



# VAIL RESORTS®

## 2024 Season



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► **Front Cover Background:**  
Vail Mountain, Colorado

► **Current Page Image:**  
Stowe Mountain Resort, Vermont



# Sustained Progress

At Vail Resorts, we are mindful stewards of the outdoors, snowsports, and everyone whose lives we touch. This year’s report highlights our passion for people and the planet, sharing stories that bring to life the many ways that Vail Resorts is *working together for good*.

► Stevens Pass Ski Resort, Washington

I am both honored and excited to return to Vail Resorts as CEO. In the three and half years since I last held this role, much has changed for our company, our industry, and our world—there are new challenges to meet and fresh opportunities to seize. But there are also certain constants that remain, namely the passion of our employees, our guests, and our communities, as well as the values that define and guide the work we do.

It is those values that fuel our commitment to protecting the environments in which we operate; investing in our employees; supporting our communities; and growing participation in skiing and snowboarding. We know that it is not just our business that depends on these efforts, but also the long-term vitality of our sport and of the beautiful places where we live, work, and play.

It has been seven years since we announced Commitment to Zero—our bold sustainability 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. We are proud to share that **we remain on track to achieve a zero net operating footprint by 2030 and are ahead of schedule in our emissions goal**. During the first year of our Commitment to Zero, we focused on building our long-term program for the future. Since 2017, we have made significant progress:

- » Saved the equivalent of 35,000 homes’ electricity usage from energy efficiency projects.
- » Reduced 47% (7.9 million pounds) of landfill waste from our baseline.
- » Reforested 249 acres to address permanent impacts from new or expanded operations.

In addition to being responsible stewards of the environment, we continue to invest in our mountain and military communities, our team members, and access to snowsports. Since 2017, we have contributed \$150 million in products, services, and cash to community partners and employees, and special discounts to our military service members.

- » **MOUNTAIN COMMUNITIES:** During the 2023/24 winter season, we awarded \$11.2 million to community nonprofits to provide support on **shared priorities including affordable housing, mental health, sustainability, and more**. This includes \$1.9 million for environmental stewardship projects made possible by Vail Resorts’ guest donation program.



- » **TEAM MEMBERS:** The Epic Promise Employee Foundation provided \$1.1 million in **scholarships and hardship relief grants to team members** and their families during the 2023/24 season.
- » **ACCESS TO SNOWSPORTS:** \$17.5 million went to nonprofit partners who during the 2023/24 season supported our efforts to **reduce barriers for youth, adaptive athletes, and adults** who may not have otherwise had the opportunity to ski or ride. During the season, we proudly supported over 12,500 youth and 2,200 adults.
- » **MILITARY COMMUNITIES:** Inspired by our rich military history and with gratitude for all who serve, Vail Resorts is **proud to support service members in the United States, Canada, and Australia by offering the Epic Military Pass at a highly discounted price**. Launched in 2018, this pass allows current and past military members—and their families—to enjoy unlimited and unrestricted access to all our mountain resorts.

None of this incredible progress would be possible without our dedicated Vail Resorts team members, who continue to collaborate with partners and stakeholders in our communities to build these programs. Their commitment reminds us that **we are always more successful when we work together**.

I am proud of the progress we have made and look forward to the work ahead in the years to come.

Thank you,

**ROB A. KATZ**  
Chairman and CEO, Vail Resorts



# Global Network Local Impact

## 42 MOUNTAINS AROUND THE WORLD

Vail Resorts owns and operates the world’s largest network of mountain resorts, all accessible on the company’s industry-changing Epic Pass. Guests can enjoy 42 destination and close-to-home resorts that each offer a distinctive experience.

The Vail Resorts global portfolio of owned and operated mountain resorts includes internationally acclaimed destinations, such as Whistler Blackcomb in Canada; Vail Mountain and Keystone Resort in Colorado; Park City Mountain in Utah; Stowe Mountain Resort in Vermont; and 32 additional resorts across North America. In May 2024, Vail Resorts welcomed Crans-Montana Mountain Resort in Switzerland to our global family. Our other 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 of our resorts offers a unique experience, including distinctive natural terrain and culture. The company is proud to continually develop innovative ways to support and partner with communities near our resorts. We lead by example, as we continue to invest our resources to support team members, community residents, and resort guests.



### OUR MISSION: EXPERIENCE OF A LIFETIME™

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 CORE VALUES

Our values are more than words; they are the guiding force behind our mission, operations, and long-term vision.

- ◆ **SERVE OTHERS:** Lead with service to create the *Experience of a Lifetime* for one another and our guests.
- ◆ **DO GOOD:** Preserve our natural environments and contribute to the success of our local communities.
- ◆ **HAVE FUN:** Fun is our product—create fun, enjoy your work, and share the contagious spirit.
- ◆ **BE SAFE:** Be committed to the safety and wellness of our employees and guests.
- ◆ **DO RIGHT:** Act with integrity—always do the right thing, knowing it leads to the right outcome.
- ◆ **BE INCLUSIVE:** Welcome everyone—include all races, gender identities, sexual orientations, abilities, and the many qualities that make us each unique.
- ◆ **DRIVE VALUE:** Fuel business growth and guest loyalty through guest experience and continued innovation.





# A Story of Innovation

As industry innovators for over three decades, Vail Resorts leads by example in protecting natural habitats, supporting local communities, developing employees, and making snowsports accessible. Our timeline highlights major milestones achieved by the company over more than 30 years.



## 1990s

### 1999

- » First-of-its-kind recycling program launched at Vail Mountain

### 1995

- » SOS Outreach Partnership expanded reach to Denver Metro Area

### 1993

- » Vail Mountain launches partnership with SOS Outreach



## 2000s

### 5 RESORTS

### 2008–09

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

### 2006–07

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



## 2010s

### 15 RESORTS

### 2017

- » Commitment to Zero launched

### 2016

- » EpicPromise Employee Foundation launched

### 2015

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

### 2012–14

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

### 2010–11

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



## 2020s

### 42 RESORTS

### 2024

- » Elektron Solar<sup>1</sup> came online in May and is expected to provide Park City Mountain with 100% renewable electricity
- » Awarded a record \$28.7M in grants to community partners



### 2023

- » Achieved 100% renewable electricity across North American resorts
- » Significant multi-year grant commitments to align with critical community needs including accessible childcare, affordable housing, and food security
- » Access Program hosted 11.3K youth, exceeding our FY 2023 youth access goal by 25%

### 2022

- » Achieved 100% renewable electricity across North American resorts
- » Incremental annual \$175M invested in employees

### 2021

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

### 2020

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



# The Foundation of Our Responsibility

Vail Resorts has published an annual progress report since 2018 to benchmark achievements against our goals. The four pillars below guide our actions and represent the strong foundation that supports our work.

## SUSTAINABILITY

The environment is our business, and we maintain our pledge to protect it. Commitment to Zero, our bold goal to reach a zero net operating footprint by 2030, includes: zero net emissions, zero waste to landfill, and zero net operating impact on forests and habitat. We are on track to achieve this goal.

## COMMUNITY ENGAGEMENT

Vail Resorts is proud of our industry-leading partnerships with local governments, nonprofits, businesses, and leaders in the communities where we operate. Our highly collaborative and locally specific approach to community engagement helps our employees and local working families thrive.

## EMPLOYEE FOUNDATION

Our mission starts with creating the *Experience of a Lifetime* for our employees, and our EpicPromise is to provide opportunities to pursue educational dreams and assist team members during personal hardships. The EpicPromise Employee Foundation is an industry-leading effort to support our world-class team and their families.

## ACCESS TO SNOWSPORTS

We live our value, *Be Inclusive*, in our daily operations and our stewardship of the sport. It is critical to welcome the next generation of skiers and riders to snowsports.

## ACCOLADES

- 2025 ♦ *Newsweek* America’s Most Admired Workplaces 2025  
*Newsweek* World’s Most Trustworthy Companies 2025
- 2024 ♦ *Fast Company* Most Innovative Companies 2024  
*Newsweek* World’s Most Trustworthy Companies 2024  
*TIME Magazine* America’s Best Midsize Companies 2024  
NSAA Golden Eagle Hero of Sustainability  
NSAA Mountains are for Everyone  
Mountain Travel Symposium Summit Award for Epic Wellness  
Skift IDEA Awards
- 2023 ♦ NSAA Golden Eagle Award for Climate Change Impact  
*Newsweek* World’s Most Trustworthy Companies 2023
- 2022 ♦ *Newsweek* America’s Most Responsible Companies 2022  
The Civic 50 Colorado
- 2021 ♦ The Civic 50 Colorado
- 2020 ♦ The Civic 50 Colorado  
NSAA Golden Eagle Award for Environmental Excellence
- 2019 ♦ The Governor’s Award for Outstanding Sustainability Initiative  
The Civic 50 Colorado
- 2016 ♦ *Fast Company* Most Innovative Companies 2016
- 2012 ♦ *Condé Nast* World Services Award



# A History of Transformative Programs

For over 30 years, Vail Resorts has created and achieved goals that have set industry standards. Our history of leading by example originated with small yet innovative local programs that, after proving successful, blossomed across our mountain resorts, empowering us to leverage our global resources for good.



## SUSTAINABILITY

- » **LAUNCHED 80 MEGAWATT SOLAR FARM (ELEKTRON SOLAR)** that is expected to power Park City Mountain with 100% renewable electricity.
- » **REDUCED LANDFILL WASTE BY 7.9 MILLION POUNDS** (47%) from our baseline.
- » **RECYCLED NEARLY 5,000 POUNDS OF EPIC PASSES** in support of My Epic App/Mobile Pass and our zero waste to landfill goal.



## COMMUNITY ENGAGEMENT

- » **DONATED \$11.2 MILLION IN PRODUCT, SERVICES, AND CASH GRANTS, TO NONPROFIT PARTNERS** empowering them to support local communities.
- » **AWARDED \$912,000 IN GRANTS** to create accessible childcare resources.
- » **AWARDED \$462,000 IN GRANTS** to support food security.
- » **AWARDED \$2.6 MILLION IN GRANTS** for environmental stewardship.



## EMPLOYEE FOUNDATION

- » **GAVE \$1.1 MILLION IN GRANTS TO EMPLOYEES AND DEPENDENTS**, including 166 academic scholarships and 240 hardship relief grants.
- » **AWARDED \$93,000 THROUGH 38 EDUCATIONAL ASCENT SCHOLARSHIPS** to team members pursuing higher education.
- » **AWARDED \$320,000 THROUGH 128 EPICPROMISE SCHOLARS SCHOLARSHIPS** to dependents of team members pursuing vocational or higher education.



## ACCESS TO SNOWSPORTS

- » **DONATED \$6.4 MILLION TO ADAPTIVE ACCESS NONPROFITS.**
- » **CONTRIBUTED \$19.4 MILLION IN PRODUCT, SERVICES, AND CASH GRANTS TO ACCESS PROGRAMS**, including \$17.5 million in company grants, plus \$1.9 million from the Katz Amsterdam Charitable Trust.
- » **HOSTED 12,500 YOUTH AT OUR RESORTS**, making winter sports more accessible.
- » **CONTINUED THE EPIC MILITARY PASS** which, since 2018, has allowed current and past military members—and their families—to enjoy unlimited and unrestricted access to all our mountain resorts, at a highly discounted price.



# About Commitment to Zero

Vail Resorts launched Commitment to Zero in 2017, 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.



## A LEGACY OF LEADING STEWARDSHIP

The foundation of our business is the natural environment, and we embrace our responsibility to preserve and protect it for future generations. The global effects of climate change are increasingly apparent, and Commitment to Zero is the company's pledge to do our part. It is the living embodiment of our value to *Do Good* by implementing industry-leading sustainable practices throughout all aspects of our business. Sustainability is a key factor in operational decisions and remains central to shaping the company's vision and driving growth.

## COMMITMENT TO ZERO 2030 GOALS

- 1

**ZERO**  
NET EMISSIONS
- 2

**ZERO**  
WASTE TO LANDFILL
- 3

**ZERO**  
NET OPERATING IMPACT ON  
FORESTS AND HABITAT

## SEVEN YEARS OF COMMITMENT TO ZERO

### ACHIEVEMENTS

**35K**  
HOMES' ELECTRICITY USAGE  
(EQUIVALENT) SAVED AS A RESULT OF  
ENERGY EFFICIENCY PROJECTS

**47%**  
LANDFILL WASTE REDUCTION  
FROM BASELINE

**249**  
ACRES REFORESTED TO ADDRESS  
ACRES PERMANENTLY IMPACTED BY  
NEW OR EXPANDED OPERATIONS



# Zero Net Emissions

▶▶ GOAL STATUS: AHEAD

## MITIGATING OUR IMPACT WHILE ADAPTING TO CHANGE

To achieve zero net emissions by 2030, Vail Resorts continues to evolve our business to address our environmental impact while increasing our resiliency. Our holistic and comprehensive strategy includes significant capital investments in reducing emissions and enabling renewable electricity developments.



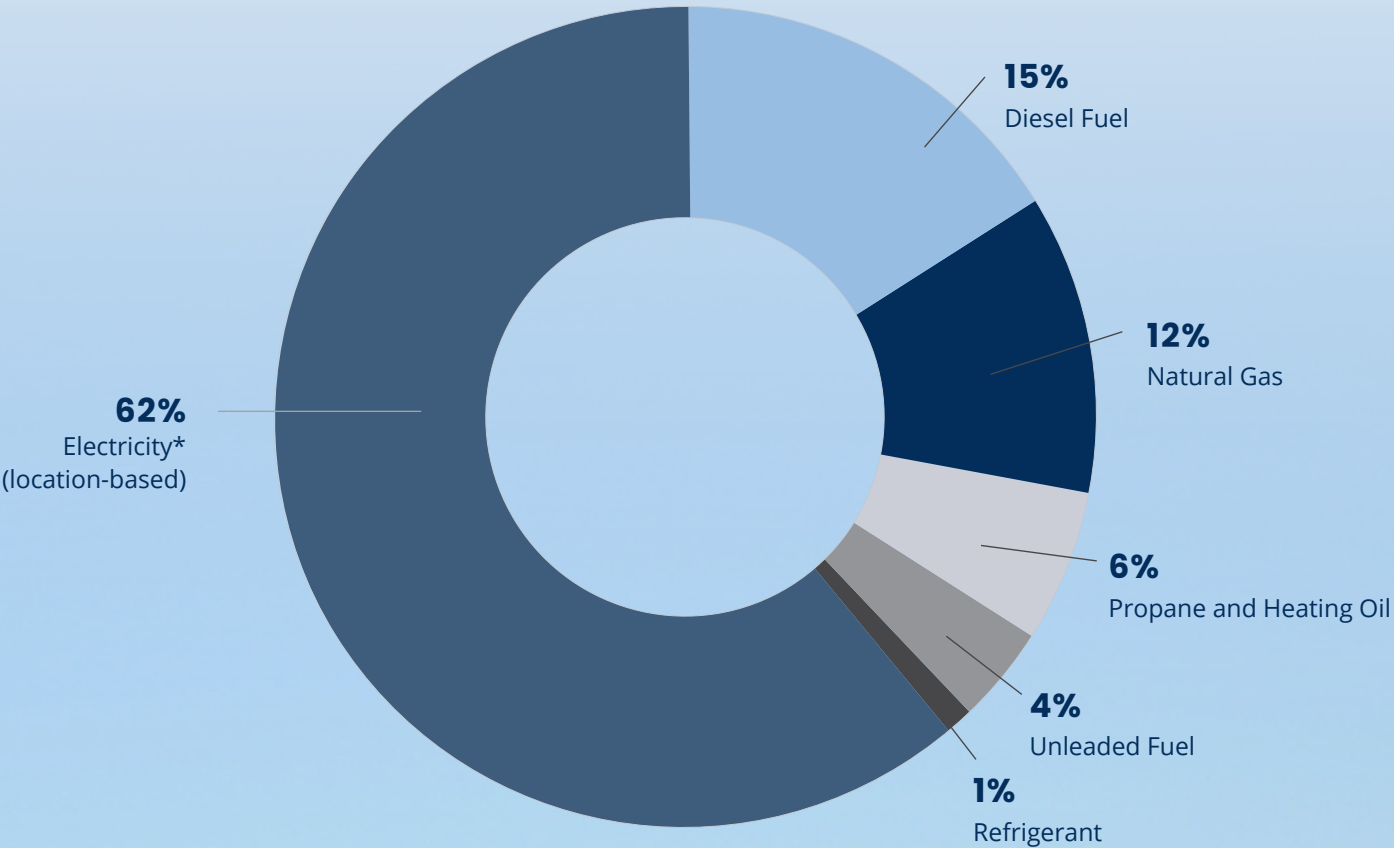
▲ Vail Resorts-enabled Plum Creek wind farm (photograph provided by Ørsted A/S)

### ACHIEVEMENTS

**80MW**  
SOLAR FARM (ELEKTRON SOLAR) LAUNCHED IN FY 2024 EXPECTED TO POWER PARK CITY MOUNTAIN WITH 100% RENEWABLE ELECTRICITY

**35K**  
HOMES' ELECTRICITY USAGE (EQUIVALENT) SAVED AS A RESULT OF ENERGY EFFICIENCY PROJECTS

## FISCAL YEAR 2024 EMISSIONS BY SOURCE



\* Location-based scope 2 emissions represent the greenhouse gas intensity of the grids where we operate.



# Renewable Electricity Projects

## DEVELOPING RENEWABLE ELECTRICITY

The company’s renewable procurement strategy includes continued investments in large-scale renewable electricity projects, as well as direct development of local renewable projects on the grids where we operate, when reasonably feasible.

The long-term objective, to achieve 100% renewable electricity by 2030, involves expanding our renewable projects for reliable production across a broader scope of our mountain resorts. Plum Creek, an 82-turbine wind farm enabled by Vail Resorts in 2020, remains our largest renewable project to date. We also participate in local renewable electricity programs, such as Xcel Energy’s Colorado Renewable\*Connect, which provides a portion of renewable electricity at Breckenridge Ski Resort and Keystone Resort.

### NEW ELEKTRON SOLAR PROJECT TO POWER PARK CITY MOUNTAIN

Vail Resorts is thrilled to announce that the Elektron Solar Project officially came online in May 2024. The Elektron Solar Project, developed by D.E. Shaw Renewable Investments (DESRI), is an 80-megawatt solar farm in Tooele County, Utah, approximately 100 miles west of Park City Mountain. The project is among the largest solar generators connected to the Rocky Mountain Power system. Elektron was initiated in the fall of 2021 and was successfully completed due to the collaborative partnership with DESRI, Rocky Mountain Power, Park City Mountain, Salt Lake City, Town of Park City, Summit County, and Deer Valley. Once Elektron completes its first full year of operations, it is expected to provide Park City Mountain with 100%<sup>1</sup> renewable electricity.

LEARN MORE ➞



▲ Elektron Solar Project (photograph provided by DESRI)

<sup>1</sup> Elektron Solar’s anticipated annual production is expected to produce the equivalent of 100% of Park City Mountain’s average annual electricity usage.



▲ Valtgeva Restaurant in Andermatt-Sedrun, Switzerland

### VALTGEVA RESTAURANT AT ANDERMATT-SEDRUN MODERNIZED AND POWERED WITH RENEWABLE ELECTRICITY

In Switzerland, the Valtgeva restaurant at Andermatt-Sedrun is now housed in a modern building that replaced the 16-year-old igloo restaurant in the Valtgeva family and beginner ski area in Sedrun. The new building is heated with heat pumps and the entire roof is covered with solar panels, providing the building with renewable electricity. Surplus electricity flows onto the grid of the local electricity producer Energia Alpina.

► Keystone Resort, Colorado



# Zero Waste to Landfill

▶ GOAL STATUS: ON TRACK

## COMMITMENT TO WASTE REDUCTION

Vail Resorts is transitioning from a linear to a circular economy in which we strive to minimize waste while maximizing the lifespan of the materials we utilize through recycling, repurposing, and investing in products that last. The company's longstanding commitment to waste reduction is deeply ingrained in our operations and supply chain.

We are approaching zero waste to landfill through three integrated strategies:

- 1

**REDUCE RELIANCE ON SINGLE-USE PRODUCTS** and replace them with durable products that can be reused.
- 2

**CONTINUALLY DEVELOP INNOVATIVE SOLUTIONS** for mountain operations and food and beverage outlets that reduce waste and potential contamination.
- 3

**CULTIVATE PARTNERSHIPS** that allow us to more effectively reuse or recycle end-of-life materials and promote circularity in our supply chain.

Vail Resorts has invested in large-scale capital projects to reduce waste and increase diversion from landfills across our mountain resorts. We are on track to meet our zero waste to landfill goal, and we have achieved significant overall reductions in waste to landfill compared to our baseline.<sup>2</sup> In FY 2024, we achieved a 47% overall reduction in waste to landfill from our baseline—that is 7.9 million pounds, the equivalent weight of 395 snowcats!

ACHIEVEMENTS

47%

LANDFILL WASTE REDUCTION FROM BASELINE

11.8M

POUNDS OF WASTE DIVERTED FROM LANDFILLS THROUGH COMPOSTING AND RECYCLING



▲ Kirkwood Mountain Resort team members sorting reusable dishware

▶ Stevens Pass Ski Resort, Washington



**WASTE**  
Sustainable Slopes

### RESORTS AWARDED SUSTAINABLE SLOPES WASTE BADGE

The National Ski Areas Association (NSAA) launched its Sustainable Slopes program in 2000 as a way for ski companies to demonstrate their commitment to sustainability across ten different areas, each represented by a different badge. In FY 2024, 20 resorts across the Vail Resorts portfolio were awarded the Sustainable Slopes badge of recognition for excellence in the Waste and Recycling category.





# Pivotal Programs for Further Waste Reduction

▲ Pioneer Crossing Restaurant, Breckenridge Ski Resort, Colorado

## PIONEER CROSSING SWAPS SINGLE-USE PLASTICS FOR ALUMINUM

Pioneer Crossing is the newest resort restaurant on Peak 7 at Breckenridge Ski Resort in Colorado. Thanks to a partnership with PepsiCo, the restaurant replaced disposable single-use plastic beverage bottles with aluminum bottles and other products that support waste reduction.

Pioneer Crossing also collaborated with PepsiCo to implement the CIRQU program, a new and efficient recycling solution that gives empty bottles a new life. The collected containers are worked back into PepsiCo's supply chain and are remade into new bottles and cans. The plastic-free program supports the company's Commitment to Zero and the Town of Breckenridge's ordinance to reduce single-use plastics. By partnering to keep products out of landfills, our company is building true circularity.



► Vail Resorts Retail Distribution Center team members

## TREX RECYCLING PROGRAM KEEPS PLASTIC FILM OUT OF LANDFILL

Since launching an innovative recycling program in FY 2018, Vail Resorts has diverted over 30,000 pounds of plastic film from landfills. Recyclable film is now sent to Trex, where it is transformed into durable decking and other products. This program began at our Colorado resorts and expanded to our California resorts after waste audits highlighted plastic film as a major contributor to landfill waste, driving us closer to our zero waste to landfill goal through collaboration across divisions and retail outlets.



► Kirkwood Mountain Resort team member diverting food waste

## KIRKWOOD ADDS ORGANICS RECYCLING

Kirkwood Mountain Resort, despite its remote location, launched an innovative pilot program utilizing an on-site in-vessel digester to divert food waste from landfills. Food waste diversion drives us closer to our zero waste to landfill goal and demonstrates the resort's commitment to sustainability and creative problem solving.



► Ski pass recycling at Vail Mountain

## EPIC PASS RECYCLING GOES ENTERPRISE-WIDE

With the innovative launch of Vail Resorts' digital Mobile Pass in the My Epic App, we have been able to significantly reduce the waste generated at the source while enhancing the guest experience. Although the Mobile Pass helps reduce waste at the source, there is still a need for responsible disposal and recycling of existing pass media. In FY 2024, we partnered with our pass supplier to launch a pilot program collecting end-of-life RFID pass cards from guests and employees for recycling. Since the pilot began, we have recycled over 5,000 pounds of ski passes—that is approximately 500,000 cards!

LEARN MORE ➔



# Driving Zero Waste Through Supply Chain Sustainability

Vail Resorts is focused on supply chain sustainability to leverage the company’s sourcing power and supplier relationships in innovative ways that accelerate progress toward our Commitment to Zero goals.

The program is a partnership between the company’s internal Sustainability and Procurement teams. In FY 2024, we enhanced waste diversion in our rental and retail divisions while maintaining strong momentum across resort operations. We also made significant strides in expanding the responsible disposal of retired ski and snowboard equipment.

## FIRST SUPPLIER CONFERENCE BRINGS INNOVATION TO PARTNERSHIPS

Supply chain sustainability proactively increases supplier engagement and awareness about the company’s sustainability programs. In April 2024, the Procurement team hosted our first Supplier Conference, which included Commitment to Zero and featured a breakout session on supply chain sustainability. This event fostered deeper collaboration with suppliers so that collectively, we can create future sustainability solutions that will help us achieve Commitment to Zero and serve as a role model for the entire industry.



▲ ReCircled recycling process from initial gear collection to final pellet creation

► Heavenly Mountain Resort, California

## DIVERTING SKI AND SNOWBOARD EQUIPMENT THROUGH PARTNERSHIPS IN CIRCULARITY

Vail Resorts is dedicated to innovative circular solutions for hard-to-recycle items, giving them a second life. In collaboration with our retail and rental teams, we have repurposed and recycled over 325,000 pounds of retired and damaged ski and snowboard equipment through local partnerships and collaborations with vendors.

Our ongoing partnership with ReCircled, who is committed to circularity, has allowed us to further develop sustainable solutions for damaged helmets and boots. They continue to test our gear and have discovered the potential to transform these assets into reusable plastic pellets.

We have also partnered with local vendors in Colorado and the Eastern regions to transform retired skis and snowboards into furniture and other household items. Additionally, our collaboration with Jones Snowboards allows us to reclaim damaged boards through their Re-Up program, converting them into new boards. Through these initiatives, Vail Resorts is committed to minimizing landfill waste and repurposing our assets, addressing the recycling challenges of ski and snowboard equipment.

Our rental teams in Australia have partnered with waste management company Evoro to recycle rental gear. Instead of going to landfill, the material from Perisher Ski Resort, Falls Creek Alpine Resort, and Mount Hotham Alpine Resort will be recycled into road base and playground matting.





**PERISHER SKI RESORT PARTNERS WITH NATIONAL PARKS AND WILDLIFE SERVICE FOR CLEAN-UP DAY**

Perisher Ski Resort operates in Kosciuszko National Park, Australia's largest national park. In this unique environmental and culturally sensitive area, environmental conservation is paramount. At the end of the Southern Hemisphere winter season, Perisher Ski Resort partnered with the National Parks and Wildlife Service to bring together both workforces for a resort-wide mountain clean-up day.

▲ Perisher Ski Resort's Front Valley

# Zero Net Operating Impact on Forests and Habitats

▶ **GOAL STATUS: ON TRACK**

Vail Resorts is proud of its commitment to restore an acre of forest for every acre permanently impacted by new and expanded operations since the launch of Commitment to Zero. As the company grows, so does our dedication to reducing our impact on natural habitats.

During FY 2024, the company partnered with the National Forest Foundation to plant trees on 10 acres in California and Minnesota that were previously impacted by wildfire or in need of native habitat restoration and forest resilience. These 10 acres address 100% of the forest acres permanently impacted by our operations in calendar year 2023.



▲ Kirkwood Mill at Kirkwood Mountain Resort, California

## KIRKWOOD MILL BREATHES NEW LIFE INTO DEAD TREES

Kirkwood Mountain Resort made a creative investment in sustainability by purchasing a wood mill in 2021. The mill aids wildfire mitigation and supports waste reduction efforts by using wood from fallen or dying trees for resort construction projects. Wood from the mill is aptly called 'KirkWOOD' and is used for projects like the new deck at the top of Chair Seven and infrastructure for waste sorting operations.

KirkWOOD was also used to rebuild all the benches and desks in the Lift Operations locker room. It is also frequently used to build ski racks, storage shelves, signposts at chairlift stations, and other features that enhance the guest experience. Future plans for the use of KirkWOOD include building another new deck.

### ACHIEVEMENTS

**10**  
ACRES REFORESTED FROM NEW OR EXPANDED OPERATIONS IN CALENDAR YEAR 2023

**249**  
ACRES REFORESTED TO OFFSET ACRES PERMANENTLY IMPACTED BY NEW OR EXPANDED OPERATIONS SINCE 2017



# Supporting Local Communities

## POWERFUL PARTNERSHIPS FOR PEOPLE

Vail Resorts is proud of our partnerships with local governments, nonprofits, businesses, and leaders in the communities where we operate. Our highly collaborative and locally specific approach to community support helps our employees and local working families thrive.

In FY 2024, Vail Resorts contributed \$28.7 million in product, services, and cash grants to 401 local nonprofits. These grants empower nonprofits to sustain or implement new programs that increase access in snowsports; expand affordable housing, childcare, preschool education, and food security; and enhance environmental stewardship. Beyond funding, we strive to be partners to local nonprofits by lending our expertise and time to help alleviate each community's top challenges.



# How We Partner with Nonprofits

Vail Resorts creates authentic relationships with community partners by actively collaborating and investing in the community's top challenges to create meaningful, lasting impact together. The company provides support through strategic funding, skills and expertise, and time devoted by our team members.

## THREE TYPES OF SUPPORT

- 1

**FUNDING**

We support local working families through cash and product donations for important community initiatives, including accessible childcare, affordable housing, food security, environmental stewardship, and more.
- 2

**EXPERTISE**

As industry leaders, we help our nonprofit partners solve complex issues by sharing our expertise within the community, serving on nonprofit boards, providing access to partnerships, and leveraging our network.
- 3

**TIME**

Vail Resorts leaders and team members dedicate their time to lead, volunteer at, or participate in the most important initiatives and collaborative opportunities within our local communities.



# Taking Care of Working Families

Vail Resorts is dedicated to the development of accessible childcare solutions in order to support local working families, who are essential to the success of our resort communities. This commitment also helps to create a stronger workplace, allowing our workforce to flourish and make meaningful contributions.

## CELEBRATING NEW PRESCHOOLS IN PARK CITY

The Park City Education Foundation (PCEF) celebrated the opening of the Park City School District’s Preschool and Community Centers at Jeremy Ranch and McPolin Elementary Schools in August 2024. These schools were partially supported by Vail Resorts’ \$250,000 multi-year grant awarded in FY 2023 and mark a major community achievement in bringing immediate childcare relief to local working families. Vail Resorts also celebrated the 10th year anniversary of the partnership between Park City Mountain and the PCEF. Over the last 10 years, Park City Mountain, through Vail Resorts EpicPromise, awarded nearly \$500,000 to the PCEF to support childcare and early education accessibility.



▲ Little Gems partners with Northstar California Resort Ski School to offer ski lessons to students

### ACHIEVEMENTS

**\$912K**

DONATED TO SUPPORT ACCESSIBLE CHILDCARE OPTIONS ACROSS OUR RESORT COMMUNITIES

**\$450K**

MULTI-YEAR GRANT TO THE VAIL VALLEY FOUNDATION TO SUPPORT EARLY CHILDHOOD EDUCATION AND DEVELOPMENT PROGRAMS IN THE VAIL VALLEY

**\$100K**

MULTI-YEAR GRANT AWARDED TO THE BOYS AND GIRLS CLUB OF SOUTH LAKE TAHOE TO SUPPORT CHILDCARE AND PROGRAMMING

### NORTHSTAR OFFERS ON-SITE CHILDCARE

In FY 2024, Northstar California Resort, in partnership with Little Gems of the Sierra, opened an early-childhood education program in the Village at the resort for the Tahoe Truckee community. Little Gems, a non-profit early-childhood Waldorf program, brings its holistic approach—nurturing the head, heart, and hands of children—to the community. The year-round program offers children’s ski lessons in collaboration with Northstar California Resort Ski School. We are proud to provide care for the next generation of skiers, riders, and leaders.

### \$450K GRANT SUPPORTS VAIL VALLEY CHILDCARE

Vail Resorts awarded a three-year \$450,000 grant to the Vail Valley Foundation to support their Eagle River Valley Childcare Initiative, which includes a new employer-sponsored and general public business model that will serve 165 children up to age five, including critically needed infant care. The multi-year grant will also support the Vail Valley Foundation’s education nonprofit, YouthPower365, and their early childhood development programs.



# Nourishing Local Communities

## SUPPORTING PARTNERS IN CREATING FOOD SECURITY

Food insecurity is a challenge within many communities across our resort network. Vail Resorts is proud of the support we provide to organizations that work tirelessly to reduce hunger and secure food for families through mobile food distribution, fresh food community markets, and home delivery. Our commitment is to provide nutritious food with integrity while eliminating the stigma of food insecurity.

### ACHIEVEMENTS

\$462K

IN GRANTS AWARDED TO SUPPORT FOOD SECURITY

\$250K

MULTI-YEAR GRANT AWARDED TO FAMILY INTERCULTURAL RESOURCE CENTER (FIRC) TO ADDRESS COLORADO FOOD INSECURITY

\$150K

MULTI-YEAR GRANT AWARDED TO SIERRA COMMUNITY HOUSE TO ADDRESS HUNGER RELIEF IN NORTH LAKE TAHOE, CALIFORNIA AND NEVADA

### SUPPORT MEANS MORE THAN FUNDING FOR SUMMIT COUNTY NON-PROFIT

FIRC, the recipient of a \$250,000 multi-year grant, was six weeks from hosting their largest fundraiser of the year in Breckenridge, Colorado, when their venue fell through.

The Breckenridge Ski Resort team quickly arranged to host this critical event at the resort. The sold-out event raised over \$130,000, directly supporting critical food relief efforts. Our employees know how important FIRC’s food relief efforts are in the community and showed that Vail Resorts’ giving goes beyond donations and includes supporting our partners in times of need.

### SIERRA COMMUNITY HOUSE LAUNCHES COMMUNITY MARKET

Vail Resorts awarded a \$150,000 multi-year grant to Sierra Community House, a nonprofit serving North Lake Tahoe, California and Nevada, that offers many support services for residents, including hunger relief. The organization recently shifted from a traditional food bank to a community pantry, which enables customers to shop for their own fresh food with integrity and choice.

By modeling a supermarket, the community pantry recovers more food and maximizes food options available to the community.



### CHAIRLIFT AUCTIONS TO BENEFIT COMMUNITY

FIRC was a beneficiary of the Five-chair chairlift auction hosted by Breckenridge Ski Resort and the EpicPromise Employee Foundation. FIRC received nearly \$50,000 to support the SOL Center, a state-of-the-art facility dedicated to expanding their food market, mental health services, and more.

[READ MORE](#)

The Mt Perisher Double Chair, Perisher Ski Resort’s first-ever chairlift, began serving skiers in 1961. This iconic piece of resort history provided countless memories and represented a major milestone in Australian skiing. The Mt Perisher Double Chairlift auction successfully raised over AUD\$312,000<sup>3</sup> to support 22 local organizations focused on youth initiatives, environmental projects, and the local community.



# Funding Environmental Stewardship

At Vail Resorts, our programs connect people, passions, and resources to create a positive impact on our employees, our guests, and our industry. We are proud that through our gifts and grants to external organizations, we are creating a strong bridge that starts with our internal sustainability initiatives and extends to environmental stewardship across the communities in which we operate.

### ACHIEVEMENTS

**\$2.6M**

AWARDED IN COMMUNITY SUSTAINABILITY PROJECTS, INCLUDING \$1.9M MADE POSSIBLE BY ONE-DOLLAR GUEST DONATIONS

**\$1M**

PLEDGE TO THE NATURE CONSERVANCY TO SUPPORT THE COLORADO RIVER

**\$25K**

AWARDED TO THE PARK CITY COMMUNITY FOUNDATION TO SUPPORT ZERO FOOD WASTE IN PARK CITY

### GUESTS DONATIONS MAKE A BIG IMPACT

Our guests help fund vital programs that protect and preserve the environment surrounding our resorts. In FY 2024, the company awarded \$1.9 million to stewardship projects made possible by voluntary one-dollar donations from the purchase of online Vail Resorts products, including the Epic Pass. We partner with local environmental organizations to lead these projects, including the National Forest Foundation, the Tahoe Fund, Grand Teton National Park Foundation, Mountain Trails Foundation in Park City, and the EnviroFund at Whistler Blackcomb.

[READ MORE ➞](#)



▲ Northstar California Resort, Kirkwood Mountain Resort, and Heavenly Mountain Resort team members volunteering at the *Keep Tahoe Red, White & Blue* cleanup

### KEEPING LAKE TAHOE CLEAN AND PRISTINE

Vail Resorts awarded the League to Save Lake Tahoe a \$75,000 multi-year grant to bolster environmental programs and support the nonprofit’s mission to Keep Tahoe Blue. In addition to funding, our team members commit their time to volunteering with the League, which hosts its July 5th *Keep Tahoe, Red, White & Blue* event to clean up beaches after the July 4th holiday. This summer, team members from Kirkwood Mountain Resort, Heavenly Mountain Resort, and Northstar California Resort joined nearly 800 volunteers from the greater community and beyond. Fortunately, the record-breaking number of volunteers had to remove less than a quarter of the litter they removed the prior year. We appreciate our team members’ dedication to keeping their local community clean and pristine.



▲ Curbside food waste collection bins

### SUPPORTING ZERO FOOD WASTE IN PARK CITY

Park City Community Foundation launched its Zero Food Waste program with an ambitious goal of diverting all food waste from landfills in Summit County, Utah by 2030. Park City Mountain seized the opportunity to leverage the team’s shared values and lend our expertise in food waste diversion. The program involves the roll-out of a new residential curbside food waste collection program. Thanks to the support of Park City Mountain, the first 1,000 residents who sign up will get a starter kit and their first month of food waste collection service for free.

### MAJOR GIFT SUPPORTS TAHOE FACILITY THAT REDUCES EMISSIONS

Vail Resorts donated \$200,000 raised through guest donations, to the Tahoe Fund to support the Northstar Community Services District (NCSD) Wood Energy Facility near Lake Tahoe, California. The new facility removes excess woody material, such as underbrush and dead trees, from overcrowded forests. This reduces emissions, because normally, excess wood materials are burned on the forest floor or trucked long distances to far away processing facilities, which produces greenhouse gasses. This gift aligns with our Commitment to Zero goal because it promotes forest health, which reduces wildfire risk.



Rendering of the future Northstar Community Services District (NCSD) Wood Energy Facility near Lake Tahoe, California ▲



# Creating Opportunity to Participate in Snowsports

## BREAKING BARRIERS WITH ACCESS PROGRAMS

Our goal is to ensure that all people have the opportunity to experience the outdoors on their terms. Vail Resorts invested \$17.5 million in programming and cultivated partnerships with 167 nonprofits that help us make the future of the sport more accessible.

We started by expanding youth access in our resort communities and broadening our reach to young people in nearby metro centers and developed programs for adults. Our partnership with SOS Outreach, a nonprofit that has expanded youth access to snowsports for 30 years, began in 1993 at Vail Mountain and initiated the company's first youth access program. Additionally, we partner with 54 nonprofits to support adaptive access for individuals facing physical or mental barriers.

### ACCESS INVESTMENTS<sup>5</sup>

**\$7.5M**  
YOUTH ACCESS MOUNTAIN COMMUNITY PROGRAMS

**\$2.9M**  
YOUTH ACCESS METRO LOCATION PROGRAMS

**\$6.4M**  
ADAPTIVE ACCESS PROGRAMS

**\$678K**  
ADULT ACCESS PROGRAMS

**\$17.5M**  
TOTAL VAIL RESORTS INVESTMENT THROUGH PRODUCT, SERVICES, AND CASH GRANTS

<sup>5</sup> Additional funding of \$1.9 million was provided by the Katz Amsterdam Charitable Trust for a total program investment of \$19.4 million.



▲ Adaptive Access ski lesson at Breckenridge Ski Resort, Colorado

### ACHIEVEMENTS

**\$19.4M**  
TOTAL PROGRAM INVESTMENTS FROM VAIL RESORTS, INCLUDING \$1.9M FROM THE KATZ AMSTERDAM CHARITABLE TRUST

**167**  
NONPROFIT PARTNERS ACROSS ALL ACCESS PROGRAMS

**54**  
NONPROFIT PARTNERS THAT SUPPORT THOSE WITH ADAPTIVE ACCESS NEEDS



▲ Surfing Victoria participant at Mount Hotham Alpine Resort

### MOUNT HOTHAM ALPINE RESORT HOSTS SURFING VICTORIA YOUTH MEMBERS

Mount Hotham Alpine Resort had the pleasure of hosting a group of Surfing Victoria's most promising youth participants from their Indigenous surfing programs to showcase the mountain environment and highlight the bridge between summer and winter seasonal work. As a direct result of this program, one of the participants chose to spend the winter season working at Mount Hotham Alpine Resort.



# Honoring our Military Heritage

**Vail Resorts became what it is today because two World War II veterans had a vision. In 1962, Pete Seibert of the 10th Mountain Division and Army Engineer Earl Eaton founded Vail Mountain. The legacy of our founders can still be felt today in the spirit of service that drives team members across Vail Resorts.**

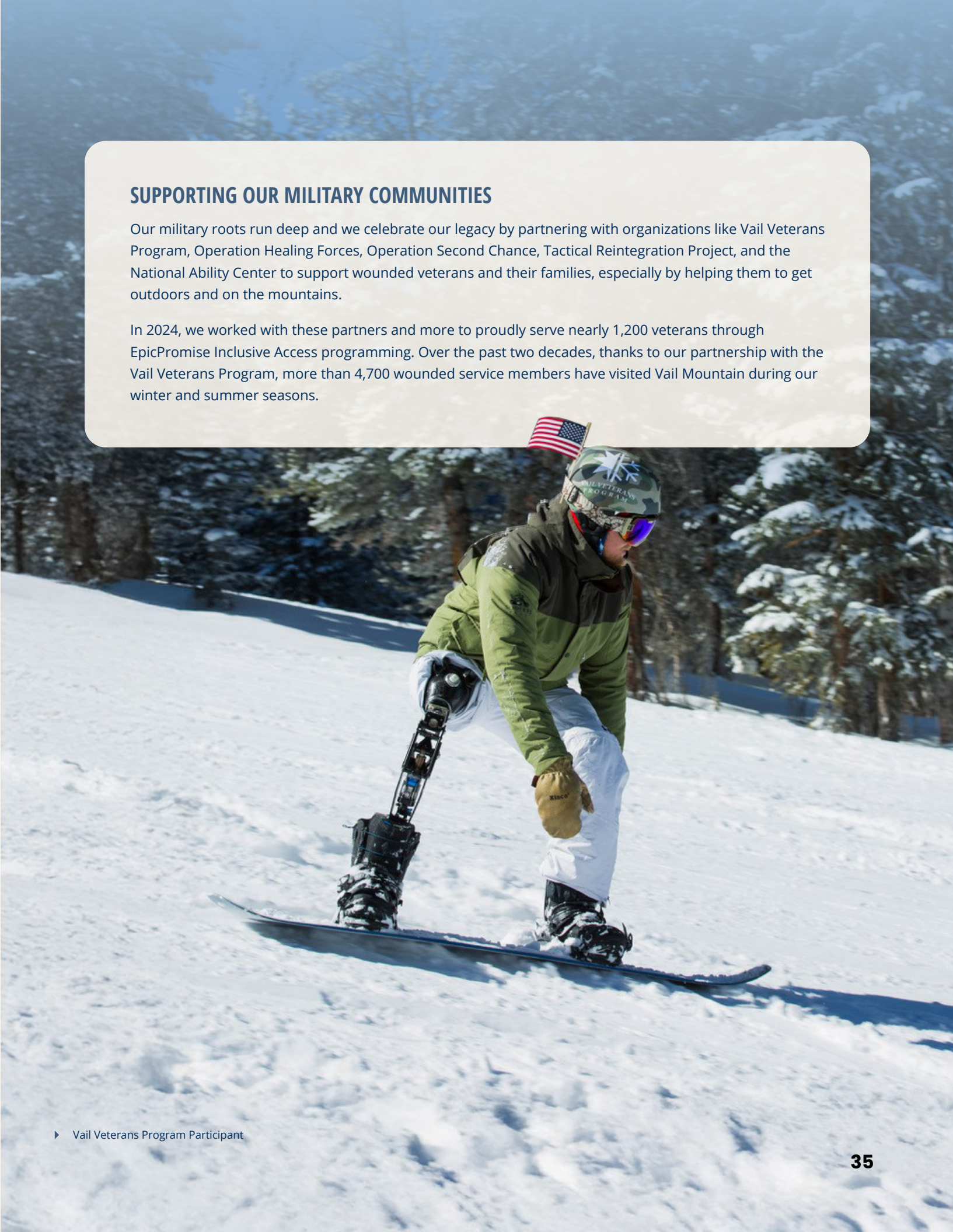
## THE EPIC MILITARY PASS HONORS SERVICE MEMBERS

Vail Resorts is proud to offer the Epic Military Pass which supports service members and their families in the United States, Canada, and Australia by offering a highly discounted pass that enables them to enjoy unlimited and unrestricted access to all of our mountain resorts.

Launched in 2018, the Epic Military Pass was inspired by our rich military history and with gratitude for all who serve. All active duty, veterans, and dependents of members of the U.S. Armed Forces, Canadian Armed Forces, and the Australian Defence Force are eligible for Epic Military Pass products.



► Members of the U.S. Army ski down Vail Mountain during the annual Legacy Days Weekend



## SUPPORTING OUR MILITARY COMMUNITIES

Our military roots run deep and we celebrate our legacy by partnering with organizations like Vail Veterans Program, Operation Healing Forces, Operation Second Chance, Tactical Reintegration Project, and the National Ability Center to support wounded veterans and their families, especially by helping them to get outdoors and on the mountains.

In 2024, we worked with these partners and more to proudly serve nearly 1,200 veterans through EpicPromise Inclusive Access programming. Over the past two decades, thanks to our partnership with the Vail Veterans Program, more than 4,700 wounded service members have visited Vail Mountain during our winter and summer seasons.

► Vail Veterans Program Participant



# Partnerships Advance Access to Snowsports

Our partnership with the First Nations strives beyond financial allyship; it is rooted in a shared commitment to amplify Indigenous voices, create opportunities, listen, learn, and celebrate the rich cultures of the Squamish Nation and Lil’wat Nation.

## ABOUT THE SQUAMISH NATION AND LIL’WAT NATION

Whistler Blackcomb sits on the unceded territory of the Skwxwú7mesh (Squamish) Nation and Lilwat7úl (Lil’wat) Nation. Squamish Nation and Lil’wat Nation are communities of the First Nations, which is a term that describes Indigenous peoples in Canada who are not Métis or Inuit. Whistler Blackcomb has enjoyed a longstanding partnership with the Squamish Lil’wat Cultural Centre (SLCC) which is the first-of-its kind in Canada. The Centre introduces visitors to First Nations culture through song, film, story, and exhibits. Whistler Blackcomb and the SLCC encourage guests to discover the rich traditions and history of the land and its original stewards, the people of the Squamish Nation and Lil’wat Nation.



► SLCC Cultural Ambassador in Whistler Blackcomb, Canada



▲ Raven's restaurant features all-indigenous foods at Whistler Blackcomb, Canada

**In partnership with the SLCC culinary team, Whistler Blackcomb is proud to elevate First Nations cuisine at our on-mountain restaurants. By celebrating Indigenous flavors and fostering an innovative revenue share, we honor the rich heritage of the land while creating a truly unique dining experience for our guests.**

## SUPPORTING INDIGENOUS YOUTH IN BUSINESS AND ON THE MOUNTAIN

Whistler Blackcomb's Thunderbird sponsorship supports the SLCC Indigenous Youth Ambassadors (IYA) program, which teaches business foundations to youth from the Squamish Nation and Lil'wat Nation. The IYA program creates new connections to snowsports and the mountain: all SLCC ambassadors are given free season passes, equipment rentals, and lessons. For many, this is their first-ever opportunity to ski or ride.

Whistler Blackcomb also collaborates with the SLCC culinary team to showcase First Nations cuisine at select on-mountain restaurants, including Merlin's, the Mountain Top Summer Feast at Roundhouse Lodge, and Raven's, which features an all-Indigenous menu. This collaboration includes an innovative revenue share agreement with the SLCC.



▲ SLCC Cultural Ambassadors participating in the opening of the Fitzsimmons Express which showcases traditional languages



# Adapting to the Needs of All Abilities

## ADAPTIVE ACCESS PROGRAMS BUILD SKILLS AND CONFIDENCE

Vail Resorts is devoted to increasing adaptive access across our resorts, inspiring those with physical or mental barriers to learn a snow or mountain sport for the first time, or to simply feel confident in building their skills while having fun. Our dedicated partners make these programs possible by providing adaptive access programming at our resorts. To further support those with adaptive needs, we donate significant product contributions—including ski passes, lift tickets, and office space—to help our nonprofit partners expand their programming to more people over time.

The company is constantly learning from the expertise of our partners, which helps us discover new ways to create improved guest experiences across our resorts for people with disabilities. Our collaborative partnerships enable Vail Resorts to measure our impact and continuously refine our adaptive programming.

### ACHIEVEMENTS

**\$6.4M**  
TOTAL VAIL RESORTS HAS INVESTED IN ADAPTIVE ACCESS PROGRAMS

**30**  
RESORTS OFFER PROGRAMS THROUGH PARTNER ORGANIZATIONS

**54**  
NONPROFIT PARTNERS WHO DELIVER ADAPTIVE ACCESS PROGRAMMING

## THREE BENEFITS OF ADAPTIVE ACCESS PROGRAMS

- 1

**PARTNERSHIPS**  
We establish partnerships with organizations that enable us to provide adaptive access at our resorts and monitor our impact.
- 2

**ADAPTIVE PASS**  
We offer a discounted unlimited access pass for those with permanent disabilities.
- 3

**CONFIDENCE AND ACHIEVEMENT**  
Our programming and partnerships give people with disabilities the opportunity to engage in sports that they may have otherwise never thought possible.

▶ Adaptive skier at Crotched Mountain Ski & Ride, New Hampshire

As I have learned, one opportunity leads to another. I used to be scared to live life in a wheelchair. That is not the case anymore.”

AIRFORCE VETERAN AND ADAPTIVE ATHLETE  
New England Healing Sports Association

## MAKING MOUNTAIN BIKING MORE ACCESSIBLE IN WHISTLER

Whistler Blackcomb partnered with the Rick Hansen Foundation to complete an accessibility audit of their four most visited mountain biking locations. Vail Resorts invested CAD\$50,000 to improve adaptive access and the guest experience in these locations based on the audit recommendations. This year, improvements focused on prearrival and wayfinding. We are eager to continue these enhancements to create a holistic mountain experience for all athletes.

The video below showcases the enhanced communication and prearrival planning for adaptive riders.

## MAKING 30 WISHES COME TRUE

In FY 2024, Vail Resorts partnered with Make-A-Wish to grant over 30 wishes across our resorts, creating unforgettable experiences for children facing critical illnesses. The company also contributed \$100,000 in product support to Make-A-Wish. Bently, an 11-year-old snowboarder from Washington, fulfilled his wish to ride at Heavenly Mountain Resort with his family, and he also met our friendly avalanche dogs. Lincoln, from Florida, spent a week at Beaver Creek Resort with his family and realized his wish to learn how to snowboard while experiencing the beauty of the mountains. Antonia, a 14-year-old from Texas with lymphoma, had her wish granted at Vail Mountain where she learned to ski. These heartwarming stories demonstrate our passion for making wishes come true.





# Youth Access to Snowsports and Brighter Futures

## TRANSFORMING LIVES ACROSS MOUNTAINS AND CITIES

Vail Resorts’ Youth Access Program sets a high bar in our industry and annually serves thousands of youth. In FY 2024, these programs continued to grow with 12,500 youth participating in snowsports across 32 resorts. This marks an 11% increase over FY 2023.

Our initial Youth Access Program served youth living in mountain communities near our resorts and helped them overcome access barriers. We continually invest in expanding youth access, and our programming recently expanded to serve young people in large metro areas from coast-to-coast that are near our regional ski areas.

Our multi-day programs typically include free lessons, equipment rentals, and meals. Some programming offers mentorship and an introduction to industry careers. These life-transforming experiences introduce participants to the sport and to new possibilities—in both the outdoors and careers—that can change their lives.

[SEE ALL OF OUR YOUTH ACCESS NONPROFIT PARTNERS ➞](#)

### ACHIEVEMENTS

**12.5K**  
YOUTH HOSTED THROUGH MULTI-DAY, MULTI-FACETED PROGRAMS

**\$1.9M**  
FROM KATZ AMSTERDAM CHARITABLE TRUST TO SUPPORT TRANSPORTATION, ORGANIZATIONAL CAPACITY, AND SOFT GOODS

**32**  
RESORTS PARTICIPATED IN ACCESS PROGRAMS

## THREE WAYS WE INCREASE YOUTH ACCESS



### YOUTH ACCESS EXPANSION

We reduce access barriers by offering multi-day programs that introduce youth (who otherwise may not have had the opportunity) to snowsports, our industry, and career opportunities.



### ALUMNI & MENTORSHIP PROGRAMS

We recruit access program alumni to mentor youth participants, while simultaneously giving alumni continued access to snowsports.



### CAREER DEVELOPMENT

We are excited to welcome new team members through our nonprofit partnerships. For example, SOS Outreach’s Career Development program offers high school students mentorship and teaches them job application, interviewing, and workplace etiquette skills.

## SOS OUTREACH CAREER DEVELOPMENT PROGRAM GROWS

In partnership with SOS Outreach, Vail Resorts expanded the Career Development program to invite participants over age 15 to participate in the paid skills intensive, which includes resume building, interview practice, guest speakers, site visits, technology demos, and more. Participants ages 16 and older are encouraged to apply for apprenticeships with industry partners. In FY 2024, 10 youth were placed across six Vail Resorts’ locations.

## NATIONAL BROTHERHOOD OF SNOWSPORTS EXPANDED PARTNERSHIP

The National Brotherhood of Snowsports (NBS) has grown to become Vail Resorts’ second-largest Youth Access Partner. This partnership introduces participants to snowsports while fostering a sense of community. Additionally, NBS supports our company’s commitment to workforce growth, with several former youth participants, chaperones, and mentors now employed at our resorts and becoming ski instructors. NBS started in 2021 with four clubs that served 375 youth across four resorts. As of FY 2024, our flourishing partnership has expanded to include 13 NBS clubs at 11 resorts, providing access and opportunities for 843 youth. Partnering with NBS continues to be instrumental in shaping the future of the sport because it advances participation, employment, and leadership within the industry.



# Innovating Access for All Adults

At Vail Resorts, we reduce the stigma associated with learning snowsports later in life by instilling confidence and embracing skiers and riders of all ages and ability levels.

## ADULT ACCESS PROGRAMS CREATE NEW OPPORTUNITIES

Vail Resorts is passionate about expanding access for adults. Our adult access programs increase our industry's access to snow and mountain sports, as well as access to career mentorship and Vail Resorts job opportunities.

Our adult access programs would not be possible without the incredible nonprofit partners who bring new adults to our resorts each year. Key partners include EDGE Outdoors, the National Brotherhood of Snowsports, SOS Outreach, Latino Outdoors, Indigenous Women Outdoors, and Whistler Community Services Society.

## THREE GOALS OF ADULT ACCESS PROGRAMS

1

### ADULT ACCESS EXPANSION

We reduce access barriers by introducing adults (who otherwise may not have had the opportunity) to snow and mountain sports.

2

### ALUMNI & MENTORSHIP OPPORTUNITIES

We offer adult access program alumni the opportunity to mentor young people in our Youth Access program, which empowers them to give back.

3

### CAREER DEVELOPMENT

We continually grow our workforce and talent pipeline by connecting adult access program participants to new career opportunities.



▲ EDGE Outdoors participants at Park City Mountain, Utah

## EDGE OUTDOORS EXPANDS TO PARK CITY MOUNTAIN

Vail Resorts is proud of its partnership with nonprofit EDGE Outdoors to advance access and leadership opportunities in snowsports. The first EDGE Outdoors program started at Stevens Pass Ski Resort. In FY 2023, we supported expansion of the program to Heavenly Mountain Resort, and in FY 2024, we brought the program to Park City Mountain. Our continued investment in expanding these types of programs across our resorts will grow our workforce pipeline and empower future generations.

### ACHIEVEMENTS

2,226

ADULTS SERVED THROUGH THE ADULT ACCESS PROGRAMS

25

RESORTS SUPPORT ADULT ACCESS PROGRAMS

\$678K

TOTAL VAIL RESORTS HAS INVESTED IN ADULT ACCESS PROGRAMS



# Creating an Experience of a Lifetime for our Employees

## CARING FOR ONE ANOTHER

The EpicPromise Employee Foundation embodies the essence of Vail Resorts’ culture. We genuinely care for one another, champion our team members, and inspire each other to chase our passions.

### THE EPICPROMISE EMPLOYEE FOUNDATION: INSPIRED BY OUR TEAM

Vail Resorts established the EpicPromise Employee Foundation in 2016 to enhance the ways we support our employees and their families. Created by employees for employees, the EpicPromise Employee Foundation operates as a separate nonprofit from Vail Resorts. Since its inception, the EpicPromise Employee Foundation has provided educational scholarships and hardship relief grants, impacting the lives of more than 4,000 team members and their families. In FY 2024, the EpicPromise Employee Foundation’s funding helped 401 employees and their family members.

### FOUNDATION FUNDING STRATEGY

Each year, Vail Resorts contributes a \$500,000 donation to the EpicPromise Employee Foundation. Additional funding comes from generous donations from our employees, public supporters, and resort guests. We are grateful for the giving from a variety of sources across our resort network, which enables the EpicPromise Employee Foundation to continue improving the lives of many future generations of employees and their families. In FY 2024, the EpicPromise Employee Foundation raised nearly \$1.1 million which went directly to grants and scholarships.



#### ACHIEVEMENTS

**\$1.1M**

TOTAL AWARDED IN 406 GRANTS AND SCHOLARSHIPS TO 401 EMPLOYEES AND DEPENDENTS

**\$413K**

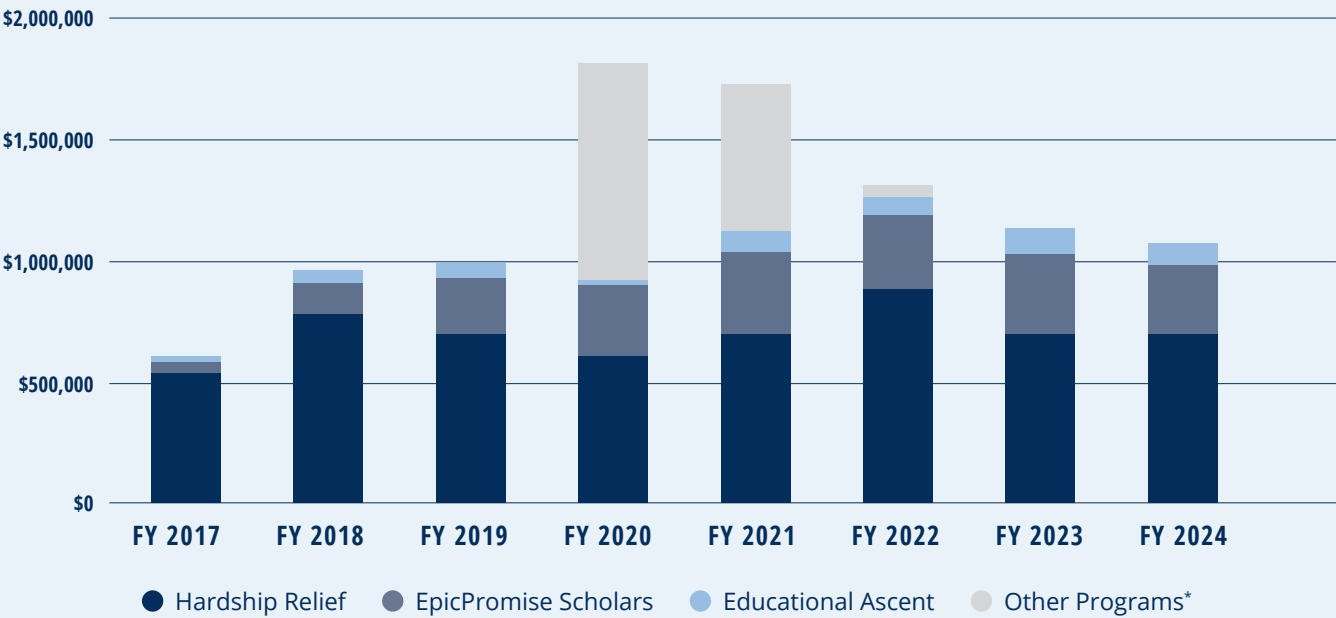
IN ACADEMIC SCHOLARSHIPS AWARDED TO 165 EMPLOYEES AND DEPENDENTS

**\$718K**

AWARDED IN HARDSHIP RELIEF GRANTS TO 236 EMPLOYEES

▶ Employees at Vail Mountain, Colorado

### FOUNDATION IMPACT BY FISCAL YEAR



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



# Empowering Aspirations and Advancement

## HELPING EMPLOYEES AND THEIR DEPENDENTS ACHIEVE THEIR DREAMS

Vail Resorts proudly supports the education and career ambitions of our team members and their families through the EpicPromise Employee Foundation, and offers two scholarship programs: Educational Ascent and EpicPromise Scholars. Recipients are hand-selected by volunteer committees of enterprise employees, based on merit and need. In FY 2024, the EpicPromise Employee Foundation awarded \$413,000 in academic scholarships to 165 employees and their dependents.

### EDUCATIONAL ASCENT SCHOLARSHIPS: POWERING EMPLOYEE AMBITIONS

The Educational Ascent program awards a one-time scholarship of up to \$2,500 for U.S. employees pursuing a degree or certificate program. There are three annual Educational Ascent scholarship application periods, ensuring that team members across all job functions, departments, and resort locations have the opportunity to apply. In FY 2024, the Foundation awarded \$93,000 in Educational Ascent scholarships to 37 employees.

#### JULIANNE PURSUES MEDICAL SCHOOL

Julianne Wanner is a ski patroller at Jack Frost Big Boulder and was a recipient of an Ascent Spring 2024 scholarship. Julianne was accepted to Campbell University School of Osteopathic Medicine and plans to become a physician. Her experience in ski patrol inspired her career change.

**I applied for the Educational Ascent Grant because my experiences while ski patrolling solidified my desire to become a physician. The grant provided an opportunity to relieve some of the financial constraints that come with this journey."**

**JULIANNE WANNER**  
Ski Patrol, Jack Frost Big Boulder

### EPICPROMISE SCHOLARS: SHAPING TOMORROW'S LEADERS

The EpicPromise Scholars program provides multi-year educational scholarships of up to \$10,000 for the dependents of Vail Resorts employees in the U.S. and Canada to support future generations. This scholarship offsets tuition expenses for vocational degrees, bachelor's degrees, or specialized degree programs. Recipients are selected for their outstanding academic record, extracurricular activities, and community involvement by a committee of volunteer team members from across the company. The EpicPromise Scholars application opens every winter. In FY 2024, the EpicPromise Employee Foundation awarded \$320,000 in EpicPromise Scholars scholarships to 128 dependents of employees.

#### RYAN READY FOR INTERNATIONAL STUDIES

Ryan Rader is the son of Julia Rader, a Product Sales Agent at Whitetail Resort. Ryan received an EpicPromise Scholars grant that he will apply toward his bachelor's degree in International Studies at West Virginia University. Outside of Ryan's studies, he will continue his family's military legacy by participating in the Reserve Officers' Training Corps program.

**The person I am today has been shaped by my grandfather. As a military veteran, he followed in the footsteps of my great-grandfathers and taught me a lot about hard work, service, and character. As a person with great morals and integrity, he was someone I will always aspire to be like."**

**RYAN RADER**  
Student at West Virginia University

#### ACHIEVEMENTS

**\$413K**  
TOTAL AWARDED  
IN ACADEMIC  
SCHOLARSHIPS

**165**  
TOTAL EMPLOYEES OR  
DEPENDENTS RECEIVED  
ACADEMIC SCHOLARSHIPS

**\$93K**  
IN EDUCATIONAL ASCENT  
SCHOLARSHIPS AWARDED  
TO 37 EMPLOYEES

**\$320K**  
IN EPICPROMISE  
SCHOLARS SCHOLARSHIPS  
AWARDED TO 128  
EMPLOYEE DEPENDENTS



# Relief When it is Needed Most

## EPICPROMISE FOUNDATION HARDSHIP RELIEF GRANTS

When our employees face emergencies, disasters, or unexpected hardships, our EpicPromise Employee Foundation hardship relief grants offer a safety net of financial assistance. Employees may apply at any time to receive up to \$5,000 to assist with unplanned expenses. Hardship relief grants ease financial burdens and support employees’ well-being, helping them endure tough times with less stress. In FY 2024, the Foundation awarded \$718,000 in hardship relief grants to 236 employees.

### ACHIEVEMENTS

**\$718K**  
AWARDED IN HARDSHIP  
RELIEF GRANTS

**236**  
EMPLOYEES RECEIVED  
HARDSHIP RELIEF GRANTS

## CARE DURING RECOVERY

Josue S. is from Peru and is in the U.S. on a J-1 visa, which allows him to work as a busser at Keystone Resort. Josue contracted pneumonia, and his hardship relief grant supported him during his recovery, far away from home. Josue appreciated the extra financial support, which helped him get back on his feet.

“The hardship relief grant from the EpicPromise Employee Foundation was a lifeline in one of the toughest moments of my life. Falling seriously ill away from home was overwhelming, but the financial support I received allowed me to focus on recovery. I am deeply grateful for this assistance, which made me feel supported and cared for during a difficult time and gave me the strength to move forward.”

**JOSUE S.**  
Busser, Keystone Resort

## SUPPORT AND TIME TO HEAL

Charlie L. is a team member at Mount Snow Resort and was diagnosed with Myelodysplastic Syndrome, which required time away from work for chemotherapy and a stem cell transplant. He and his wife deeply appreciated their hardship relief grant, which helped them cover living expenses and medical bills while he took time off to heal.

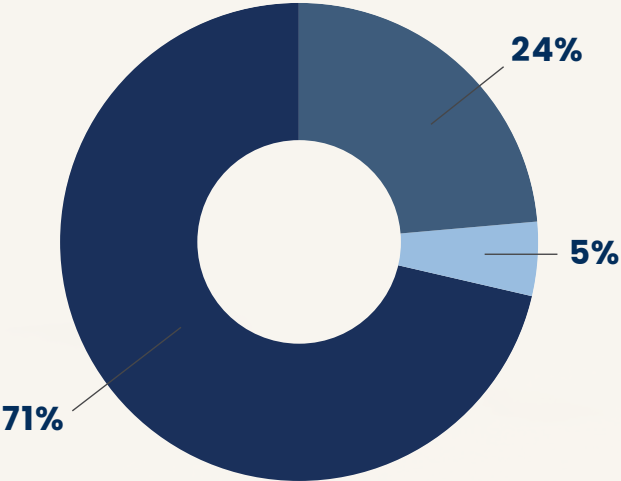
“Hit with an unexpected life event, the hardship relief grant was a godsend and helped us so much as we navigated through our situation. What a wonderful program, supporting employees experiencing hard times. We are so grateful.”

**CHARLIE L.**  
Lift Mechanic, Mount Snow Resort

“I hold great gratitude for the EpicPromise Employee Foundation and for the hardship relief grant provided to me during my darkest and hardest days. After the sudden loss of my significant other, a Vail Ski Instructor of nearly 20 years, the grant made a real and positive difference by providing support for bereavement expenses and lost living expenses due to his passing.”

**JULIE W.**  
Partner of a Vail Mountain Ski Instructor

## HARDSHIP RELIEF GRANT CATEGORIES



- ◆ **71%** **MEDICAL EXPENSES**  
Major illness or injuries, emergency dental, and mental health exceeding what the company covers
- ◆ **24%** **BEREAVEMENT EXPENSES**  
Travel and loss of income
- ◆ **5%** **HOME EXPENSES**  
Emergency repairs, temporary shelter, and natural disasters



# Committed To 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 thrive, not just survive. Our resort-based Epic Wellness Captains deliver employee support, communications, and information that ensure employees are aware of available support and have direct access to care.

## ACHIEVEMENTS

**2X**  
VAIL RESORTS INVESTMENT IN MENTAL HEALTH IN PAST THREE YEARS

**9%**  
OR HIGHER CLINICAL UTILIZATION RATE FOR PAST THREE YEARS

**12**  
THERAPY SESSIONS PER YEAR FOR EMPLOYEES WORKING YEAR-ROUND OR MULTIPLE SEASONS

## MINDFUL OF MENTAL HEALTH

At Vail Resorts, we strive to destigmatize mental health and make care easily accessible, affordable, and practical for all team members. Our openness and engagement with the topic fosters self-awareness and encourages employees to care for one another, watch for signs of distress, and connect their coworkers to mental health resources when needed.

Vail Resorts significantly increased its financial investment in mental health over the past few years as we continue to add new resources and forms of wellness support. Our clinical utilization rate remained above 9% for the last three years, which is far above the national average of 5%. By investing in these initiatives, Vail Resorts aims to create a culture that prioritizes mental wellness, empowering employees to thrive personally and professionally. We remain driven to growing our Epic Wellness program so that employees and their families continue to have access to mental health resources that empower their wellbeing and happiness.

### SUPPORT FROM THE KATZ AMSTERDAM FOUNDATION AND CHARITABLE TRUST

The Katz Amsterdam Foundation and Charitable Trust<sup>4</sup> work to reduce barriers to mental and behavioral health, expand access to care, and improve outcomes in Western mountain resort communities. In 2024, Katz Amsterdam partnered with mountain nonprofits, awarding over \$2.8 million to help address substance abuse issues and improve mental health equity for communities of color.

<sup>4</sup>The Katz Amsterdam Foundation and Charitable Trust were founded by Vail Resorts CEO and Executive Chairperson, Rob Katz, and his wife, Elana Amsterdam, who was a best-selling author and leading wellness and lifestyle blogger at Elana's Pantry.

For ten years, Vail Resorts has been committed to growing our mental health resources in a way that destigmatizes care and empowers employees and their families to access support. Our proactive approach places behavioral health on the same level as physical wellbeing.

## COUNSELING SESSIONS DOUBLED

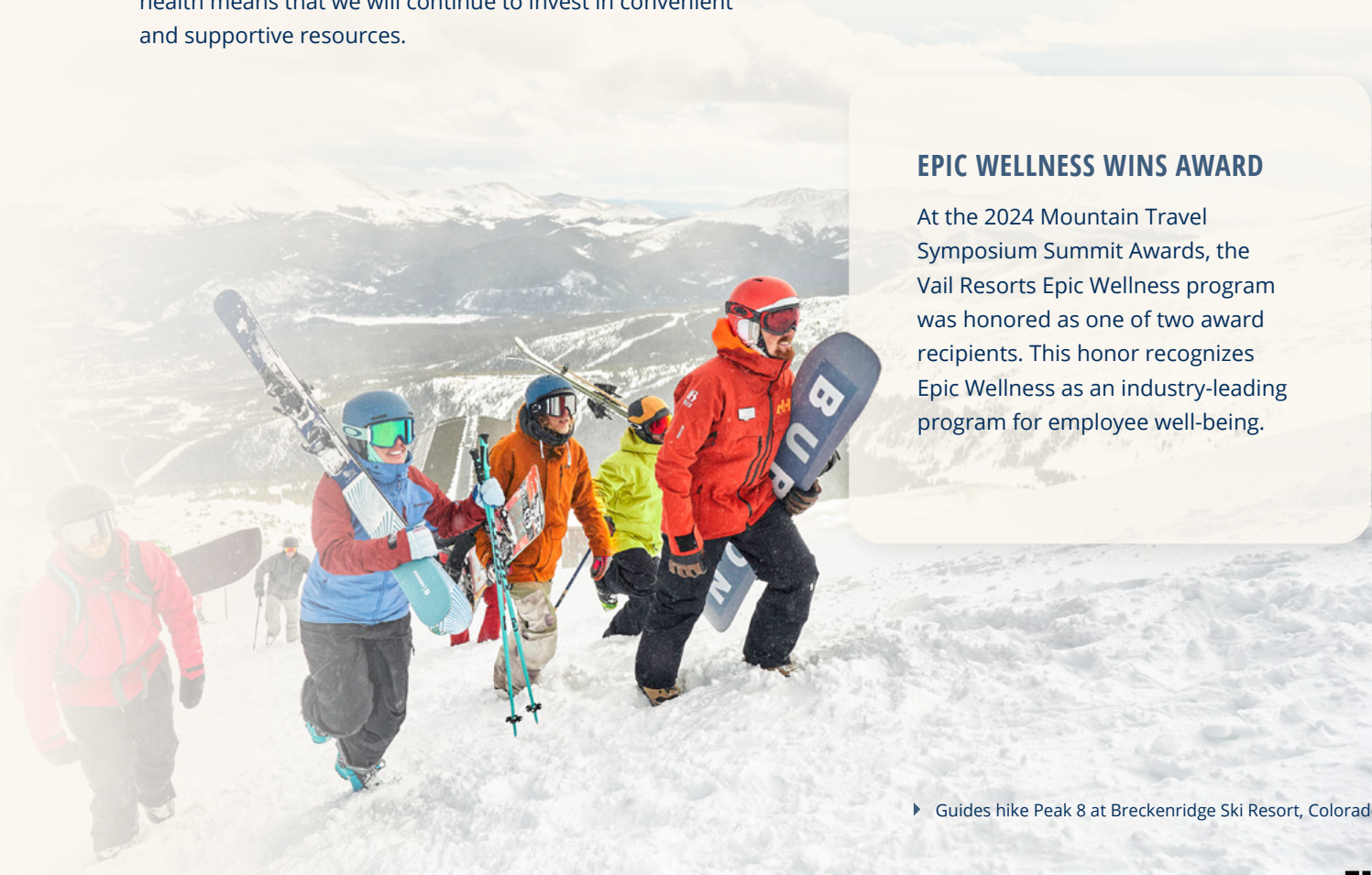
Prior to FY 2024, our year-round and multiple-season employees had access to six counseling sessions per year. The company is proud that our investments have enabled us to double this resource, now offering employees, dependents and roommates access to 12 counseling sessions per year: six sessions each winter and summer. The company has also introduced a wellness app, personal coaching, chat or text-based counseling, and on-site therapy at several resorts. Our comprehensive and compassionate approach to mental health means that we will continue to invest in convenient and supportive resources.

## JANUARY IS EPIC WELLNESS MONTH

January is celebrated as Epic Wellness month at Vail Resorts. Each January, we communicate health and wellness options to employees, remind them to use our plentiful resources, and encourage them to assess the physical and mental health of themselves, their families, and peers. In FY 2024, nearly 8,000 employees participated in 82 on-site wellbeing events or virtual wellness missions across 18 resort locations.

## EPIC WELLNESS WINS AWARD

At the 2024 Mountain Travel Symposium Summit Awards, the Vail Resorts Epic Wellness program was honored as one of two award recipients. This honor recognizes Epic Wellness as an industry-leading program for employee well-being.



► Guides hike Peak 8 at Breckenridge Ski Resort, Colorado



# Creating an Inclusive Culture

At Vail Resorts, we live our value, *Be Inclusive*, everyday: We welcome everyone—including all races, gender identities, sexual orientations, abilities, and the many qualities that make us each unique.

## THE FUTURE OF THE SPORT IS INCLUSION

The future of the sport is inclusion. Shifting demographics across North America require us to be out front in building strategies to engage and welcome the next generation of skiers and snowboarders. The passion that we have for snowsports and the experience must fuel how we innovate, and we are building an accessible and inclusive community of diverse and engaged talent, which better reflects the guest base we aspire to introduce to snowsports. Our culture is driving new and creative ideas and programming to transform the mountain experience so that it is welcoming for everyone.



## OUR COMMITMENT TO WELCOMING EVERYONE

Over the past year, the Employee Inclusion Network expanded to now include over 700 employees across six total employee-led groups sponsored by Executive Committee leaders. These groups are open to all Vail Resorts employees. Our core value, *Be Inclusive*, means that we welcome everyone.

### 2024 INCLUSION NETWORK GROUPS

	ESTABLISHED FY 2022
	ESTABLISHED FY 2022
	ESTABLISHED FY 2024
	ESTABLISHED FY 2024
	ESTABLISHED FY 2025
	ESTABLISHED FY 2025





# About this Report

Vail Resorts’ annual report provides a platform for enhanced communication and progress regarding EpicPromise and Commitment to Zero.

► Vail Mountain, Colorado



Unless otherwise indicated, this progress report covers Vail Resorts’ operations from August 1, 2023, through July 31, 2024. 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.

This progress 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 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 this progress report has been mapped against GRI Reporting Guidelines, and the index on page 55 indicates where report content addresses a corresponding GRI indicator.

Past Progress Reports from FY 2018 through FY 2023 are available on [Vail Resorts’ website](#).

We welcome feedback on this progress report. For additional information, questions, or 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)

► Cowboy Ridge at Stevens Pass Ski Resort, Washington

## FORWARD-LOOKING STATEMENTS

Certain statements discussed in this report, other than statements of historical information, are forward-looking statements within the meaning of the federal securities laws. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof. All forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from those expected. Such risks and uncertainties include, but are not limited to, the risks detailed in the Company’s filings with the Securities and Exchange Commission from time to time. All forward-looking statements are expressly qualified in their entirety by these cautionary statements. All forward-looking statements in this report are made as of the date hereof, and the Company does not undertake any obligation to update any forward-looking statements whether as a result of new information, future events, or otherwise, except as may be required by law.

## GRI INDEX

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# Commitment to Zero

This Progress 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. The Vail Resorts Board of Directors oversees the management of the company to enhance long-term value for shareholders. Please see the [Vail Resorts 2024 10-K](#) for additional climate-related disclosures.

## OUR SUSTAINABILITY PROGRAM COMMITMENTS

- » 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, communities, 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 dedicated to offering sustainable options for skiing, equipment rentals, transportation, dining, and lodging. Our commitment supports our goals of achieving net-zero emissions, zero waste to landfill, and zero net impact on forests and habitats.

## ENVIRONMENTAL MANAGEMENT SYSTEMS (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

FY 2024 note: The Company's North American operations used more electricity than our renewable electricity purchases produced in FY 2024, thus decreasing our renewable electricity percentage and temporarily increasing market-based emissions. External supply chain constraints delayed the Elektron Solar Project, coming online later in FY 2024 than anticipated, which also impacted renewable electricity production. Our long-term strategy to account for company growth and varied renewable electricity production includes continued investments in large-scale renewable electricity projects that replace fossil fuels on the grid, as well as direct development of local renewable projects on the grids where we operate, when reasonably feasible.

## WASTE DIVERSION DETAILS

	FY 2024	FY 2023	FY 2022	FY 2021	FY 2020**	FY 2019	FY 2018
LANDFILL (U.S. TONS)*	4,475	5,370	5,965	5,500	5,454	7,363	6,618
RECYCLING & COMPOST (U.S. TONS)	5,880	5,873	5,423	4,904	5,432	5,807	3,859
TOTAL LANDFILL AND DIVERSION	10,355	11,243	11,388	10,404	10,887	13,170	10,477
WASTE DIVERSION (PERCENT)	56.8%	52.2%	47.6%	47.1%	49.9%	44.1%	36.8%

\* Total landfill tons displayed in the 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. Excludes campgrounds, employee housing, Seven Springs Mountain Resort, Laurel Mountain, Hidden Valley Resort, Mount Hotham Alpine Resort, Falls Creek Alpine Resort, and any resorts acquired after July 31, 2022.

\*\* 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.

## EMISSIONS AND ENERGY INTENSITY DETAILS

REPORTING METRIC	FY 2024	FY 2023***	FY 2022	FY 2021	FY 2020****	FY 2019	FY 2018	FY 2017
MMBtu*	2,022,781	2,015,440	1,829,583	1,828,651	1,831,454	1,677,758	1,485,104	1,421,546
SKIER VISITS**	17,564,000	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) MTCO2E / SKIER VISIT)	0.0082	0.0049	0.0051	0.0072	0.0161	0.0145	0.0161	0.0158
ENERGY PER SKIER VISIT (MMBtu / SKIER VISIT)	0.1152	0.1038	0.1058	0.1231	0.1358	0.1119	0.1203	0.1180
TOTAL NET REVENUE*** (THOUSAND USD)	\$2,885,191	\$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) MTCO2E / TOTAL NET REVENUE)	0.0501	0.0332	0.0351	0.0563	0.1106	0.0961	0.0990	0.0998
ENERGY PER REVENUE (MMBtu / TOTAL NET REVENUE)	0.7011	0.6975	0.7243	0.9576	0.9327	0.7386	0.7380	0.7455

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

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

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

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

## GREENHOUSE GAS EMISSIONS BY FISCAL YEAR

MTCO2E	FY 2024**	FY 2023***	FY 2022	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017
SCOPE 1	84,055	87,923	76,537	78,130	78,549	83,218	67,316	69,120
SCOPE 2 (MARKET-BASED)	60,562	8,108	12,155	29,298	138,597	134,991	131,733	121,221
SCOPE 2 (LOCATION-BASED)*	134,730	136,181	128,260	138,730	140,509	130,753	131,101	121,983
TOTAL (MARKET-BASED)	144,617	96,030	88,692	107,428	217,146	218,209	199,049	190,341
TOTAL (LOCATION-BASED)	218,784	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.

\*\* Biogenic carbon dioxide (CO<sub>2</sub>) is 7.8 MT and is not included in the table above.

\*\*\* 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.

## FISCAL YEAR 2024 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	201,297	54%	
OTHER RENEWABLE ENERGY PURCHASES	United States of America	Various	Electricity	Various	2,119		
VAIL RESORTS TOTAL					203,416	55%	53%

## ENERGY SUMMARY

SASB CODE	REPORTING METRIC	FY 2024	FY 2023	FY 2022	FY 2021	FY 2020	FY 2019	FY 2018	FY 2017
SV-LF-130A.1	Annual Energy Consumption (gigajoules)*	2,712,154	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)	50.9%	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)**	27.0%	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).

\*\* Calculation is total of all renewable energy divided by total of all energy types (electricity, natural gas, propane, heating oil, diesel, and unleaded). This is different from our percentage of renewable electricity in the table above because it includes all energy types and not just electricity.



# epic

## LEADERSHIP

2024 Season



**VAIL RESORTS®**

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► Adaptive Skiers at Crested Butte  
Mountain Resort, Colorado