola, situated over the Cucumber Gulch Preserve, temporarily ceases operations to reduce disturbances to wildlife during sensitive seasonal periods and times of day.

**“The Town of Breckenridge was grateful to highlight our conservation partnership with Vail Resorts, including the land protection and management efforts in Cucumber Gulch Preserve. We look forward to a continued working relationship with Breckenridge Ski Resort as we work collectively to conserve our treasured natural areas.”**

**SCOTT REID (HE/HIM)**

Deputy Town Manager  
Town of Breckenridge



# USING OUR VOICE FOR GOOD

Vail Resorts is committed to fighting climate change and we believe amplifying climate advocacy beyond our company and industry is crucial.



▲ Brendan McGuire (he/him) and Jamie Caton (she/her) of the Vail Resorts Government Relations team with Senator Chuck Schumer in Washington D.C.

Our on-going advocacy involves many public, private, and nonprofit partners and is a critical part of our sustainability efforts. Vail Resorts advocates at local, regional, and national levels through our participation in groups including the Outdoor Industry Business Climate Partnership, Ceres, RE100, and the Mountain Collaborative for Climate Action. There is power in numbers, and together, we will affect positive change.

For the past five years, Vail Resorts participated in the annual LEAD on Climate advocacy event in Washington D.C., with over 100 other Fortune 500 companies, led by the nonprofit Ceres. During the 2022 event, the group influenced lawmakers and the White House to maintain incentives in the Inflation Reduction Act that support decarbonization, modernizing the grid to get clean energy online quickly and efficiently, and increasing clean energy manufacturing. The Inflation Reduction Act could potentially achieve a 40% emissions reduction, in the United States, by 2030, which aligns with our zero net emissions goal.

## Amplifying Our Advocacy

In FY 2023, Vail Resorts signed onto two letters, submitted by Ceres, urging lawmakers not to dismantle the critical climate change initiatives in the Inflation Reduction Act and recommending the EPA adopt new rules to set carbon pollution standards for new fossil fuel power plants and reduce carbon dioxide (CO2) emissions for existing coal and gas power plants under the Clean Air Act.



## The Mountain Collaborative For Climate Action Promotes Climate Over Competition

Vail Resorts is a proud member of the Mountain Collaborative for Climate Action, the ski industry's first unified business coalition to combat climate change through shared commitments around sustainability and advocacy. This collaborative includes Alterra Mountain Company, Boyne Resorts, and POWDR, and first convened at the Mountain Towns 2030 Summit in 2019. These four companies operate a collective footprint of 76+ resorts across North America, and our partnership has resulted in new ideas and projects that address environmental policy, waste reduction solutions, and operational sustainability.

## National Ski Areas Association Environmental Leadership

In 2022, Vail Resorts' Vice President of Environmental & Social Responsibility, Kate Wilson, took on the role of Environmental Committee Chair for the National Ski Areas Association (NSAA). NSAA has been driving climate advocacy and mitigation programs for several years. Through this committee role, Kate aspires to bring small and large ski resorts together on climate issues, regardless of resources and staffing, to align on areas for collaboration and action. The Environmental Committee is working to build foundational alignment around options for energy and waste reduction and is looking for innovative ways to develop solutions across the industry.

▲ Kate Wilson (she/her) of Vail Resorts with other Mountain Collaborative for Climate Action leaders from Alterra Mountain Company, Powdr, and Boyne Resorts

## Partners Recycling Plastics

As a Mountain Collaborative for Climate Action pilot project both Breckenridge Ski Resort and Copper Mountain Resort worked with PepsiCo and Replenish to increase circularity in Summit County, Colorado. Breckenridge Ski Resort and Copper Mountain Resort both launched and implemented PepsiCo's CIRQU program to collect and divert plastic bottles and aluminum cans. PepsiCo backhauled the collected materials from both resorts and sent them to Replenish for circular recycling. In turn, this reduces PepsiCo's need for new manufacturing materials required to produce plastic bottles. In FY 2023, in its first year, Breckenridge recycled 690 pounds of plastic bottles through the program.

# PARTNERSHIPS WITH PURPOSE

## Helping Local Communities Thrive

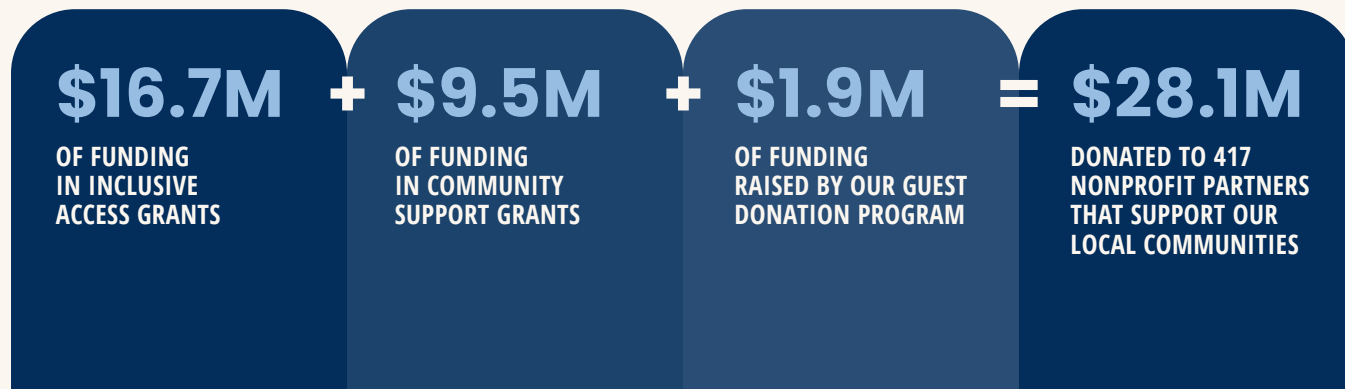
Vail Resorts is committed to supporting working families in our communities by forming relationships with local leaders and businesses, donating in-kind resources, and awarding grants to nonprofits to facilitate the expansion of affordable housing, childcare and pre-school education, food security, and more. In addition to community-based philanthropy, the company invests within our resorts to expand our internal capacity to offer employees more on-site housing and childcare options.



**“We partner with nonprofits, local businesses, and governments to work through complex challenges, fund innovative solutions and celebrate our collective progress.”**

**NICKY DEFORD (SHE/HER)**  
Senior Director of Community Impact and the EpicPromise Employee Foundation

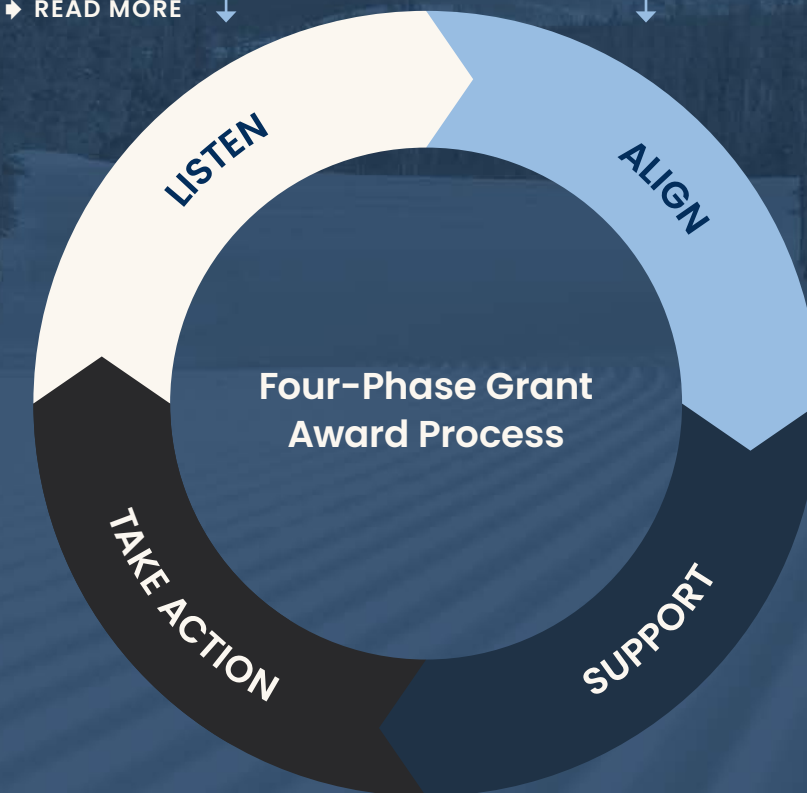
## Achievements



Form local relationships and convene community roundtable conversations that empower nonprofits and political leaders to communicate critical community issues.

➔ READ MORE

Establish consensus on priority community roundtable findings and develop action plans with nonprofit partners and resort leadership.



Fund nonprofit partners via cash grants, as well as in-kind services and resort resources.

Work with nonprofit partners as they implement action plans for community well-being.

# WE LISTEN AND TAKE ACTION

Accessible care for kids—childcare, afterschool, and summer care—is a top priority in the communities in which we operate.

In FY 2023, Vail Resorts awarded \$717,521 in grants to local nonprofits to expand accessible childcare and pre-school education options, allowing parents to work with peace of mind. Additionally, the company invested in childcare expansion internally at our resorts to increase capacity for our employees.

## Breckenridge Expands Employee Childcare

In 2023, Breckenridge Ski Resort in Colorado, expanded its childcare facility by adding a classroom, giving up to 22 employee dependents access to on-site childcare. This increased capacity allows more team members to establish permanent homes within our resort community. With historically high demand, improved access releases tension from other community childcare facilities, creating more space for non-employee families.

▶ Red Pine Gondola at Park City Mountain



## Collaboration Toward Solutions In Park City

In Park City, Utah, Vail Resorts committed a \$250K multi-year grant to the Park City Education Foundation to help fund full-day pre-school, making early education more accessible for working families. Further, in an innovative partnership with the Park City Community Foundation, the company donated retired Red Pine Gondola cabins for their auction and raised an additional \$403K in funds for the Early Childhood Alliance, which is dedicated to creating equitable and accessible support for children in Park City.



▶ On-site employee childcare at Breckenridge Ski Resort

## Helping Kids Thrive With Afterschool Programs

The Summit Foundation, a nonprofit in Summit County, Colorado, launched Project Thrive in 2022, to bring families critically needed long-term afterschool and summer childcare. Breckenridge Ski Resort and Keystone Resort made Project Thrive possible through a \$750K direct grant utilizing funds raised from the Ski Medallion pass program. Funds will be distributed over three years to the Summit School District, as they take the lead in implementing and sustaining this initiative throughout their district elementary schools.

▶ READ MORE

## Achievements

**\$718K**

IN GRANTS AWARDED TO SUPPORT ACCESSIBLE CHILDCARE

**\$250K**

MULTI-YEAR GRANT AWARDED TO THE PARK CITY EDUCATION FOUNDATION IN PARK CITY, UT

**\$403K**

RAISED THROUGH THE SALE OF RETIRED RED PINE GONDOLA CABINS TOWARDS THE EARLY CHILDHOOD ALLIANCE

# HOUSING TEAMS HELPING COMMUNITIES

Vail Resorts understands that affordable workforce housing is essential for our employees, their families, and for the success of the entire community.

## Achievements

**\$221K**

IN GRANTS TO DEVELOP AFFORDABLE HOUSING SOLUTIONS

**\$250K**

MULTI-YEAR GRANT FOR MOUNTAINLANDS COMMUNITY HOUSING TRUST IN PARK CITY, UT

**\$300K**

MULTI-YEAR GRANT FOR HABITAT FOR HUMANITY VAIL VALLEY IN EAGLE COUNTY, CO

**879**

NEW BEDS TO HOUSE SEASONAL EMPLOYEES AND 27 NEW HOUSING PROPERTIES ACROSS THE COMPANY

Vail Resorts continually invests in innovative ideas and inspired partnerships to provide greater access to affordable housing options. Our support uplifts entire communities, because when we house more employees, it frees up local housing, giving all community residents more options.

### Affordable New Homes In Colorado

Vail Resorts awarded a \$300K multi-year grant to Habitat for Humanity Vail Valley (HFHV), a nonprofit partner who has been instrumental in building affordable homes in Colorado areas that surround Vail Mountain and Beaver Creek Resort. Between 2022 and 2024, HFHV intends to build up to 40 new homes. HFHV overcomes short building seasons and supply chain issues by utilizing pre-constructed homes that cut the standard construction timeline in half. This holistic partnership includes event support and the volunteerism of our local employees. This year, over 120 team members from Vail Mountain and Beaver Creek Resort have helped to construct homes.

[▶ READ MORE](#)

▲ Beaver Creek Resort Ski Patrollers volunteer their time building houses during the Gary Shimanowitz Memorial Build Week with HFHV. From left to right: Brendan Cecil (he/him), Tyler Chapman (he/him), Mike Ruehlmann (he/him)

## Innovative Housing In Utah

During the FY 2023 season, 441 Park City Mountain employees moved into new housing located at the base of the Canyons, called Slopeside Village. The project was made possible by an unprecedented public-private partnership between Summit County, Canyons Village Master Association, Columbus Pacific Development, and Park City Mountain. The development offers a variety of unique room configurations that increase building occupancy without sacrificing residents' privacy. Of the nearly 1,200 beds made available by this housing project, 441 beds were reserved for Park City Mountain employees through a master lease agreement. This leading-edge partnership raises the bar for how we foster collaboration and innovation in our communities.

[▶ READ MORE](#)

**“We see Vail Resorts as a neighbor, and their financial support and partnership is a testament to the company’s willingness to tackle our community’s challenges alongside us.”**

**DIEGO ZEGARRA (HE/HIM)**

Park City Community Foundation

▶ In addition to the Slopeside Village project in Park City, UT, Vail Resorts added 879 new beds and 27 new housing properties across the enterprise. We onboarded six Mid-Atlantic resorts to the employee housing portfolio: Seven Springs Mountain Resort, Hidden Valley Resort, Laurel Mountain, Liberty Mountain Resort, Roundtop Mountain Resort, and Whitetail Resort. Last season, Vail Resorts was able to offer housing to almost 7,000 employees across the enterprise.





▲ Kirkwood Mountain Resort team members volunteer at Bread and Broth

# FOCUSED ON COMMUNITY FOOD SECURITY

## Nourishing Our Communities

Vail Resorts supports the well-being of people in all our mountain communities, including disadvantaged populations that live with food insecurity. The stories below highlight the intersection of our Commitment to Zero goals, impactful partnerships, and employees' selfless community giving.

## A Family Cooks Dinners For The Community

Jason Skidgel, the Food and Beverage Manager at Wildcat Mountain Resort in New Hampshire, was pleased to be offered a job promotion. He accepted on one condition: having Thursday nights off. Every Thursday, Jason cooks delicious meals for the Community Dinner Program at a local food pantry. When people caught wind of Jason's culinary skills, the dinners became amazingly popular! Over the years, Jason recruited his kids to help with these highly in-demand meals, and the whole family embraced this weekly opportunity to help their community. Jason and his family cook 45–80 dinners every Thursday, and have provided over 20,000 meals to people in need.

## Over 27,000 Pounds Of Food For Colorado Residents

In February 2022, the Keystone Resort Conference Center (KCC) began partnering with CAFE Food Rescue (CFR), a local Colorado organization that distributes surplus food from other organizations to people in need, saving the food from being wasted. KCC donates surplus food, as well as the use of its kitchen, helping CFR package foods for distribution to local food pantries. This collaboration reduces community food insecurity, while saving water and supporting our Commitment to Zero goal of reducing greenhouse gas emissions. From February 2022 to July 2023, this partnership salvaged 27,063 pounds of food—an equivalent to saving the emissions from nine cars driven for one year! Plus, it saved 3.1 million gallons of water.

## Heavenly And Kirkwood Employees Serve Up Meals

At Heavenly Mountain Resort and Kirkwood Mountain Resort in Lake Tahoe, California, team members regularly volunteer at the local food bank, Bread and Broth. Every month, they cook and serve dinner and pack grocery bags of donated food for 75 to 100 guests. Leftover perishable foods are donated to Vail Resorts employees. It is a circle of giving that nourishes both bodies and spirits.



**“The quality and freshly prepared foods that we get from Keystone Resort Conference Center are highly desired by families struggling to have time and money to access nutritious foods for themselves and their families.”**

**DIANE CALVIN (SHE/HER)**

Executive Director  
CAFE Food Rescue

▲ Diana Reznikoff (she/her), Food Rescue Manager at CAFE Food Rescue and Banquet Server at Keystone Resort Conference Center, serves up meals

## Achievements

**\$383K**

IN GRANTS AWARDED TO SUPPORT FOOD SECURITY

**27.1K**

POUNDS OF SURPLUS FOOD DONATED TO SUMMIT COUNTY, CO COMMUNITIES

**900+**

LAKE TAHOE FAMILIES SERVED DINNER MONTHLY BY KIRKWOOD AND HEAVENLY TEAM MEMBERS

# KINDNESS MOVES MOUNTAINS

## Achievements

**\$1.1M**

TOTAL AWARDED TO EMPLOYEES AND THEIR FAMILIES

**\$441K**

AWARDED ACROSS 180 ACADEMIC SCHOLARSHIPS

**\$690K**

AWARDED FOR 242 EMPLOYEE HARDSHIP RELIEF GRANTS

**\$289K**

AWARDED TO 13 COMMUNITY NONPROFIT PARTNERS FROM CHAIRLIFT AUCTIONS

## The EpicPromise Employee Foundation: For Employees, By Employees

Launched in 2016, the EpicPromise Employee Foundation is one of the many ways Vail Resorts supports our employees and their families. A separate nonprofit from Vail Resorts, the EpicPromise Employee Foundation was created by employees for employees. Grants and scholarships help employees, and their families, bridge the financial gap in moments of hardship and pursue educational dreams. The EpicPromise Employee Foundation has supported over 4,000 employees since inception, and in FY 2023, 416 employees and their families' received grants and scholarships.

## Foundation Impact

In addition to Vail Resorts' annual \$500,000 contribution, the EpicPromise Employee Foundation is generously funded by donations from our employees and guests, and public support through Vail Resorts Retail giving campaigns and lift chair sales. This diversified funding strategy ensures the sustainability of this program and continues giving back to our employees and future generations.

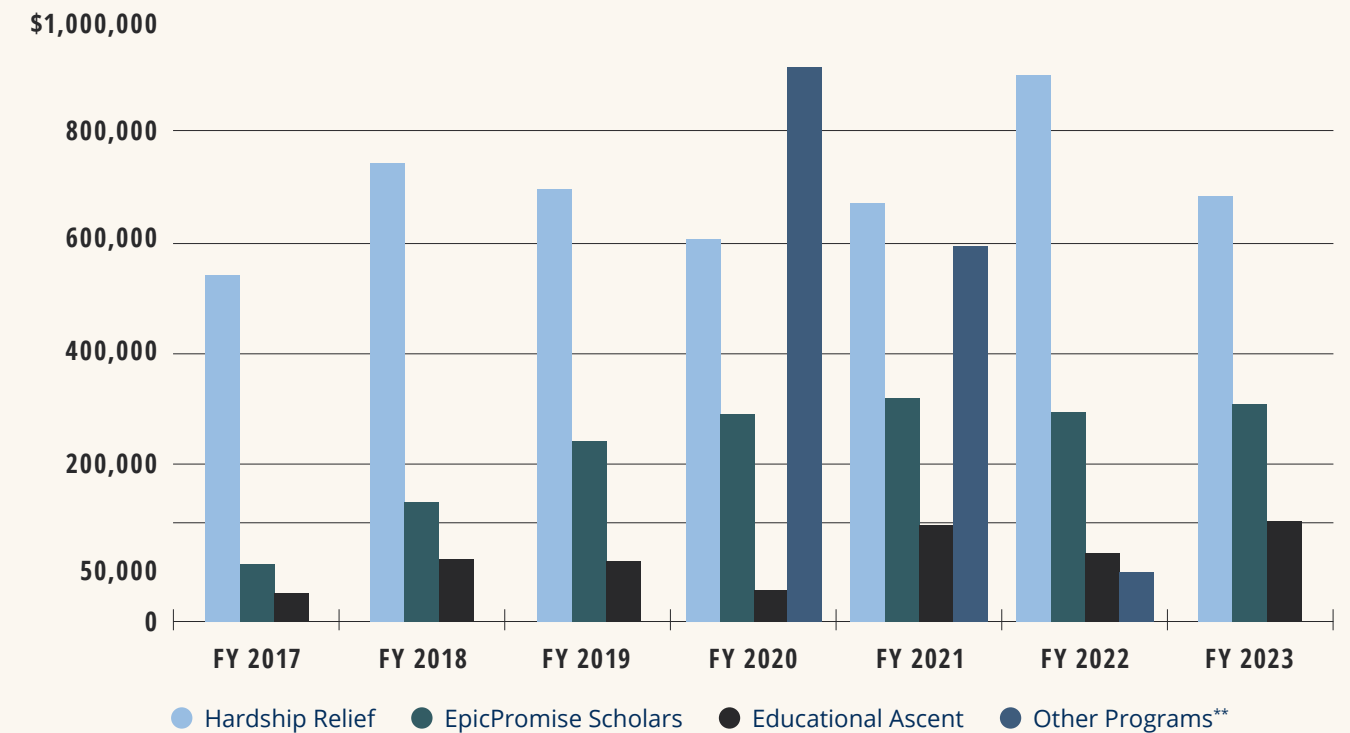


Summit Triple Lift at Attitash Mountain Resort

## Owning A Piece Of Resort History

Vail Resorts is dedicated to investing in our operations to enhance the guest experience, which includes upgrading chairlifts and trail signs. Last year, we hosted 13 auctions selling retired lift chairs and trail signs. The sales gave the chairs and signs a new home, reduced waste, and raised funds for important causes. Vail Resorts' chair and trail sign auctions generated a total of \$672.6K; of which the EpicPromise Employee Foundation received \$383.5K and 13 nonprofit organizations received \$289.1K.

## What Is Our Impact?



\*\*Other Programs include Food Program, COVID-19 Relief and Caldor Fire

# ACCELERATING CAREERS AND DREAMS

## Advancing The Aspirations Of Employees And Their Dependents

The EpicPromise Employee Foundation helps employees and their families achieve their dreams through two academic scholarships. In FY 2023, Vail Resorts awarded 180 total Educational Ascent and EpicPromise Scholars grants at total value of \$440,975. Scholarships are earned through an application process, with recipients selected based on merit and need.

## Educational Ascent Scholarships: Helping Employees Pursue Their Passions

Educational Ascent is a one-time scholarship of up to \$2,500 for US employees pursuing a degree or certificate program. There are three annual Educational Ascent scholarship cycles to ensure that employees from all job functions, departments, and resort locations have ample opportunity to apply.

## Fiscal Year 2023 Foundation Scholarship Awards

**\$441K**

AWARDED FOR 180 TOTAL ACADEMIC SCHOLARSHIPS

**45**

EDUCATIONAL ASCENT SCHOLARSHIPS AWARDED AT A TOTAL VALUE OF \$103K

**135**

EPICPROMISE SCHOLARS EDUCATIONAL SCHOLARSHIPS AWARDED AT A TOTAL VALUE OF \$338K

► Gondola SkyRide at Stowe Mountain Resort



## First-Generation Student Sets Sights On Doctorate

Ji Ho Lee, a food and beverage busser at Stowe Mountain Resort, has big aspirations. He is also a first-generation student pursuing his Doctorate in Physical Therapy at Columbia University. Ji Ho was awarded a \$2,500 Educational Ascent scholarship that is helping him achieve his academic goals and career dreams.

**“As a first-generation student and an immigrant, I want to show my appreciation for this scholarship. My goal is to be the first in my family to finish college and pursue my dream as a healthcare worker, and this foundation makes those dreams possible.”**

**Ji Ho Lee (HE/HIM)**

Employee  
Stowe Mountain Resort



# EDUCATING TOMORROW'S LEADERS

## EpicPromise Scholars: Supporting Future Generations

EpicPromise Scholars provides multi-year educational scholarships of up to \$10,000 for the dependents of employees in the US and Canada. This scholarship offsets tuition expenses for vocational degrees, bachelor's degrees, or specialized degree programs, so that families and future generations—not just our direct team members—can thrive. The EpicPromise Scholars application opens annually in early winter, and recipients of this competitive scholarship are chosen for their exceptional academic leadership, participation in extracurricular activities, and a passion for giving back to their community. In FY 2023, the EpicPromise Employee Foundation awarded 135 scholarships at a total value of \$337,500.



## Andrea's Management Path Takes Her To Italy

Andrea Vazquez-Vela Gonzalez is the daughter of Norma Gonzalez, a Pass Sales and Services Supervisor at Whistler Blackcomb in Canada. Andrea was an exemplary student and community citizen, and as a result, she was awarded a \$10,000 four-year EpicPromise Scholars grant that supports her as she works toward her bachelor's degree in management from the ESCP Business School in Turin, Italy.

**“Thank you to the EpicPromise Scholars donors who make the challenging journey of post-secondary education easier with their contributions.”**

**ANDREA VAZQUEZ-VELA GONZALEZ (SHE/HER)**

Student  
ESCP Business School | Turin, Italy



# RELIEF WHEN LIFE GETS ROUGH



## Achievements

**\$690K**

AWARDED FOR 242 EMPLOYEES  
HARDSHIP RELIEF GRANTS

## EpicPromise Foundation Hardship Relief Grants

When an emergency, or unplanned hardship occurs, our EpicPromise Employee Foundation hardship relief grants help team members, and their families weather the storm. Employees may apply to receive up to \$5,000 for unexpected expenses. Hardship relief grants are available throughout the year, helping ease a financial burden, while boosting resiliency by reducing emotional and mental stress. In FY 2023, the EpicPromise Employee Foundation awarded 242 hardship relief grants at a total value of \$690,169.



Okemo Mountain Resort teammates cleaning up debris in the community after the flood

## Vermont Flood Disaster Relief

In July 2023, Okemo Mountain Resort and the town of Ludlow, Vermont experienced devastating flooding that shut down resort operations for days. The entire Vail Resorts team came together to support coworkers and the community. The EpicPromise Employee Foundation provided disaster relief including a sizable donation to the Vermont Community Foundation, which helped coordinate on the ground relief efforts. Additionally, affected employees were given grocery and hardware store gift cards including a personal note from Bruce Schmidt, COO and General Manager of Okemo Mountain Resort. Support came from all corners of the country when Stevens Pass Resort in Washington and Attitash Mountain Resort in New Hampshire generously donated funds to buy more gift cards for employees. The Okemo Mountain Operations team partnered with the town of Ludlow, the State of Vermont, and the Green Mountain Railroad to provide labor, perform clean-up, and rebuild roads and infrastructure. Despite the personal impact, many of our employees volunteered during clean-up, doing hard labor such as removing debris and mucking out basements. Okemo Mountain Resort, local leaders, and resorts in our network came together to help this community.

## Helping A Family Rebuild After Tragedy

Shannon Parkinson and her husband are both employees at Seven Springs Ski Resort in Pennsylvania. Tragically, they lost their home—and three dogs—in a fire the day after Christmas. Their family was devastated. They received a hardship relief grant which supported them while they searched for a new home.

**“We lost our home December 26, 2022. The EpicPromise Employee Foundation helped us in our time of need. I could not thank them enough for helping us.”**

**SHANNON PARKINSON**

Prep Cook at Steven Springs Resort

# THE FUTURE OF THE SPORT IS INCLUSION

Since the launch of SOS Outreach in 1993, Vail Resorts has proactively broken down barriers in snowsports.



## Achievements

**\$18.3M**

TOTAL INVESTMENT FROM VAIL RESORTS AND KATZ AMSTERDAM\* IN INCLUSIVE ACCESS PROGRAMS

**164**

NONPROFIT PARTNERS ACROSS ALL INCLUSIVE ACCESS PROGRAMS

◀ Youth access participant at Hunter Mountain Resort

## About Our Inclusive Access Programs

One way we demonstrate our core value, Be Inclusive, is by working with nonprofit partners who are part of the fabric of the communities and major cities near our resorts. By listening and learning, we will continue to expand our access programs to ensure all are welcome at Vail Resorts.

Snowsports are historically perceived as exclusive and inaccessible to many populations. We are passionate about changing that reality. Our Inclusive Access programs directly increase equitable access for youth, adults, BIPOC (Black, Indigenous, and People of Color) populations, and for those needing adaptive access due to physical or mental barriers. The company's Youth Access Program originated in our resort communities, with expansion to regional urban centers in 2021. In addition, Vail Resorts partners with organizations focused on expanding access to the adult population. In total, the company partners with over 53 nonprofit organizations to support those with adaptive needs.

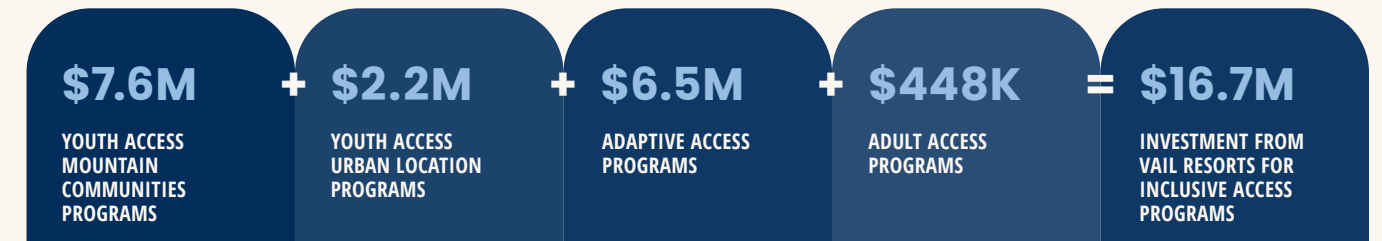
\* The Katz Amsterdam Foundation and Charitable Trust was founded by former CEO and current Executive Chairperson, Rob Katz and his wife, Elana Amsterdam, a best-selling author and leading wellness and lifestyle blogger at Elana's Pantry, and supports mountain community organizations and other social justice efforts.

## Urban Youth Access Partners And The Cities They Serve

<p><b>ALBANY, NY</b> Mount Snow Nubian Empire Ski Club, NBS*</p>	<p><b>CHICAGO, IL &amp; MILWAUKEE, WI</b> Wilmot Boys &amp; Girls Clubs of Milwaukee</p>	<p><b>CLEVELAND &amp; AKRON, OH</b> Alpine Valley, Boston Mills Merrick House</p>	<p><b>PHILADELPHIA, PA</b> Jack Frost/Big Boulder Blazers Ski Club, NBS*</p>	<p><b>SEATTLE, WA</b> Stevens Pass Chill Foundation</p>	<p><b>WASHINGTON, DC AND BALTIMORE, MD</b> Liberty Roundtop Whitetail Boys &amp; Girls Clubs of Metro Baltimore Chill Foundation Montgomery County Recreation Boys and Girls Clubs of Greater Washington Black Ski, NBS* City Kids Wilderness</p>
<p><b>NEW YORK CITY, NY</b> Hunter Good Shepherd Services Thrillseekers, NBS*</p>	<p>Chicago Youth Centers Girls Inc. of Chicago Sno-Gophers Ski Club, NBS* SOS Outreach</p>	<p>Boys &amp; Girls Clubs of Northeast Ohio Esprit "The Ultimate" Ski &amp; Sports Club / See You At The Top, NBS*</p>	<p><b>PITTSBURGH, PA</b> Seven Springs Allegheny Youth Development Boys &amp; Girls Clubs of Western Pennsylvania Outdoor Inclusion Coalition</p>	<p><b>ST. LOUIS, MO</b> Hidden Valley, MO Show-Me Skiers Ski Club, NBS*</p>	
<p><b>BOSTON, MA</b> Crotched, Sunapee Boys &amp; Girls Clubs of Boston Boston Ski Party, NBS*</p>	<p><b>DETROIT, MI</b> Mt. Brighton Jim Dandy, NBS* SOS Outreach</p>	<p><b>MINNEAPOLIS, MN</b> Afton Alps Boys and Girls Clubs of the Twin Cities SOS Outreach</p>		<p><b>VANCOUVER, BC</b> Whistler Blackcomb Chill Foundation</p>	

\*NBS = National Brotherhood of Snowsports

## Inclusive Access Investments



# YOUTH ACCESS CREATES NEW OPPORTUNITIES

Our Youth Access Program serves 11.3K youth annually, with historically limited access to skiing and riding.



## Achievements

**11.3K**

YOUTH HOSTED THROUGH MULTI-DAY, MULTI-FACETED PROGRAMS

**\$1.6M**

FROM THE KATZ AMSTERDAM CHARITABLE TRUST TO SUPPORT TRANSPORTATION, ORGANIZATIONAL CAPACITY, AND SOFT GOODS

**32**

RESORTS SUPPORTED THESE PROGRAMS

These programs span 32 resorts from Seattle to New York. The Youth Access Program started with youth living in mountain communities near our resorts with barriers such as transportation, cost, or cultural differences that made the mountains in their own backyard inaccessible. We have since expanded our focus to include young people from major cities. For many, Vail Resorts provides their first-ever skiing, riding, or mountain biking experience. Our multi-day programs typically include free lessons, equipment rentals, and meals, plus mentorship and an introduction to careers in snowsports.

Vail Resorts has made a significant investment in expanding our programs to serve youth in the major cities near our regional ski areas, including Boston, New York, Chicago, Detroit, Philadelphia, St. Louis, and more. Nonprofit partners, including SOS Outreach, the National Brotherhood of Snowsports, and Boys & Girls Clubs, help bring young people from urban areas to our resorts. Vail Resorts hosted 11,287 underrepresented youth at 32 of our owned and operated resorts, exceeding our FY 2023 youth access goal by 25%. These programs transform young people by not only introducing them to the sport, but enabling them to experience an entirely new environment outside their familiar urban setting. Many young people saw stars in the night sky for the first time.

## How We Are Growing The Sport

- 1 **Youth Access Expansion:** Vail Resorts removes barriers to entry by implementing multi-day programs introducing young people to snowsports, and to the industry, who otherwise may not have had the opportunity. [▶ READ MORE](#)
- 2 **Alumni & Mentorship Programs:** these programs recruit inclusive access program alumni to mentor youth participants, while giving the alumni continued access to the mountain. [▶ READ MORE](#)
- 3 **Career Development:** Vail Resorts diversifies our workforce and talent pipeline through nonprofit partnerships. For example, SOS Outreach offers a comprehensive two-week career development program for high school students, providing mentorship and equipping young people with essential skills for job interviewing, workplace etiquette, and navigating the job application process. [▶ READ MORE](#)

## Ambria Starts An Epic Career

Ambria Martinez was an early participant in the SOS Outreach Career Program, in Denver, Colorado, in FY 2020. After the program, Ambria was hired at the Westminster, Colorado Epic Mountain Gear retail store. Ambria has played a key role in the success of the store's retail team. She has taken on more leadership responsibility and is on her way to an epic career!

**Now more than ever, kids need programs like SOS Outreach and we are committed to increasing our capacity to ensure that every young person has the opportunity to thrive regardless of their life circumstances."**

**SETH EHRLICH (HE/HIM)**  
Executive Director  
SOS Outreach

▲ Youth access participant at Hunter Mountain Resort

# EXPANDING ADULT ACCESS

## Adult Programs Teach New Skills And Create Connections

Vail Resorts’ adult access programs ensure that people spanning all ages, backgrounds and identities have inclusive access to snow and mountain sports and our industry. Our programs have two goals: to break down barriers by introducing adults to snow and mountain sports and to connect program participants to career opportunities, building a diverse talent pipeline. Vail Resorts has several essential nonprofit partners in this effort, including EDGE Outdoors, the National Brotherhood of Snowsports, SOS Outreach, Latino Outdoors, Colour the Trails, Indigenous Women Outdoors and Whistler Community Services Society.

## National Brotherhood Of Snowsports Contributes To Ski And Ride Instructor Diversity

The National Brotherhood of Snowsports (NBS) is a nonprofit that provides inclusive access to snowsports for youth and adults of color. NBS also helps Vail Resorts diversify its workforce. Our NBS partnership has expanded from four resorts in FY 2021 to 11 resorts in FY 2023. By taking part in our Youth Access program, several participants have accepted jobs as ski or ride instructors at Vail Resorts. NBS engages their adult chaperone volunteers as well. This year, a group of 23 NBS participants began their journey to become ski and ride instructors. When people of color are represented in our workforce and on our mountains, young people of color feel more welcomed and can envision not only enjoying our resorts well into their adult years, but finding an exciting career as well.

## Achievements

**1,328**

ADULTS SERVED THROUGH ADULT ACCESS

**18**

RESORTS CURRENTLY SUPPORT OUR GROWING ADULT ACCESS PROGRAMS

**23%**

OF EDGE OUTDOORS ALUMNA BECAME EMPLOYEES AT STEVENS PASS SKI RESORT



▲ Annette Diggs (she/her), Founder & CEO of EDGE Outdoors and Stevens Pass Ski Resort Ski Instructor, teaching a lesson to BIPOC women

## EDGE Outdoors Introduces Adults To Snowsports

Annette Diggs is an instructor at Stevens Pass Ski Resort in Washington. She is also the inspiring founder and CEO of EDGE Outdoors (EDGE), a nonprofit that is creating a new paradigm for adult access partnerships across our resorts. EDGE offers scholarships that introduce snowsports as BIPOC women. EDGE also offers a mentorship program and a career pipeline that helps participants obtain jobs at our resorts.

EDGE Outdoors has partnered with Stevens Pass Ski Resort since 2021. In FY 2023, the organization expanded to Heavenly Mountain Resort in Lake Tahoe, California, and plans to partner with Park City Mountain in Utah in 2024. During the program’s partnership at Stevens Pass Ski Resort, 23% of the adults in the EDGE program were hired by the resort. In FY 2023, this resulted in a nearly 20% increase in BIPOC new hires within the Stevens Pass Ski Resort Ski & Ride School. We are proud that this partnership is raising the bar for how mountain resorts deliver adult access.

# ACCESS FOR ALL ABILITIES



Adaptive participants at Northstar California Resort

**“We are thankful for our incredible partnerships with Vail Resorts, Park City Mountain, Big-D Signature, Architectural Nexus, and the town of Park City that allowed us to bring this project to the finish line.”**

**MEECHE WHITE (SHE/HER)**  
Co-founder  
National Ability Center

## About Our Adaptive Access Programming

At Vail Resorts, our Be Inclusive core value guides our efforts to provide adaptive access to snow and mountain sports across our resorts for those with physical and mental barriers. We are proud partners with 53 nonprofit organizations who help us deliver equitable access by offering adaptive programming. We also donate substantial in-kind support—including lift tickets, ski passes, and office space—to help our partners continuously expand access to broader audiences.

## Making Adaptive Access More Accessible

Vail Resorts is proud to announce the October 2023 opening of the McGrath Mountain Center, a new 9,400 square-foot ADA-accessible facility operated by the National Ability Center (NAC) at the base of Park City Mountain in Utah. The NAC is dedicated to fostering a diverse and inclusive community by providing adaptive equipment rentals, training, and education. The new facility will house programs for NAC’s participants. Vail Resorts was part of a collaborative and groundbreaking land lease deal that enabled the construction of this purpose-driven facility.



Adaptive participant skiing at Northstar California Resort

## Achievements

**\$6.5M**

INVESTMENT FROM THE COMPANY IN ADAPTIVE ACCESS PROGRAMS

**30**

RESORTS SUPPORT THESE PROGRAMS

**53**

PARTNERSHIPS WITH NONPROFIT ORGANIZATIONS

**“I am a Marine Veteran and I have a spinal cord injury, which limits my mobility. My main goal with adaptive sports is to go out there and be with my children. Words cannot express how grateful I am—how freeing it feels going down that mountain. Anyone out there that thinks they cannot do this, I used to say those same things. Just get out there and do it.”**

**MARINE VETERAN**  
attending the New England Winter Sports Clinic for Veterans with Disabilities at Mount Sunapee Resort

Our adaptive pass offers discounted pricing for individuals with permanent disabilities to enjoy unlimited, unrestricted access to all Vail Resorts’ owned and operated resorts plus limited access at partner resorts including Telluride, CO and Resorts of the Canadian Rockies since 2008.

# CREATING AN INCLUSIVE CULTURE

## Our Inclusion Investments Put People First

At Vail Resorts, our Serve Others, Do Right, and Be Inclusive core values are foundational to all we do. They drive who we are and how we operate. We strive to create an experience that values diversity, builds a sense of belonging, celebrates people's unique traits, and offers a platform for all voices to be heard. Vail Resorts invests our resources in honoring and embracing all races, cultures, religions, genders, identities, and abilities.

Since FY 2022, Vail Resorts has made key investments in our diversity, equity, and inclusion (DEI) efforts. In October 2022, we created a new role focused on the development of a multi-year strategy to embed DEI in our talent and business strategies: Vice President, Talent Strategy and Diversity, Equity, & Inclusion.

We also added Elevate, a DEI focused competency to our list of leadership competencies embodied by management. Elevate calls upon our leaders to demonstrate self-awareness and take action to build diverse representation, bring equity to our business practices, and create inclusive communities in which all people can thrive. To support our leaders in building new leadership capabilities against the Elevate competency we designed and launched a speaker series, hosted by the CEO and other members of the Executive Committee. Each session features a panel of Vail Resorts employees sharing examples of their commitment to increasing DEI and a call to action with resources and guidance to help leaders in the audience create individual action plans to advance DEI commitments in their everyday work.



**“We believe that all dimensions of diversity are important, and bringing new and unique voices into the room is critical to our success in creating a welcoming environment for everyone. Creating a community of inclusion is critical for expanding our DEI strategy at Vail Resorts.”**

**TRICIA TAYLOR (SHE/HER)**  
Vice President of Talent Strategies and DEI

## Vail Mountain Hosts The Golden 50th Anniversary Summit

National Brotherhood of Snowsports (NBS), previously called National Brotherhood of Skiers, selected Vail Mountain to host its Golden 50th Anniversary Summit in February 2023. The week-long event convenes more than 50 member clubs and thousands of worldwide supporters. In addition to plenty of fun skiing and riding, the event is a fundraiser that advances the NBS mission of supporting athletes of color by increasing participation in winter sports and international competitions. Aligned to our mission, we launched our first-ever employee professional development experience for a group of exemplary BIPOC employees, which included the opportunity to engage with NBS participants as event ambassadors throughout the length of the Summit.



## Expanding Affinity And Employee Resource Groups

We are enthusiastic about expanding our employee affinity groups and building out our employee resource groups. Our Affinity Groups and Employee Resource Groups are voluntary employee-led groups focused on driving systemic change by evaluating and making data-driven recommendations to our processes, policies, and programs to cultivate an inclusive environment while also creating community and connection. In FY 2022, the Rainbow Room Affinity Group and Women & Allies Employee Resource Group were formed. As an Affinity Group, the Rainbow Room advances strategic priorities and initiatives aligned to building and amplifying Culture & Community for the LGBTQIA+ community and allies. As an Employee Resource Group, Women & Allies advances strategic priorities and initiatives aligned to Culture and Community, Pay & Benefits, and Hiring, Development, & Promotion for women. In FY 2024, we look forward to adding the Black Employee Network and the Veterans, Partners & Allies groups.



**In 2018, Vail Resorts introduced the Epic Military Pass which provides an incredible value for service members—Active, Retired, and Veterans—and their families to enjoy unlimited, unrestricted skiing and riding at Vail Resorts’ owned and operated resorts.**

# TAKING PRIDE IN OUR EMPLOYEES

## Pride Events Vail Resorts Supports

- Denver Pride—Denver, CO
- Gay Ski Weeks—North America
- Heavenly Pride—Lake Tahoe, CA
- Mountain Pride—Vail Valley, CO
- Park City LGBTQ+ Task Force—Park City, UT
- Whistler Pride—British Columbia, Canada



▲ Jessie Jenson (she/her), Senior Specialist of Learning and Organizational Development, walking in the Denver Pride parade

## Elevating Pride

Vail Resorts' Rainbow Room is an employee-founded and led affinity group that provides a supportive community for LGBTQIA+ employees. Vail Resorts sponsors and participates in several Pride celebrations in towns across North America.

## Shining With Pride At Community Events

For the second year, Vail Resorts sponsored the Denver Pride Parade and 5K run. Over 110 employees, friends, and family participated in the weekend's events, recognizing, honoring, and celebrating everything that Pride represents. Vail Resorts also participated in Mountain Pride in Avon, CO by sponsoring Pride in the Park. Several Vail Mountain and Beaver Creek Resort team members gathered for a day of fun activities including drag shows, inspirational speakers, and a parade.



▲ Whistler Blackcomb Pride event

## Pride Express Upgrade

Pride month in June inspired Vail Mountain employees to give the Pride Express ski lift a colorful upgrade. Employees put the rainbow-colored Vail Mountain Pride logo on trail signs and on the ski lift. The Pride Express now celebrates LGBTQIA+ with every ride!

▶ SEE THE PRIDE

**"I am thrilled and grateful for our company's continuous commitment to sponsoring Denver Pride. Our collective support not only showcases our dedication to diversity and inclusion, but also fills me with immense pride and excitement for the positive impact we are making in the lives of our employees and in our community."**

**AUSTON ROBERTS (HE/HIM)**  
Season Pass Marketing Manager  
Vail Resorts

### Achievements

# 2X

OUR INVESTMENT  
IN MENTAL HEALTH

# 12%

UTILIZATION RATE  
OF EMPLOYEE  
ASSISTANCE SERVICES

# 20%

INCREASE IN CLINICAL  
SERVICES ENGAGEMENT

# 19K

EMPLOYEES ENGAGED WITH  
CONTENT DURING OUR  
EPIC WELLNESS MONTH  
(JANUARY 2023)



**“Through proactive and practical means, Vail Resorts has driven mental health to be cared for in the same manner as physical wellbeing. Destigmatizing, normalizing and expanding available resources empowers our employees to best care for themselves, their family and coworkers.”**

**DR. COREY LEVY (HE/HIM)**  
Director of Wellness

# A PASSION FOR EMPLOYEE WELL-BEING

## About The Epic Wellness Program

Vail Resorts cares about employees and their families, and our Epic Wellness program is designed to support three essential aspects of life: Mind + Body + Wallet. We offer a wide variety of mental, physical, and financial resources for employees because our passion is helping them not just survive but thrive. Our resort-based Epic Wellness Captains deliver employee communications and information that ensure employees are aware of available support. In January 2023, over 19,000 team members engaged with information on wellness and financial resources that were provided during our Epic Wellness month.

## Mental Health Matters

Supporting our team members' mental health is a top priority. At Vail Resorts, our goals are to ensure that mental health is destigmatized, easily accessible, affordable, and practical. Our approach proactively creates awareness of available resources and empowers employees to care for one another, watch for signs of distress, and connect their coworkers to mental health resources when needed.

Vail Resorts has doubled its financial investment in mental health over the past couple of years. We now offer additional mental health resources, with convenient, no-cost tools including a wellness app, personal coaching, plus virtual and in-person therapy. The company has also added on-site therapists at a number of resorts. Our Epic Wellness Team of two licensed mental health professionals has been hard at work, reducing the stigma of asking for help and providing excellent support for employees.

**The Katz Amsterdam Foundation and Charitable Trust strives to be a catalyst for eliminating barriers to mental and behavioral health, increasing access to care, and improving outcomes for all. In 2023, Katz Amsterdam partnered with mountain town nonprofits, awarding \$2.6M to help address substance abuse issues and improve mental health equity for BIPOC communities.**

The company's additional investment led to a 20% increase in clinical engagement. We saw a 12% utilization rate of clinical resources enterprise-wide, which is an increase from our FY 2022 10% utilization rate, and far above the national average of 5%. Vail Resorts is proud of our comprehensive and compassionate approach to mental health and will continue to invest in a continuum of services.



# ABOUT THIS REPORT

**This Environmental & Social Responsibility Report provides a platform for enhanced communication about EpicPromise and Commitment to Zero.**



▲ Stevens Pass Ski Resort

Unless otherwise indicated, this report covers Vail Resorts' operations from August 1, 2022, through July 31, 2023. We disclose information about our progress annually, and the information contained herein continues the precedent set by our inaugural report, published in 2018. Note that some of the metrics in this report are rounded, thus in some instances, the sum in this report will not match the total listed.

The Report references the Global Reporting Initiative (GRI) Standards but has not been prepared to a GRI in accordance model. This material references GRI Standards Disclosures 2-1, 2-3, 2-6, 2-28 from GRI 2: General Disclosures 2021, Disclosures 302-3, 302-4, 302-5, from GRI 302: Energy 2016, Disclosure 304-3 from GRI 304: Biodiversity 2016, Disclosures 305-1, 305-2, 305-4, 305-5 from GRI 305: Emissions 2016, and Disclosures 306-2, 306-3, 306-4, 306-5 from GRI 306: Waste 2020. The content in the Progress Report has been mapped against GRI Reporting Guidelines, and the index on page 63 indicates where report content addresses a corresponding GRI indicator.

We welcome all feedback on this Progress Report. The FY 2018, FY 2019, FY 2020, FY 2021, and FY 2022 reports are available on [Vail Resorts' website](#). For additional information, or to provide comments, please email [epicpromise@vailresorts.com](mailto:epicpromise@vailresorts.com).

For AB 1305 substantiation of emissions claims in this and previous reports, reference [www.vailresorts.com/responsibility/overview](http://www.vailresorts.com/responsibility/overview).

## GRI Index

DISCLOSURE	LOCATION	PAGE
2-1 Organizational details	About Vail Resorts	4, 68
2-3 Reporting period, frequency and contact point	Supplementary Information	62
2-6 Activities, value chain and other business relationships	About Vail Resorts	4, 5
2-28 Membership associations	Sustainability   Climate Change Advocacy	30, 31
302-3 Energy intensity	Supplementary Information	66
302-4 Reduction of energy consumption	Supplementary Information	67
302-5 Reductions in energy requirements of products and services	Supplementary Information	65
304-3 Habitats protected or restored	Zero Net Operating Impact on Forests & Habitat	27
305-1 Direct (Scope 1) GHG emissions	Emissions & Energy Progress	15
305-2 Energy indirect (Scope 2) GHG emissions	Emissions & Energy Progress	15
305-4 GHG emissions intensity	Supplementary Information	66
305-5 Reduction of GHG emissions	Emissions & Energy Progress	15
306-2 Management of significant waste-related impacts	Zero Waste to Landfill by 2030	20, 21, 22, 23, 24, 25
306-3 Waste generated	Supplementary Information	66
306-4 Waste diverted from disposal	Supplementary Information	66
306-5 Waste directed to disposal	Supplementary Information	66

# COMMITMENT TO ZERO

This report includes content in alignment with recommendations of the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD). Standardized metrics are in the following section. Please see the [Vail Resorts 2023 10-K](#) for climate-related disclosures.

**Our sustainability program is a commitment to:**

- » Make use of natural resources and use energy in an efficient, responsible manner.
- » Continue to reduce our direct and indirect emissions through energy-efficient equipment; advocate for cleaner energy; and invest in renewable energy.
- » Reduce and divert waste from landfill, including waste from operations and guests.
- » Foster environmental awareness among our guests, community, and employees through educational signage; facilitated nature experiences with guests and local communities; and by supporting local environmental organizations.
- » Maintain productive partnerships with environmental regulators and environmental advocates.

## Sustainable Products And Services

We are committed to providing the most sustainable skiing, equipment rentals, transportation, and lodging products to reach our goals of zero net emissions, zero waste to landfill and zero net operating impact on forests and habitat.

## Environmental Management System (EMS)

Perisher Ski Resort and Grand Teton Lodge Company operate within sensitive national parks in Australia and the United States, respectively. Accordingly, Environmental Management Systems are maintained at each location and Grand Teton Lodge Company receives annual ISO 14001 third-party certification. The goal of these systems is to identify and minimize the environmental impact of operations and continuously improve environmental performance.

## Water Management

We are committed to responsible water use and watershed health at our locations. Here is how we manage water:

- » Facility water consumption is managed through the use of low-flow fixtures and monitoring water bills for high-consumption alerts that indicate possible leaks.
- » Watershed health is monitored in sensitive areas.
- » Snowmaking water: Unlike water used in other industries, most of the water used for snowmaking is non-consumptive, meaning it returns to the local watershed via snowmelt and is then available for immediate use. We also monitor our water withdrawal to ensure that we do not exceed our water rights.

# COMMITMENT TO ZERO

## Waste Diversion Details

	FY 2023	FY 2022	FY 2021	FY 2020*	FY 2019	FY 2018
LANDFILL (US TONS)**	5,370	5,965	5,500	5,454	7,363	6,618
RECYCLING & COMPOST (US TONS)	5,873	5,423	4,904	5,432	5,807	3,859
TOTAL LANDFILL AND DIVERSION	11,243	11,388	10,404	10,887	13,170	10,477
WASTE DIVERSION (PERCENT)	52.2%	47.6%	47.1%	49.9%	44.1%	36.8%

\*The FY 2020 Progress Report published waste data from the 12-month period up until March 2020 due to COVID-19 impacts. For that time period, total landfill and diversion was 12,416 tons, and the diversion rate was 50.6%. The table above displays data for the full fiscal years.

\*\* Total landfill tons displayed in table above is consistent with previous reports and are based on total resorts in portfolio at that time unless otherwise noted. Rolling baseline (cumulative landfill total of resorts) is used to measure progress against zero waste goal and is 8,429 US tons. Excludes campgrounds, employee housing, Seven Springs, Laurel Mountain, Hidden Valley (PA), Hotham, Falls Creek, and any resorts acquired after 7/31/2022.

## Emissions And Energy Intensity Details

REPORTING METRIC	FY 2023**	FY 2022	FY 2021	FY 2020*	FY 2019	FY 2018	FY 2017
MMBtu	2,015,440	1,829,583	1,828,651	1,831,454	1,677,758	1,485,104	1,421,546
SKIER VISITS***	19,410,000	17,298,000	14,852,000	13,483,000	14,998,000	12,345,000	12,047,000
EMISSIONS PER SKIER VISIT (SCOPE 1 AND SCOPE 2 (MARKET-BASED) MTCO <sub>2e</sub> / SKIER VISIT)	0.0049	0.0051	0.0072	0.0161	0.0145	0.0161	0.0158
ENERGY PER SKIER VISIT (MMBtu**** / SKIER VISIT)	0.1038	0.1058	0.1231	0.1358	0.1119	0.1203	0.1180
TOTAL NET REVENUE** (THOUSAND USD)	\$2,889,364	\$2,525,912	\$1,909,710	\$1,963,704	\$2,271,575	\$2,011,553	\$1,907,218
EMISSIONS PER REVENUE (SCOPE 1 AND SCOPE 2 (MARKET-BASED) MTCO <sub>2e</sub> / TOTAL NET REVENUE)	0.0332	0.0351	0.0563	0.1106	0.0961	0.0990	0.0998
ENERGY PER REVENUE (MMBtu**** / TOTAL NET REVENUE)	0.6975	0.7243	0.9576	0.9327	0.7386	0.7380	0.7455

\* FY 2020 was impacted from COVID-19 and acquisitions of former Peak Resorts, Falls Creek Alpine Resort, and Hotham Alpine Resort.

\*\*FY 2023 was impacted by acquisitions of Seven Springs, Laurel Mountain, and Hidden Valley (PA).

\*\*\* Skier visit and Total net revenue from Form 10-K.

\*\*\*\* MMBtu is millions of Btu of electricity, natural gas, propane, and heating oil.

## Fiscal Year 2023 Renewable Electricity Details

LOCATION	COUNTRY	STATE	ENERGY TYPE	ENERGY PROVIDER	RENEWABLE ENERGY PURCHASED (MWH)	% OF ELECTRICITY CONSUMPTION (NORTH AMERICA)	% OF ANNUAL ELECTRICITY CONSUMPTION (GLOBAL)
PLUM CREEK	United States of America	NE	Electricity	Ørsted A/S	350,177	97%	
OTHER RENEWABLE ENERGY PURCHASES	United States of America	Various	Electricity	Various	11,611		
<b>VAIL RESORTS TOTAL</b>					<b>361,787</b>	<b>100%</b>	<b>96%</b>

## Energy Summary

SASB CODE	REPORTING METRIC	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017
SV-LF-130A.1	Annual Energy Consumption (gigajoules)*	2,749,716	2,441,975	2,475,421	2,485,574	2,403,145	2,076,909	2,037,705
SV-LF-130A.1	Annual Grid Electricity (percentage of Annual Energy Consumption)	49.5%	50.6%	50.3%	50.2%	44.9%	49.4%	47.2%
SV-LF-130A.1	Annual Renewable (percentage of Annual Energy Consumption)	47.4%	48.5%	41.2%	4.0%	1.0%	0.0%	0.0%

\*Includes all energy types (electricity, natural gas, propane, heating oil, diesel, and unleaded)

## Energy Efficiency Details

	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017
15% GOAL (MMBtu)*	289,371	289,371	289,371	289,371	241,175	213,269	213,269
ANNUAL ENERGY-EFFICIENCY INVESTMENT (MILLION USD)	\$0.50	\$3.60	\$0.68	\$0.47	\$2.40	\$2.40	N/A (original baseline year)
ANNUAL ENERGY-EFFICIENCY SAVINGS (MMBtu)	8,160	27,741	4,022	6,811	31,981	22,369	
EXPECTED LIFETIME SAVINGS (MMBtu)**	59,030	240,724	42,748	40,418	319,299	278,027	
CUMULATIVE ENERGY-EFFICIENCY SAVINGS TO DATE (MMBtu)**	396,514	295,987	203,063	137,880	76,719	22,369	
% OF GOAL**	137.0%	102.3%	70.2%	47.6%	31.8%	10.5%	

\*Acquisitions have increased the 15% goal since it was established. FY 2019 goal increased due to Triple Peaks and Stevens Pass acquisitions. FY 2020 goal increased due to Peak Resorts, Falls Creek, and Hotham acquisitions.

\*\*Validated by third-party energy efficiency experts who analyzed and verified our current results and projected future savings using total effective useful life savings of each installed measure.

# VAIL RESORTS®



## **PURPOSE** POWERED BY PASSION

### **VAIL RESORTS, INC.**

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▲ Stevens Pass  
Ski Resort