



VAIL RESORTS'

EPIC PROMISE

PROGRESS REPORT

2018-2019 Season

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LETTER FROM OUR CEO

GROWTH AND PROGRESS

Our company is growing — and so is our commitment to preserving the spectacular places in which we live, work and play.

Since our last EpicPromise Progress Report was released, we have welcomed to our portfolio two new Australian resorts and 17 U.S. resorts. While we are growing our network to provide more choice for our guests, our growth also allows us to have more of an impact: more of an impact in investing in mountain communities, more of an impact in supporting employees, and more of an impact in preserving the environment.

The great outdoors is our business, and we have a special obligation to protect it. We are thrilled that with these new ski areas now in the Vail Resorts family we have the opportunity to reduce the net operating footprint of 19 additional resorts, as we intend to incorporate each of them into our bold sustainability pledge: Commitment to Zero. It won't be an easy task — but that's not new for us.

When we launched Commitment to Zero in 2017, we didn't have the exact path outlined for how we would achieve zero net emissions, zero waste to landfill, and zero net operating impact on forests and habitat, all by 2030. But by setting bold goals, we've been driven to think bigger and work more collaboratively with our employees and communities to find creative solutions that will allow us to have a measurable impact on climate change.

As we unveil the second edition of the EpicPromise Progress Report, we are excited to share details around our latest energy-efficiency projects and some big wins in waste reduction. We are making substantial progress and also learning a lot about the challenges that exist when you operate across so many remote locations.

Of course, none of this progress would be possible without a strong team and strong communities. Over the last year through EpicPromise, we gave

“By setting bold goals, we've been driven to think bigger and work more collaboratively.”

more than \$14.5 million in grants to our communities and employees and provided over 24,000 volunteer hours. Within this report, you'll learn about the inspiring organizations Vail Resorts supports and how our employees are supporting each other through the EpicPromise Employee Foundation.

As we head into a new season, we are encouraged by our progress, inspired by our learnings, and excited to think even bigger.



Sincerely,

Robert A. Katz
Vail Resorts
Chairman and
Chief Executive Officer

EXECUTIVE SUMMARY

ABOUT US

About Vail Resorts and the EpicPromise Progress Report

Vail Resorts has a long history in the ski industry, beginning with the opening of Vail Mountain in 1962. Today, our publicly-traded company is the leading global mountain resort operator with a growing portfolio that includes some of the world's most renowned destinations, as well as urban ski resorts near major metropolitan areas. With the mission of creating an **Experience of a Lifetime™** for our guests, Vail Resorts is known for its transformative innovations to re-imagine the mountain resort experience for everyone.

While we are committed to delivering an exceptional guest experience, Vail Resorts is also driven by our commitment to the environment, the communities in which we operate, and our **55,000** brave, ambitious and passionate employees. **EpicPromise**, the corporate responsibility platform of Vail Resorts, supports each of these stakeholders through our bold sustainability program: Commitment to Zero, our robust community investment initiatives, and the EpicPromise Employee Foundation.

This second annual **EpicPromise Progress Report** is an effort to transparently report on our progress toward our Commitment to Zero goals, as well as share details about our employee and community investment initiatives. The 2019 Progress Report includes detailed metrics, success stories, and challenges we identified over the last year.

COMMITMENT TO ZERO

It has been two years since we announced Commitment to Zero, and we are well on our way to achieving a zero net operating footprint by 2030. This bold sustainability goal, which includes **zero net emissions, zero waste to landfill, and zero net operating impact on forests and habitat**, has become a part of the fabric of our company as we work every day to operationalize sustainability. With each business initiative we undertake — whether it be snowmaking or restaurant renovations — sustainability has a seat at the table.

EXECUTIVE SUMMARY

ABOUT EPICPROMISE

At Vail Resorts, we are driven and inspired not only by providing an Experience of a Lifetime™ for our guests, but also by the three pillars of EpicPromise, our corporate responsibility platform. The second annual EpicPromise Progress Report includes updates in each of these areas:

1

Commitment to Zero

- Achieve **zero net emissions** by 2030, with 50 percent progress toward this goal by 2025
- Achieve **zero waste to landfill** by 2030 and increase waste diversion to 50 percent by the end of 2020
- Achieve **zero net operating impact on forests and habitat** by 2030 by planting or restoring an acre of forest for every acre of forest displaced by our operations from FY 2017 onward

2

Community Investment

- Promote the **health and sustainability of our resort communities** through multi-faceted and localized support

3

EpicPromise Employee Foundation

- **Support our employees** with educational scholarships and emergency relief

The health of our business and local communities depends on responsible stewardship of both natural and human resources. This report highlights the year's key successes as well as challenges we faced, plus detailed metrics and progress toward the goals we set. This report also includes stories of employees engaging in innovative projects that bring EpicPromise to life — inspiring examples that are just a snapshot of the many initiatives taking place across our growing resort network.



Rather than adding to the waste of the annual 4th of July parade, our Crested Butte EpicPromise volunteers collected trash and compostable materials from parade spectators.

EXECUTIVE SUMMARY

FY 2019 HIGHLIGHTS



EMISSIONS

STATUS: ON TRACK ✓

- 0.6% Decrease in GHG emissions*
- 9.6% Increase in GHG including Triple Peaks and Stevens Pass acquisitions
- 25% Progress toward 15 percent energy-efficiency savings goal

Over the last year we invested \$2.4 million in energy-efficiency capital projects. This includes large-scale LED lighting retrofits, 168 new low-energy snowguns, and updated building controls, all to reduce our energy consumption.

We are also collaborating with local utilities to bring more renewables into their energy portfolios and encouraging them to set their own ambitious sustainability goals. Sourcing local renewable energy remains a focus, while we continue to find large-scale opportunities to support the development of renewable energy. Our 12-year virtual power purchase agreement, announced last year, is enabling the development of a new wind farm. We project it will reduce the emissions associated with our North American electricity usage for FY19 by nearly 100 percent when it comes online next year.



WASTE

STATUS: ON TRACK ✓

- 44.1% Waste diversion*
- 7.3% Increase in waste diversion compared to FY 2018
- 11.6 Million pounds of waste diverted from landfill through recycling and composting

Our zero waste to landfill goal is arguably the most challenging of the three pillars of Commitment to Zero.

Navigating the types of products we need to serve our guests at 10,000 feet, as well as the vastly different recycling and composting capabilities in each community,

impacts how quickly we can move toward this goal. That said, we are thrilled to share that we were able to achieve 44 percent waste diversion over the last year — beating our 42 percent goal and coming in 7 percentage points ahead of last year's diversion rate. Our waste strategy includes reducing single-use products, reusing durables where possible, and recycling and composting to close the loop. We re-imagined our waste systems at some of our biggest resorts, worked with our communities on large-scale composting solutions, and continued to eliminate single-use conventional dining plastics across our company with help from our Zero Waste Partner, Eco-Products.

With a 2020 waste diversion goal of 50 percent, our biggest opportunities for progress center around improving our waste systems, finding ways to expand our employee sorting program and make it more efficient, and implementing large-scale composting programs across more of our resorts over the next year.



FORESTS AND HABITAT

STATUS: ON TRACK ✓

- 10 Acres restored
- 100% Aggregated forest impact addressed for all resorts*
- \$1.3 Million donated to environmental organizations focused on healthy forests

It was important for us to set a sustainability goal unique to our business. This year we reforested ten acres in the Gunnison National Forest in Colorado that had been damaged by the bark beetle — which addressed 100 percent of the forests impacted by our operations over the last year. We also raised and donated \$1.3 million for the National Forest Foundation and other environmental non-profits. Our teams on the ground continue to monitor and improve the health of our forests to ensure we remain good stewards.

* Excludes resorts acquired post 8/1/2018.

EXECUTIVE SUMMARY

FY 2019 HIGHLIGHTS



COMMUNITY INVESTMENT

\$14	Million donated to non-profit organizations
350	Non-profit organizations that received community grants from EpicPromise
24,400	Volunteer hours

We have a responsibility to be an active partner in every community where we operate. This includes having an open dialogue about local challenges, encouraging employee leadership within the community to help address these challenges, and investing in solutions and programs to meet the most critical needs.

Community investment is a core pillar of EpicPromise. Our giving includes both grant dollars and company-sponsored volunteer time. Last year, we donated a record \$14 million to and volunteered more than 24,000 hours at local non-profit partners across the 12 regions where we operate. Every dollar donated is locally driven, meaning our local resort leadership and employee groups work with community stakeholders to identify opportunities that best help the community.

As a company, we focus our community giving on youth and social issues, such as education and social equity, as well as environmental initiatives. We have helped local youth develop leadership skills through our partnership with SOS Outreach; we provided scholarships to help families access quality daycare in Park City at PC Tots; we funded free and reduced cost breakfast for students in Summit County, Colorado through the Summit School District; and we provided meals for kids in Eagle County, Colorado through Food Rescue Express.

We have also learned the gift of time can change lives. The 24,400 hours given by Vail Resorts employees over the last year went to a myriad of projects — all picked by resort employees to align with their passions. 2,242 employees and their families came together for EpicPromise Day and completed more than 30 projects from Whistler to Vermont, helping our community partners complete work in one day that would have otherwise taken months.



EPICPROMISE EMPLOYEE FOUNDATION

\$985,000	Given to employees and their dependents
359	Employees and their dependents who received financial support from the Employee Foundation

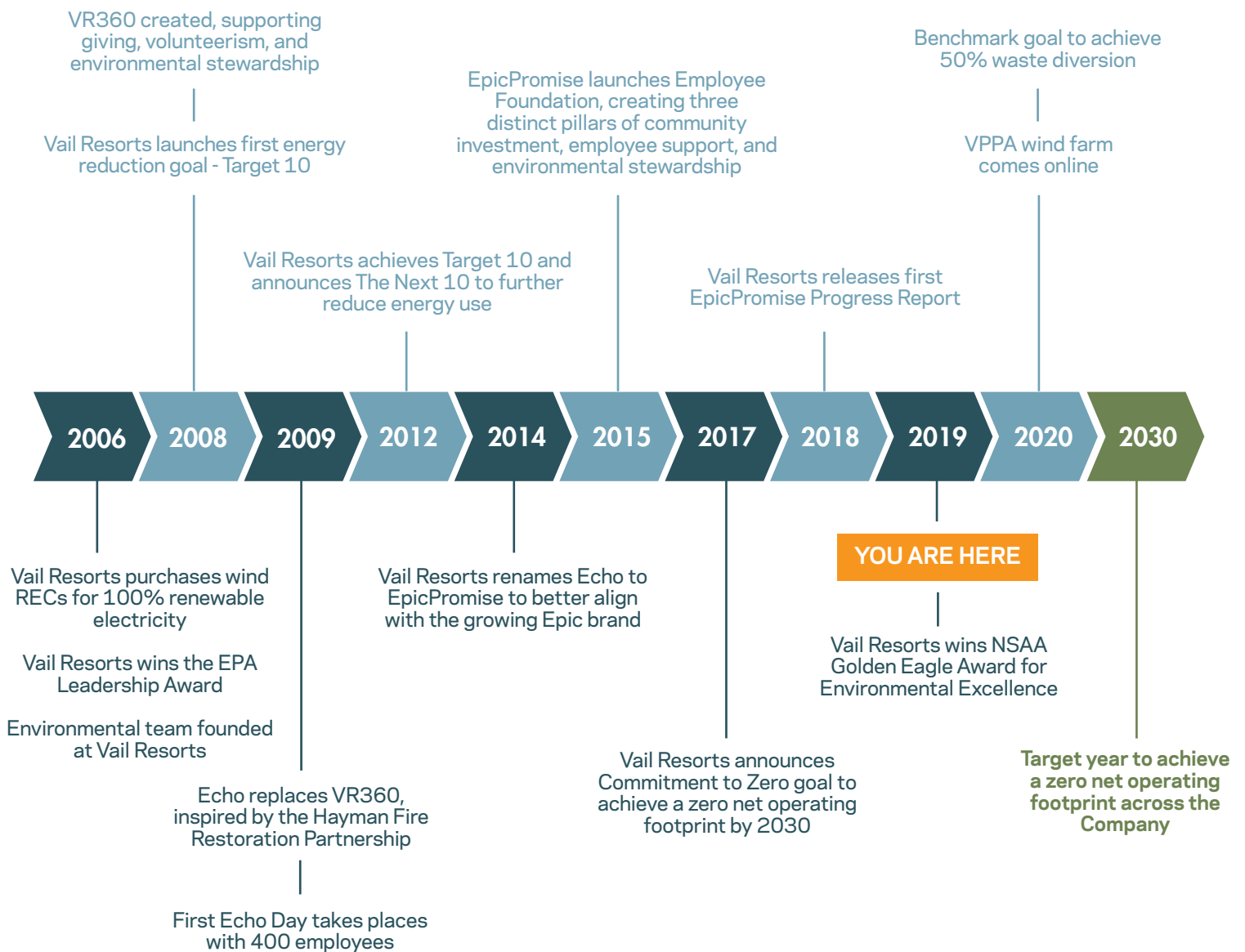
Now in its third year, the EpicPromise Employee Foundation is reaching its goal of both raising \$1 million annually and giving nearly \$1 million annually in grants and scholarships to our employees in need. This year, we gave \$690,000 in emergency relief through 240 grants to help employees through emergencies like home fires, unexpected medical issues, the loss of a loved one, and everything in between. Additionally, the Foundation continues to help our employees and their dependents make their educational dreams a reality. This year, we granted 94 scholarships to employee dependents and 25 to employees.

EXECUTIVE SUMMARY

CORPORATE RESPONSIBILITY

Evolution of Vail Resorts' Corporate Responsibility

With **37 resorts across 15 U.S. states and three countries**, Vail Resorts is one of the largest mountain resort companies in the world. We have a long history in the ski industry and are deeply committed to our guests, our employees, the communities we serve, and the outdoors. We are on a journey. Our support for the health and sustainability of our stakeholders and the environment has evolved over the past 13 years and will continue to do so as our business changes and grows.





ZERO

NET EMISSIONS

ZERO NET EMISSIONS BY 2030



0.6%

Decrease in greenhouse gas emissions*

9.6%

Increase in greenhouse gas emissions including FY 2019 acquisitions of Stevens Pass and Triple Peaks resorts

25%

Progress towards 15% energy-efficiency savings goal

STATUS: ON TRACK ✓

We believe the most significant opportunity to make a measurable impact on climate change exists within our own operations. Though our sustainability journey began in 2006, we took a huge leap two years ago when we announced Commitment to Zero. We committed to reaching zero net emissions by 2030 with 50 percent progress toward this goal by 2025.

Vail Resorts was the first travel and leisure company to join RE100, a global initiative of leading companies committed to using 100 percent renewable energy. As we work toward that goal and our business continues to grow, we anticipate natural variances in year-to-year emissions and spending based on fluctuations in snowfall and visitation, along with other factors. Despite these challenges, our emissions objective remains steadfast: to achieve zero net emissions by 2030 by reducing our energy use through efficiency at our resorts, and investing in renewable energy.

The primary renewable energy project we have invested in so far is the Plum Creek Wind project, a new wind project coming online in 2020. We signed this long-term agreement last November and are incredibly proud to purchase 74 megawatts of electricity annually starting in 2020, when the construction of the wind project is complete. This virtual power purchase agreement- a long-term, multimillion dollar commitment- will produce enough wind energy to reduce the emissions associated with Vail Resorts' FY 2019 North American electricity use by almost 100 percent.

HERE IS WHAT WE SAW THIS YEAR

Our total market-based emissions decreased by 0.6% in FY 2019 versus FY 2018, excluding resorts acquired post 8/1/2018. This decrease can be largely attributed to our increasingly efficient on-mountain operations, as well as our utility partners' continued shift to renewable energy.

Had we not implemented energy-efficiency projects at our resorts, we would have seen an approximate increase in emissions this year by 1 percent.

The FY 2019 acquisition of Triple Peaks and Stevens Pass resorts were the primary reason for our total emissions increase of 9.6%. We look forward to these resorts joining our path to zero and we will incorporate them into our 2030 zero net emissions goals.

* Excludes resorts acquired post 8/1/2018.



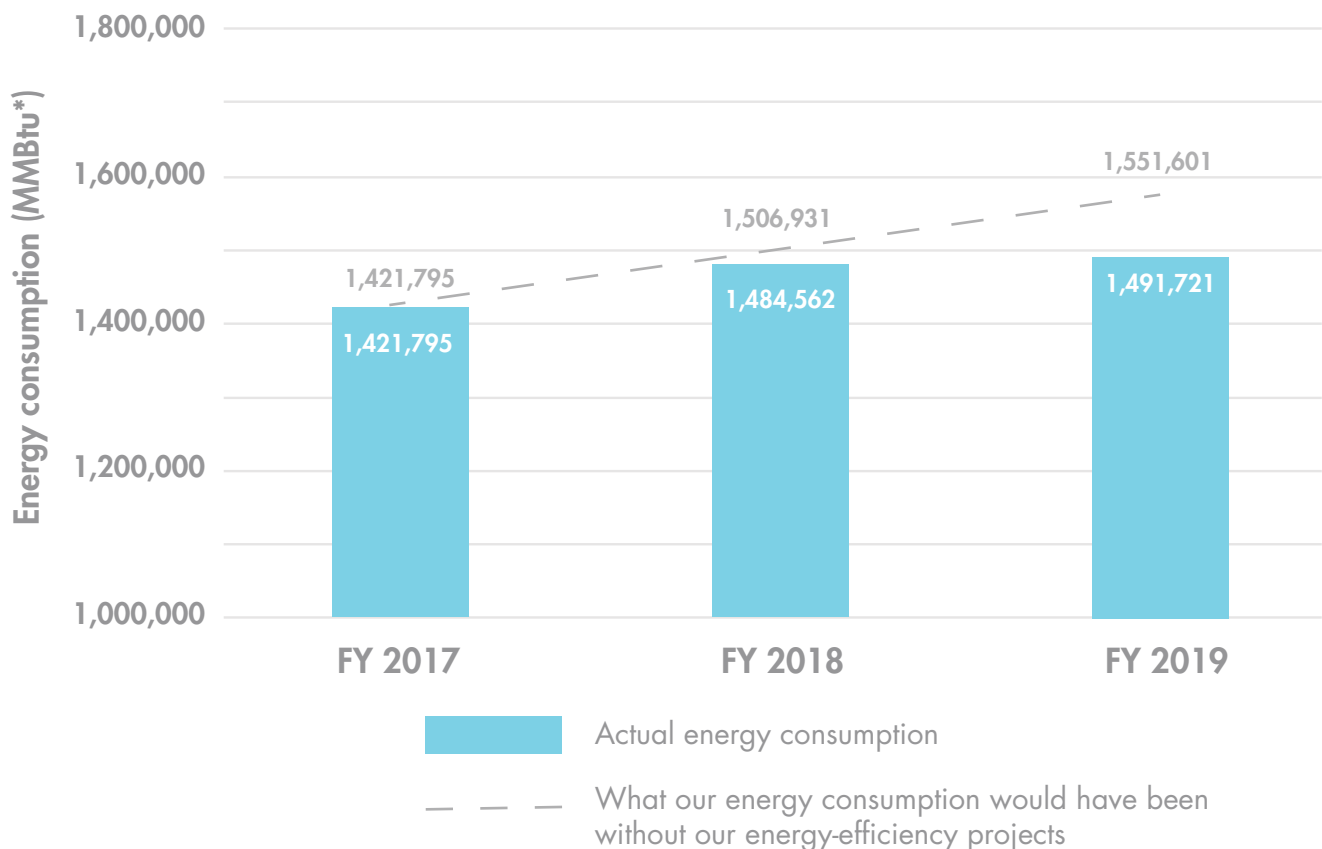
FY 2019 Emissions and Methodology

In 2017, we first held ourselves accountable to our Commitment to Zero goal by completing and publicly sharing our greenhouse gas inventory, which we will continue to do annually. This year, we expanded how we report progress by not only illustrating our FY 2017 emissions, but also including year-over-year emissions and energy-efficiency savings.

Implementing large energy-efficiency projects on the ground at our resorts, such as switching 11,000 lamps to LEDs and upgrading 408 low-energy snowguns, decreased our energy use by 37,511 MMBtu this year. Large-scale investments like a virtual power purchase agreement, which will bring a new wind farm online in 2020, will dramatically reduce our net emissions starting in FY 2021.

The graph below depicts how our energy-saving efforts made a positive impact on our overall emissions footprint in the face of year-over-year enterprise growth.

IMPACT OF ENERGY-EFFICIENCY PROJECTS**



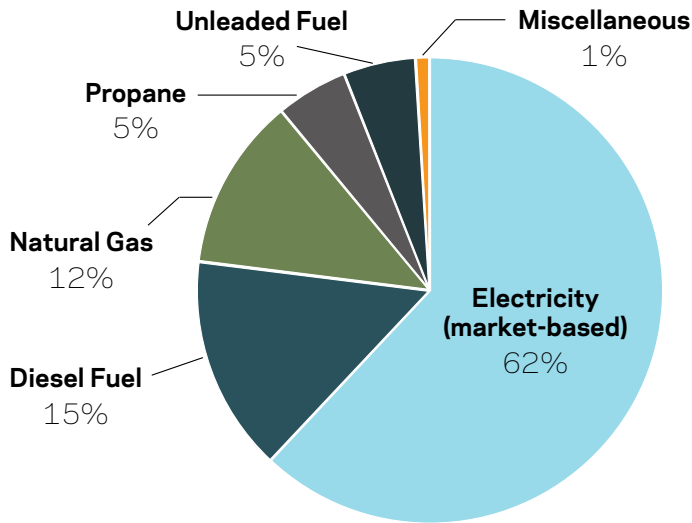
*MMBtu includes electricity, natural gas, and propane.

** Excludes Triple Peaks & Stevens Pass energy consumption.

ZERO NET EMISSIONS RENEWABLE ENERGY PROGRESS

Below are the various energy types that contribute to our total emissions.

FY 2019 Emissions by Source *



*This figure shows the distribution of our FY 2019 energy usage, with the exclusion of fuel, as fuel is not part of our 15 percent energy-efficiency savings goal. Total FY 2019 energy usage was 1,677,758 MMBtu.

Greenhouse Gas Emissions by Year (MTCO₂e)*

	FY 2017	FY 2018	FY 2019
Scope 1	69,120	67,316	83,218
Scope 2	121,221 Market-based	131,733 Market-based	134,991 Market-based
	121,983 Location-based	131,101 Location-based	130,753 Location-based
Total	190,341 Market-based	199,049 Market-based	218,209 Market-based
	191,103 Location-based	198,417 Location-based	213,971 Location-based

*FY 2019 column includes emissions from Triple Peaks and Stevens Pass. Adding these resorts to our footprint is the primary reason for the overall increase in emissions. 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 energy in markets where available. In both FY 2018 and FY 2019 our market-based emissions are higher than our location-based emissions, even though we applied our renewable instruments. The utility-specific emissions factors were higher than eGRID in several instances, which drove this result.

Renewable Energy Progress

When we announced Commitment to Zero in 2017, we committed to purchase 100 percent renewable energy by 2030. For a company as geographically diverse as ours, this is a challenging goal. Success requires a multi-pronged strategy, including large-scale renewable energy purchases and partnerships with our local electricity providers.

GETTING TO ZERO: ADDRESSING OUR CARBON FOOTPRINT

Most of our efforts to reduce emissions to date have focused on addressing our electricity consumption, but a portion of our emissions — **about 38 percent** — come from non-electricity fuel sources. Our resorts produce these emissions when they use diesel fuel or natural gas during operations. We include these emissions in our goals, and are actively evaluating opportunities for emissions reduction and offsets.

At Northstar Resort in California, we are piloting the use of renewable diesel in some transit and hauling fleet vehicles. Renewable diesel is derived from animal and vegetable fats and emits about 80 percent fewer lifecycle emissions compared to fossil fuel diesel.¹

The initial findings from this pilot have been positive. Once complete, we will evaluate switching more vehicles to renewable diesel during the 2019-2020 season.

¹<https://www.worktruckonline.com/320806/everything-you-need-to-know-about-renewable-diesel>

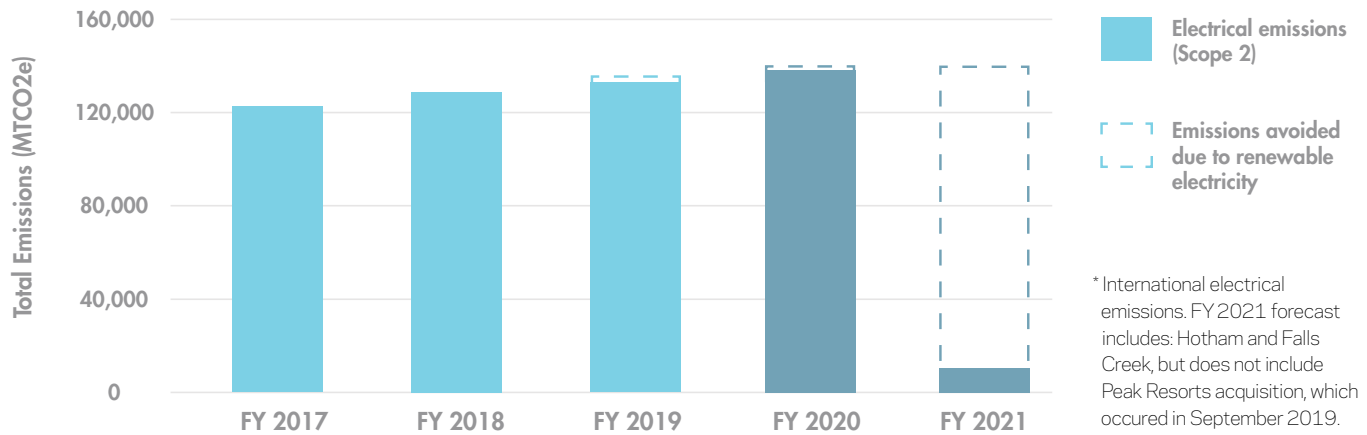
ZERO NET EMISSIONS VIRTUAL POWER PURCHASE AGREEMENT

Virtual Power Purchase Agreement Update

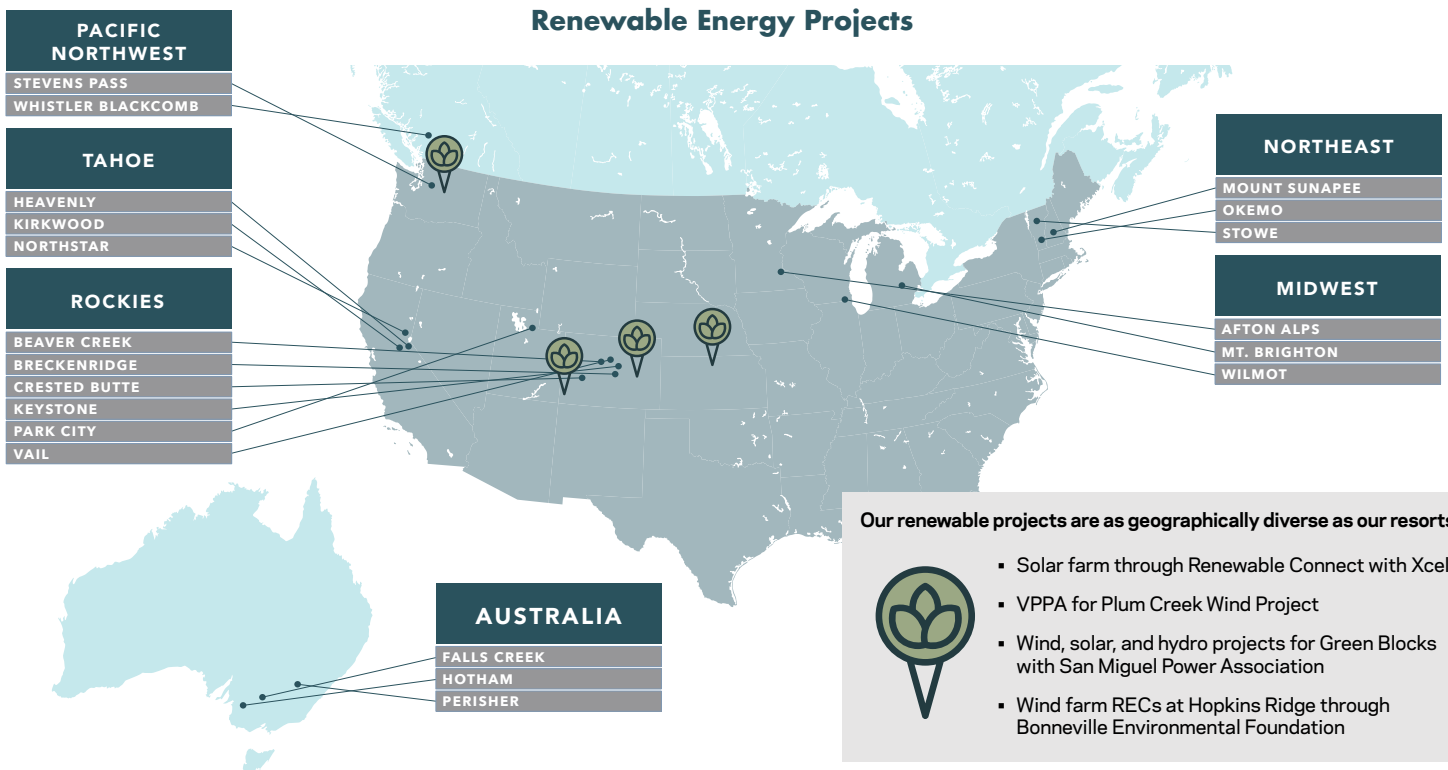
In FY 2019, Vail Resorts executed a 12-year virtual power purchase agreement (VPPA) for wind power.² VPPAs are an important tool to create new renewable energy sources and, in conjunction with local efforts, allow large companies to make a significant impact towards mitigating climate change. Scheduled to come online in FY 2021, this VPPA will reduce our emissions

footprint by addressing approximately 100 percent of our 2019 North American electricity use through the addition of new renewable energy to the grid. Enabling the development of a new wind farm allows us to leverage the size of our resort network to bring impactful solutions to life with benefits that extend beyond our own operations. The graphic below depicts the anticipated changes to our international market-based emissions profile in FY 2020 and FY 2021.

Electrical Emissions Forecast*



Renewable Energy Projects



² Learn more about our VPPA in our 2017-2018 report.

ZERO NET EMISSIONS

ENERGY EFFICIENCY

Utility Renewable Program Highlights

Vail Resorts advocates for local electricity providers to make a shift toward renewable energy. Local renewable energy not only decreases the emissions associated with Vail Resorts' electricity use over time, it also increases access to clean energy for other buyers in the community.

One of our partnerships is with Holy Cross Energy, a Colorado electricity cooperative. Vail Resorts, along with other Holy Cross Energy stakeholders, encouraged the utility company to add more renewable energy to its portfolio. Due to these efforts, Holy Cross recently announced its Seventy70Thirty goal to reduce greenhouse gas emissions by 70 percent by 2030.

Energy Efficiency

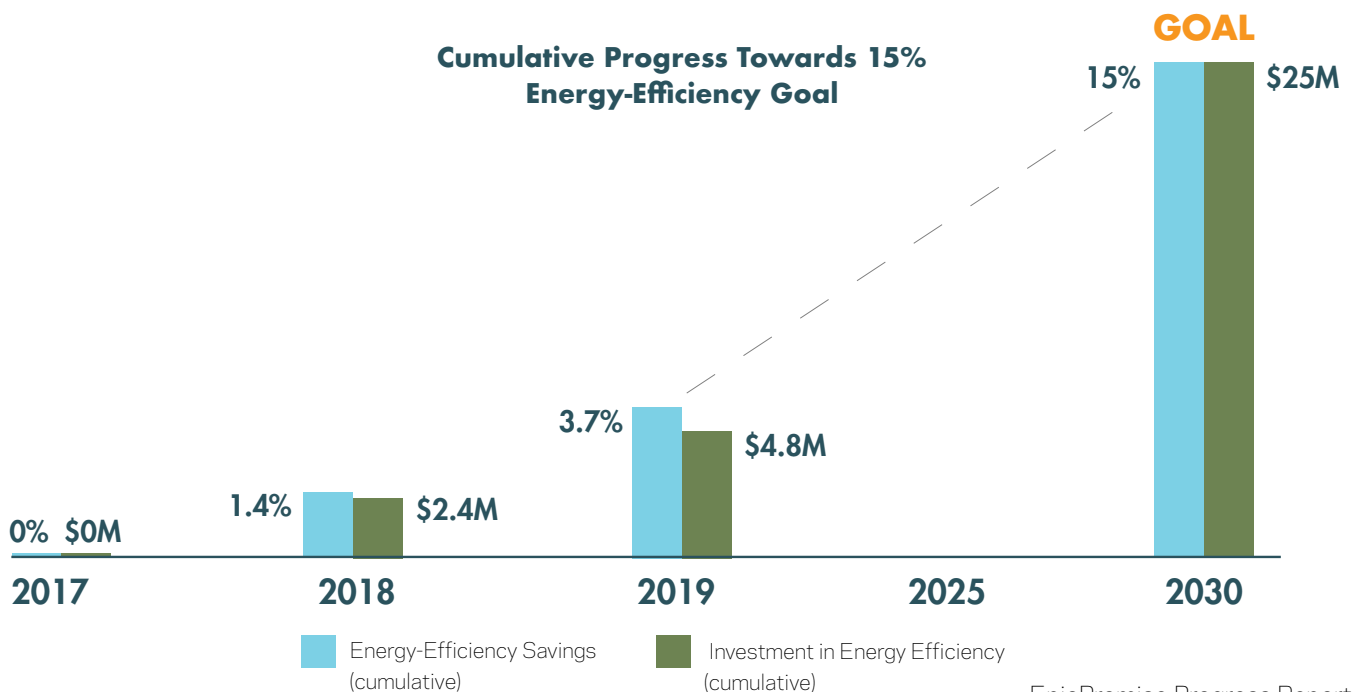
Vail Resorts committed to investing \$25 million in innovative, energy-saving projects in three key business areas between FY 2017 and FY 2030: snowmaking, buildings, and lifts. Our energy-efficiency goal is to decrease our electricity, natural gas, and propane by 241,175 million British thermal units (MMBtu) by 2030.

“Vail Resorts has been a leader in our community when it comes to renewable energy. Their sustainability efforts helped motivate Holy Cross Energy to develop new clean energy goals and contract for 100 MW of new wind energy to serve our members, including Vail Resorts. We look forward to our continued work with Vail Resorts on future innovative clean energy projects.”

**– Bryan Hannegan
CEO, Holy Cross Energy**

This goal is calculated as 15% of our FY 2017 energy baseline and by adding 15% of the FY 2019 energy baseline for the newly acquired Triple Peaks and Stevens Pass resorts.

Reducing our energy consumption is not just a smart business decision; it also allows us to apply financial savings to other sustainability initiatives in a self-reinforcing cycle. The graph below depicts our progress toward our energy-efficiency goal.



ZERO NET EMISSIONS SNOWMAKING AND GROOMING

Snow is at the core of our winter business, and snowmaking and snow grooming are energy-intensive operations. We are always looking for new ways to reduce energy intensity by improving equipment and process efficiency.

Through a recent snow grooming pilot at eight of our largest resorts, we reduced fuel consumption by an

average of three percent across all terrain types. We did this by implementing technology that gives snowcat operators real-time engine and GPS data, which allows them to maximize the number of acres groomed per gallon of fuel consumed. After analyzing data from each resort, we developed and shared best practices across the enterprise. We plan to expand this program in the upcoming ski season.

“It is rare for ski resorts to dive this deep into snowmaking efficiency—snow is their bread and butter. But Vail Resorts has leaned into this effort and is seeking experts in the field that will help them reach an ambitious goal.”

**– John McMurry, Senior Energy Consultant,
Vermont Energy Investment Corporation**



Freshly groomed run at Crested Butte.

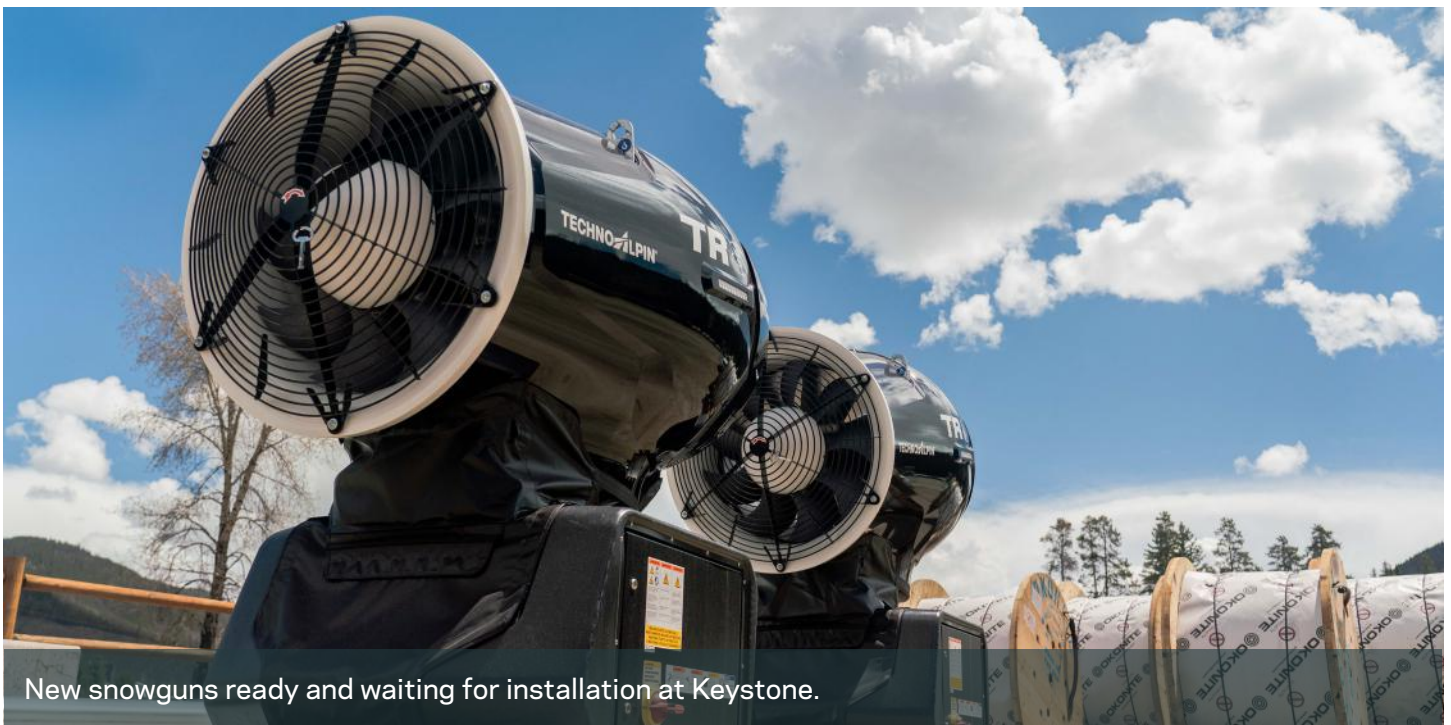
ZERO NET EMISSIONS CAPITAL INVESTMENTS

In FY 2019, we invested \$2.4 million in energy-efficiency projects and are expecting an additional 2.3 percent increase in efficiency, for a total of 3.7 percent since 2017. Examples of projects we implemented this year include:

- At Keystone Resort the night ski lighting was intertwined with snowmaking operations. This meant the lights had to remain on when making snow, even when night skiing was not open. This year, we implemented new control infrastructure to separate the lighting and snowmaking systems for greater energy efficiency.
- At Vail Mountain and Beaver Creek, we executed \$800,000 worth of energy-efficiency improvements following a professional energy audit. These include:
 - Building management systems to allow remote sensing and snowmelt control upgrades
 - Converting the resort lighting at both resorts to LED
 - Replacing inefficient boilers
 - Updating older and inefficient refrigeration equipment
 - Installing controls on water pumping equipment

“We are a ski company, but we are also way more than that. Commitment to Zero established the expectation and the resources for everyone to contribute to our sustainability culture.”

**– Fritz Bratschie,
Sustainability Team
Colorado Resorts**



New snowguns ready and waiting for installation at Keystone.

ZERO NET EMISSIONS

AWARDS AND ADVOCACY

In addition to operationalizing sustainability, Vail Resorts advocates for policies that address climate change within our industry, the states where we operate, and at the federal level. We use our voice for good to support local, state, and federal climate initiatives, encourage renewable energy production, waste reduction infrastructure and technology, and promote healthy forests and habitat.

We are proud to be a part of the newly-formed Outdoor Business Climate Partnership, a collaboration between the National Ski Areas Association, the Outdoor Industry Association and Snowsports Industries America to encourage lawmakers to pass bipartisan climate legislation at the state and federal level.

At the state level, Vail Resorts supported the following climate legislation:

- Colorado HB-19-1261, which set CO statewide goals to reduce GHG emissions.
- Colorado HB19-1313, which codified Xcel Energy's Colorado Energy Plan goals.

At the national level, we advocate alongside many of our industry partners. This year, we:

- Participated in the Carbon Pricing Advocacy days in Washington, D.C. through our partnership with Ceres, a leading climate advocacy non-profit.
- Remain engaged with RE100, an organization working to bring together leading businesses around sustainability.

In 2019, Vail Resorts was recognized for its aggressive sustainability leadership.

- Vail Resorts was the recipient of the 2019 National Ski Area Association Golden Eagle award for Environmental Excellence.
- Perisher received the Excellence in Sustainability award for their Commitment to Zero efforts.
- Whistler Blackcomb was recognized as one of Canada's Greenest Employers for the 11th year in a row.
- Grand Teton Lodge Company was recognized by the Jackson Hole Chamber of Commerce with the Green to Green award.
- Northstar was recognized at the North Lake Tahoe Community Awards for community and environmental stewardship.



ZERO

WASTE TO LANDFILL

ZERO WASTE TO LANDFILL



44.1%

Waste diversion*

7.3%

Increase in waste diversion
compared to FY 2018

11.6M

Pounds of waste diverted
from landfill through
recycling and composting

STATUS: ON TRACK

Our zero waste to landfill goal is arguably the most challenging part of Commitment to Zero. Understanding and implementing the types of products we need to serve our guests at 10,000 feet is complex and impacts progress toward our goals. We are thrilled that we were able to achieve 44.1 percent waste diversion over the last year — beating our 42 percent goal and coming in seven percentage points ahead of last year’s waste diversion numbers.

Our approach to achieving this Commitment to Zero goal is simple in theory and complex in execution. First, we reduce the amount of goods coming into our resorts wherever possible and reuse other items and materials whenever we can. We divert items that cannot be reused to a recycling or composting facility. If a product cannot be recycled or composted in that community, we must send it to a landfill.

WASTE REDUCTION

Waste reduction is where our journey to zero waste begins. A key focus is the elimination of single-use goods across our network.

In FY 2019, we switched to reusable Pepsi tumblers at all restaurant locations that had adequate dishwashing capacity. This switch avoided sending more than 250,000 wax-lined paper cups to landfills. We are excited that in the upcoming 2019-2020 season, we will be replacing all wax-lined paper cups with either durable Pepsi cups if dishwashing is available, or compostable Pepsi paper cups.

11 PERCENT REDUCTION IN FOOD AND BEVERAGE WASTE

In FY 2019, our procurement team set their sights on integrating our Commitment to Zero goals into food and beverage purchasing standards. The result was an 11 percent reduction in waste per skier visit on average across our resorts.

* Excludes resorts acquired post 8/1/2018.



WASTE REUSE

When we cannot otherwise reduce or divert waste, we look for reuse or repurpose opportunities, giving new life to materials that would have otherwise ended up in the landfill.

Our timber management program is an example of reuse in action. Bark beetles, insects that nest and breed under the bark of pine and spruce trees, damage many forests where we operate. This results in swathes of dead forest with fewer high-quality recreation opportunities and increased vulnerability to wildfire. At Beaver Creek, the full-time timber management crew strives to promote forest health and keep material that comes from the mountain on the mountain, such as dead beetle-kill trees. This year, the team reused 62 percent of the timber removed for beetle kill to make

BEHAVIOR CHANGE STARTS AT THE TOP

In September 2019, we issued a challenge to all our senior leaders to connect individual behavior to our Commitment to Zero goals. Next season, we are asking each senior leader to complete one waste sorting shift at an on-mountain restaurant. This hands-on experience brings to life our waste diversion challenges in real-time, helps our leaders integrate sustainability into their decision-making and enables us to increase our waste diversion at the same time.

on-mountain erosion mitigation materials, signage, bridges, benches, and boundary markers.



Waste sorting at the corporate EpicPromise Day project in Whistler, BC.

ZERO WASTE TO LANDFILL

WASTE DIVERSION

This year we are particularly proud of advancements in our waste diversion programs. Our commitment to recycling and composting has led to innovative solutions and services that will help us reach our zero waste goal, while benefiting the communities where we operate. Our diversion numbers increased significantly from 3,859 tons last season to 5,807 tons in FY 2019.

VAIL RESORTS PLAYS A KEY ROLE IN UTAH'S NEW ANAEROBIC DIGESTER

Park City Mountain has worked diligently to re-imagine their waste processes to drive large-scale food waste diversion. In the past year, these efforts were accelerated by Salt Lake City's new \$43M Wasatch Resource Recovery anaerobic food digester. The 2.5 million-gallon capacity facility uses anaerobic processes to convert food waste into reusable products like renewable natural gas and fertilizer.* The ability to send organic waste to the digester, coupled with a massive effort from our employees in sorting, training, and developing new hauling processes, resulted in a significant increase in organic waste diversion at Park City — **221 tons** since the digester began operations in February 2019.

The facility is an example of community collaboration in action. During the construction phase, Vail Resorts and Salt Lake City worked together to identify how Park City's waste could help support the sustainable operations of the digester. Tests also demonstrated how readily compostable goods, like Eco-Products utensils, dishware, cold and hot cups, and packaging would break down in the digester. The success of this project is a testament to the passion and commitment of our employees to achieve our bold sustainability goals.

"The Wasatch Resource Recovery facility is a significant addition to our community and its ability to manage organic waste," said Tom Bradley, Sustainability Manager at Park City. "It dramatically expanded our ability to divert waste from our operations and required engagement from employees across our resort.

They are visibly excited about how we can use this technology to change our waste profile." Preparing for the digester required our teams to make significant adjustments to onsite waste processing, which was not a small undertaking.

- Our restaurants switched to an active bussing system to collect guest trays. Employees now sort guests' trays by waste type to ensure all waste is disposed of correctly. The Sustainability team implemented waste report cards and audits at restaurants to ensure maximum diversion. They educated fellow employees about items that were contaminating digester-bound waste so everyone was continuously learning and improving.
- Our operational teams improved the efficiency of their on-mountain waste management practices, resulting in \$150,000 in infrastructure investments, including a new loading dock, updated waste bins to better serve the new system, the purchase of a tipper and compactor to better facilitate waste storage and mobility, and the hiring of one full-time, year-round and one seasonal employee. The team also modified food delivery and waste hauling snowcats to accommodate the additional waste. These improvements enabled Park City to send larger loads to the digester.
- Employees worked to ensure we sent as much waste to the digester as possible, rather than sending it to landfill. The team took this process a step further by replacing products that could not be digested with those that could.

* <https://www.energymanagertoday.com/utah-anaerobic-digester-facility-0181497/>

ZERO WASTE TO LANDFILL

UPDATE ON FY19 WASTE PRIORITIES

Last year, we outlined our priorities for reducing, reusing, and diverting waste for the upcoming year. We tracked our progress against these priorities and are proud to share what we learned.

TECHNICAL

- **With an assist from the anaerobic digester** in Salt Lake City, our Park City employees reimagined the on-mountain waste diversion processes and trainings to be able to divert an additional 221 tons from landfills. This pilot program will be expanded next year to include all of Park City Mountain. To learn more about the digester, visit page 21.

BEHAVIORAL

- **Best practice groups (BPGs) create a structure** to share lessons learned between resorts. Last year, our Executive Chefs BPG created a sustainability working group that is poised to roll out several employee-facing campaigns this upcoming season. Their hard work on educating and empowering front-line employees will greatly contribute to our ability to achieve 50 percent diversion in the upcoming year.

OPERATIONAL

- **The waste tracking sensor pilot program** has ended after two years. The sensors were able to illuminate inefficiencies and increase accuracy of tracking waste weights. They will remain a powerful tool for our resorts as we work to achieve zero waste to landfill.
- **With the help of Vail Honeywagon**, Vail and Beaver Creek were able to grow the collection of compost by 233 tons over the past year. This partnership has enabled us to expand our compost collection to include restaurants, golf courses, hotels, offices, and even resort events of all size.
- **Students from the Masters of the Environment (MENV) program** at CU Boulder have been working with our Sustainability team to identify opportunities for increased efficiency in our on-mountain waste diversion processes. In past years, we have used the recommendations generated from their waste audits to identify where we should focus our efforts and funding, and we look forward to continuing our work with students from the MENV program.

PROCUREMENT & PROJECTS

- **Making a switch to durable Pepsi tumblers** at 11 restaurants made a huge difference in our waste. We were able to avoid sending 7,750 lbs of waste to landfill by ordering 250,000 fewer wax-lined paper cups. Read more about eliminating wax-lined paper cups on page 19.
- **Having Eco-Products as our Zero Waste Partner** has allowed us to take big steps toward our goal of eliminating single-use conventional plastics across all our resorts. Over the 2018-2019 season, we replaced 138,000 lbs of traditional single-use items with those created with sustainably sourced materials. While we continue to work with local partners so that all Eco-Products items can be diverted from landfill (check out our current progress on page 24), making a shift to products with a smaller upstream and downstream environmental impact is a step in the right direction.
- **Our Smart Straw initiative** was an important step in eliminating single-use conventional plastics across our resorts. Last season, compostable straws were only available to guests upon request. Our Food & Beverage teams spearheaded this initiative and produced some amazing results; we eliminated the use of 1.8 million straws.

ZERO WASTE TO LANDFILL

FY20 WASTE PRIORITIES

As we work to achieve a 50 percent diversion rate by the end of 2020, waste will be the main Commitment to Zero focus over the next year. The priorities below show the types of projects we will be undertaking to achieve a six percent increase in our waste diversion rate.

TECHNICAL

- **For the second year of this project, further capital and operational improvements have been made at Park City to divert even more organics to the local anaerobic digester.**
- **Each resort will be developing its own strategic waste management plan to outline and prioritize the most impactful steps that can be taken to reduce waste.** These plans roll up to an overall corporate plan that will allow us to track and plan our progress toward our zero waste goals and, ultimately, get to zero.

BEHAVIORAL

- **During the 2019-2020 winter season, all Vail Resorts senior management will be asked to roll up their sleeves and complete at least one restaurant bussing shift.** This enables our employees to see the challenges of sorting waste first-hand and drive more tons of diversion towards our 50% goal.
- **We believe we can change the culture of our organization one sustainable behavior at a time.** Our local Commitment to Zero and Food and Beverage teams will be working together to roll out campaigns targeting improved awareness and behavioral change around waste reduction. Together we can make a difference both at work and at home.
- **With clear directional and informational messaging, we can increase awareness about our Commitment to Zero and how our guests and employees can support our goals.**

OPERATIONAL

- **It is a challenge to track waste and diversion and report on results.** Key decision-makers at each resort will receive a monthly dashboard on the progress toward their landfill reduction, composting and diversion targets. With more timely reporting, improvements can be made throughout the season.
- **Last year, there was an increased focus on making events as low-waste as possible.** Our goal is to establish event guidelines that can be used at all of our resorts and to share best practices in order to have consistent zero waste events across our portfolio.

PROCUREMENT & PROJECTS

- **With waste reduction as our number one priority, we continue to reduce packaging and expand our use of durables to reduce single-use plastics in our facilities.** In areas where we are not yet able to support durables, Eco-Products, our Zero Waste Partner, is providing plant-based products and closing the loop at resorts where composting is available.
- **We are incorporating design for more efficient waste sorting, storage and transportation into capital projects for new facilities and infrastructure.** We are also developing guidelines for waste reduction and improved diversion on-site for capital projects being executed on the mountains.

ZERO WASTE TO LANDFILL DIVERSION PROGRAMS

Our ability to increase our waste diversion depends on the engagement of our employees and communities. By working directly with these stakeholders, we accelerated our composting programs in Park City (highlighted on page 21), as well as several other locations.

- Vail Mountain increased composting from two tons to 150 tons from FY 2018 to FY 2019. The Operations and Food & Beverage teams at the resort came up with a collaborative solution to hauling compost: expanding the use of the Eagle Bahn gondola. Sending compost down the gondola, rather than over the snow addressed logistical transportation challenges created by the weight of the compost.
- Breckenridge Ski Resort made innovative improvements to its waste diversion system by piloting a food scrap collection program at select locations in FY 2019. It was very successful and will be expanded across the resort in FY 2020 with the goal of diverting at least 40 tons of organic material. All waste material collected will be used locally to create high-grade compost for use around Summit County, including revegetation projects with the White River National Forest.
- At Heavenly Resort, food waste composting increased from 8 tons in FY 2018 to more than 33 tons in FY 2019.
- At Whistler Blackcomb, diversion rates increased from 68 percent in FY 2017 to 71 percent in FY 2019, including an increase in composting by over 160 tons.

“Tackling food waste is a pillar of our diversion goal. But employee engagement comes from passion, not direction. Commitment to Zero has empowered our employees and given them avenues to express this passion for the environment.”

**– Tom Bradley
Sustainability Team
Park City Mountain**

SPOTLIGHT ON OUR ZERO WASTE PARTNERSHIP WITH ECO-PRODUCTS



As our official Zero Waste Partner, Eco-Products® is helping us shift our facilities away from conventional single-use plastics to sustainably sourced disposable dishware, flatware, and cups. At our facilities without dishwashers, we aim to offer 100 percent single-use compostable, plant-based cups or post-consumer recycled content cups, based on the diversion processes of each unique community.

Our partnership with Eco-Products extends far beyond procurement. The Company is working with Vail Resorts to educate staff on zero waste best practices, improve our waste sorting programs, and collaborate with local waste management facilities to find better composting solutions. Working with our local partners ensures that infrastructure meets the needs of each of our resorts and communities, while also setting a standard for unique solutions within the waste diversion industry.

ZERO WASTE TO LANDFILL

WASTE DISPOSAL

With resorts across the United States, Canada, and Australia, a one-size-fits-all approach to waste reduction and diversion is not possible. Transitioning from conventional single-use items to durables has been successful in many cases and is often a great solution. For locations where this is not feasible, such as a quick-serve restaurant without a dishwasher, we must rely on single-use items that can be composted or recycled.

Our ability to divert certain materials from landfills varies widely from resort to resort and largely depends on our communities' infrastructure around recycling and composting. While some items may be compostable in one location, another location may send those same items to the landfill based on their local waste diversion infrastructure.

For example, in Eagle County, Colorado compostable cups currently go to landfill because the local composting facility cannot break the plant-based cups down. In contrast, at Stevens Pass the local composting facility can break down these cups and thus they are compostable.

The graphic below illustrates by resort which items can currently be diverted from landfills. These guidelines change regularly as we work with our local waste haulers to increase capacity. Increased capacity not only helps us reach our zero waste goals, but also creates opportunities for our local communities to reach their own goals as well.

What Types of Waste Can Be Diverted at Different Resorts?*

RESORT	Cardboard	Paper	Plastics	Foodwaste	Cutlery	Cups	Straws	Dishware	Compostable Packaging
WHISTLER BLACKCOMB									
PARK CITY									
GRAND TETON LODGE COMPANY									
STOWE									
VAIL									
BEAVER CREEK									
KEYSTONE									
BRECKENRIDGE									
NORTHSTAR									
HEAVENLY									
KIRKWOOD									
AFTON ALPS									
WILMOT									
MT BRIGHTON									

*Current state of community recycling and composting infrastructure in FY 2020.



ZERO

NET OPERATING

IMPACT ON FORESTS AND HABITAT

ZERO

NET OPERATING IMPACT ON FORESTS AND HABITAT



10 ACRES

Restored in Colorado

100%

Aggregated forest impact addressed for all resorts*

\$1.3M

Donated to organizations focused on healthy forests

STATUS: ON TRACK 

Our goal to have a zero net operating impact on forests and habitat from FY 2017 onwards is an essential part of Commitment to Zero and unique to a business that operates in the outdoors. To fulfill this commitment, we plant or restore an acre of forest for every acre displaced by our operations when disturbance is unavoidable.

We seek acre-for-acre forest projects that offer the greatest benefits for biodiversity and wildlife through partnerships with environmental organizations, rather than limiting project scopes to planting trees within resort boundaries. Through sound, long-term planning, our goal is to create healthier, more resilient forests and preserve these inspiring landscapes for future generations.

Valued partnerships with the National Forest Foundation, U.S. Forest Service, and The Nature Conservancy help us meet this Commitment to Zero goal.

FOREST HEALTH & MITIGATION

In FY 2019, we partnered with the National Forest Foundation to reforest 10 acres in the Gunnison National Forest where beetles destroyed thousands of acres of trees. Vail Resorts is part of a larger National Forest Foundation project project to plant more than 100,000 native seedlings over four years to promote forest restoration.

Forest Management Initiatives — Environmental Giving

As part of our efforts to protect these pristine environments, our community giving supports forest preservation and improvement. Vail Resorts works with national and local partners in the communities where we operate to improve and preserve local landscapes. This year, we gave \$1.3 million to our partners through three programs: the Guest Donation program, EpicPromise community grants, and our 1% for the Forest program.

* Excludes resorts acquired post 8/1/2018.



Guest Donations

When guests purchase a season pass, advanced purchase lift ticket, overnight stay at our owned and operated hotels, or round of golf, they have the opportunity to donate one dollar to help restore habitat, improve forest access, and preserve land. This year, the guest donation program raised \$975,000 to support:

- The Whistler Blackcomb EnviroFund in British Columbia
- Tahoe Fund in California
- Crested Butte Land Trust in Colorado
- The National Forest Foundation in Colorado and Washington
- Mountain Trails Foundation in Utah
- Grant Teton National Park Foundation in Wyoming

EpicPromise Environmental Grants

A portion of our annual EpicPromise community investment program⁴ goes to local environmental organizations. These organizations work on a variety of issues such as watershed health, forest resilience, stream restoration, public education, energy efficiency, and waste reduction. By working with and donating to these organizations, we propel our shared goals to protect and improve the natural environments where we operate.

EXPANDING OUR PARTNERSHIP WITH THE NATIONAL FOREST FOUNDATION

Vail Resorts and the National Forest Foundation (NFF) have a long history of collaborating to restore treasured landscapes. Through this partnership, Vail Resorts works to enhance and improve National Forests while supporting local economic development through donations and volunteer hours. The recent acquisition of Crested Butte Mountain Resort in Colorado grew our partnership to include the Gunnison Stewardship Fund — a collaborative group working to maintain and improve forest health and open space access in the Gunnison Area. On a parallel track, we recently expanded our work with NFF to include the Treasured Landscape Project in Washington, supported by our Stevens Pass, WA guests. Through our partnership with NFF, we helped improve nearly 1,000 miles of trails and planted nearly 300 trees and other native plants on the White River National Forest.

“Vail Resorts engages in conversations about forest health in a positive and meaningful way,” noted Emily Olsen, Colorado Program Manager at NFF. “The forest health improvements that Vail Resorts’ donations and volunteer time has enabled in Colorado’s White River National Forest are second to none. The magnitude of the care Vail Resorts and its employees have for their lands is astounding.”

⁴Learn more about this program on page 32.

ZERO NET OPERATING IMPACT ON FORESTS AND HABITAT ENVIRONMENTAL GIVING

1% for the Forest + Epic Discovery

Our Epic Discovery programs at Heavenly, Vail, and Breckenridge provide summer outdoor adventure and exploration opportunities for our guests. The activity landscape features interpretive discovery stations: environmental education plaques about wildlife, vegetation, land management, and our partnerships with land management agencies.

1% for the Forest, created in 2015 in collaboration with our long-time partner, The Nature Conservancy, offers education and engagement opportunities for guests throughout our resort environment. In return, we donate one percent of all Epic Discovery revenue to The Nature Conservancy.

Last year, we partnered with local non-profits and schools to bring 1,476 kids to Epic Discovery at Heavenly, Vail, and Breckenridge. In fact, every fourth grader in Eagle County, CO and South Lake Tahoe, CA and NV spends a day learning about the ecosystems in their backyard with a visit to Epic Discovery.

“Vail Resorts supports the projects and initiatives that are vital to our community. I cannot underscore enough how important and impactful this is to us as a local, community-driven conservation organization.”

**– Noel Durant,
Executive Director,
Crested Butte Land**

RESTORING LAKE TAHOE'S PRISTINE WATERS

The Tahoe Fund, a recipient of the guest donation program at Heavenly, Kirkwood, and Northstar, is improving Lake Tahoe's natural environment. In 2018, the Tahoe Fund and a group of partner organizations helped Tahoe Resource Conservation District complete the acquisition of a key piece of land known as Johnson Meadow. The Tahoe Fund provided \$50,000 in Vail Resorts guest donations from FY 2019 to enable the land purchase.

Johnson Meadow was the largest privately owned section of the Upper Truckee River, which feeds into Lake Tahoe. Upstream construction activities resulted in increased sediment deposition into the lake, causing algal blooms that were altering the habitat. Acquiring Johnson Meadow will provide for ecological improvements that will restore the meadow to its original state as a marshland.

“Johnson Meadow is the most impaired watershed in the High Sierra. Without the guest donations raised by Vail Resorts, this work would not be possible. It has meant the world to us that Vail Resorts and its guests have been such a generous partner to the Tahoe Fund.” — Amy Berry, CEO, Tahoe Fund

ZERO NET OPERATING IMPACT ON FORESTS AND HABITAT

FOREST MANAGEMENT

Water and Soil Management

Vail Resorts performs critical work to preserve and improve forests and habitats by responsibly managing natural resources. Through proper care of water, soil, and revegetation efforts, we create a resilient foundation for public and private forests. Our close relationships with land management agencies allows our teams to implement the most progressive and impactful initiatives possible.

Summer Land Management

Although most seasonal employees come on board during the winter season, many employees work at each of our resorts during the summer months to maintain and improve soil, water, and habitats on our mountains. Long before we created Commitment to Zero, these passionate staff members were diligent land stewards.

For example, snowmelt water management is a key seasonal initiative for Beaver Creek's trail crew. The team works to re-route snowmelt using erosion control techniques and revegetation to ensure that soil and sediment do not contaminate local waterways. These efforts maintain pristine waters for indicator fish species and preserve healthy river environments that support best-in-class recreational fishing on the Eagle River.

"Preserving our lands is not just our work. This is also our home and our backyard, so we do everything we can do to be good stewards."

– Jeff Leahy

***Mountain Operations
Beaver Creek***



Beaver Creek Resort employees conducting trail work.



COMMUNITY INVESTMENT

COMMUNITY INVESTMENT

\$14M

Donated to non-profit organizations

350+

Organizations that received community grants from EpicPromise

24,400

Volunteer hours given by employees

Vail Resorts supports the health of our communities through a holistic approach based on each community's unique strengths and challenges. We strive to be more than a corporate funder, but rather a partner who takes a seat at the table when it comes to addressing the most pressing local issues. Our multi-faceted approach to investing in our communities allows us to be a part of forward-thinking and sustainable solutions with tangible impacts that are greater than the sum of any individual program and initiative.

EPICPROMISE GRANTS

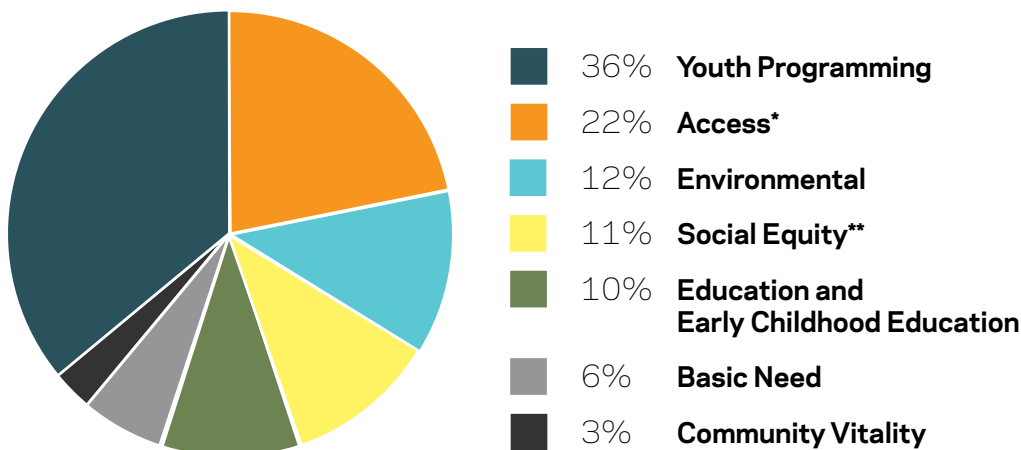
Our EpicPromise grant program is one of the ways we partner with our local communities. This year we donated \$14 million in cash and in-kind contributions to more than 350 non-profit organizations.

Employees located in each resort community decide which local organizations receive grants, and we rely on relationships with community leaders to ensure our contributions match local needs. Our giving focuses on youth and the environment and adjusts to address the social issues that are most pressing in each community.

"Our relationship with Vail is a strong one. We appreciate their financial support, but even more than that, we appreciate the way they participate in the community conversation about issues affecting our Summit County families."

**– Tamara Drangstveit,
Former Executive Director
Family and Intercultural
Resource Center
Summit County, CO**

In FY 2019, our grants supported the following:



*Funds that promote access support adaptive recreation programs at our resorts and within the outdoor industry.

**Funds that promote social equity support non-profits whose programs create equitable access to resources and opportunities for education, sports, and outdoor recreation.



COMMUNITY LEADERSHIP AND VOLUNTEERING

Community leadership is a component of the annual company-wide review performance process at Vail Resorts. Employees at all levels are expected to be leaders within their communities. Senior managers and above are responsible for finding personal ways to lead in their local communities, with more than 800 leaders participating in this initiative.

Members of our leadership teams sit on non-profit boards and committees, commit to coaching soccer teams, and serve at food banks. The Company's prioritization of community investment allows these leaders to refine their skills and support the issues they are passionate about. Through genuine dialogue between employees and community partners, we make better decisions about where our resources are most needed and work together to solve complex problems.

“My motivation comes from seeing everyone around you engaging in social and environmental initiatives; you want to be part of it. The idea of doing the work and seeing the result inspires us to be part of something beyond the job. It feels like we are engaging in the community in a unique way that puts in more than we take.”

– **Andy Buckley, Senior Director of Skier Services, Northstar Resort and Truckee Trails Foundation Board President**

HELPING THE AGENCY THAT HELPS OTHERS

The Whistler Blackcomb Foundation (WBF) provides financial support to community organizations in the areas of health, human services, education, recreation, arts and culture, and the environment in the Sea to Sky Corridor of British Columbia. WBF donates about one million dollars a year to local charities.

WBF has supported the community for decades, and Vail Resorts is committed to strengthening WBF's impact. An example of this support is the Founders Pass program. WBF raises \$300,000 CAD from transferable passes provided as in-kind donations by Vail Resorts. In 2018, these funds supported a much-needed capital project: a new hospice center.

“Prior to the new facility, the Corridor had no end-of-life care. Long-time community members in need of hospice care had no local resource,” said Mei Madden, Executive Director of the WBF. “We are grateful to Vail Resorts for recognizing the value of our work and providing critical funding. Living in a small community, the benefits of our partnership are very tangible.”

COMMUNITY VOLUNTEERISM

Our leadership in the community does not end with our senior leaders. Team members engage with local non-profit organizations and bring our initiatives to life through company-sponsored volunteer hours. Whether they are building houses with Habitat for Humanity in Eagle County, CO or restoring forests with AWARE in Whistler, BC, the more than 24,000 hours given by over 5,000 employees have a substantial impact for local non-profits.

EpicPromise Week

EpicPromise Week is Vail Resorts' company-wide, annual volunteer week. Each year, more than 2,000 employees, friends, and family members band together to complete volunteer projects in each of our resort communities. EpicPromise Week in FY 2019 included 30 different projects ranging from trail restoration, classroom painting, food harvesting, and tree planting. Our 2,242 volunteers tackled 8,678 hours of service in one week.

EP40

Each year, we award up to 50 employees with 40 hours of paid volunteer time to spend with a non-profit of their choice through our EP40 program. The experience is a personal way for employees to deepen their relationship with an organization they find meaningful with fewer financial impacts than traditional volunteering experiences.

CONNECT

Our CONNECT program gives employees company-sponsored time to volunteer at community events to foster deeper connections. This year, employees joined highway cleanup projects, staffed farmers market booths to talk about the role of EpicPromise in our communities, participated in spring mountain cleanups, and helped remove litter from waterways.



EP40 allowed Breckenridge ski instructors, Patti and Tommy Banks, a once-in-a-lifetime experience to visit the Imire Rhino Conservancy in eastern Zimbabwe to help protect elephants and rhinos from poachers.

"I am proud to see our company supporting so many worthy community organizations and non-profits. Our employees are passionate about giving back to the community. Working more closely with these organizations as part of our local Epic Promise Community Team has been one of my favorite parts of coming to work each day."

**– Jessica Miller
Communications and
Community Team Member
Park City Resort**

COMMUNITY COMMUNITY GIVING

THE WORK OF THE KATZ AMSTERDAM FOUNDATION

Vail Resorts CEO Rob Katz and his wife Elana Amsterdam formally launched the Katz Amsterdam Charitable Trust in 2017 and the Katz Amsterdam Foundation in 2018 to support the communities and issues they care about deeply. The Katz Amsterdam Foundation partners with community, non-profit, and local government leaders to put meaningful programs in place that address mental and behavioral health for those who need it most, and the Charitable Trust contributes funds to ensure these programs are sustainable over time.

In December 2018, the Katz Amsterdam Charitable Trust made 30 contributions totaling more than \$2 million to support emotional wellness programs in nearly every mountain resort community in which Vail Resorts operates. These grants will impact thousands of people seeking mental and behavioral health support.

One partner is The Hope Center in Eagle County, Colorado. The Hope Center is the only free-standing crisis center in the state of Colorado, focused on providing immediate help in a time of need through a co-response model to crisis situations. They work to heal people in the community with support from the community. The Katz Amsterdam Trust contributed \$89,000 to the Hope Center last year.

“This gift from Rob and Elana completes a breakthrough year for moving from mental health advocacy to action in this valley,” said Chris Lindley, director of the Eagle Valley Behavioral Health and partner with The Hope Center. “As we know, advocacy is not enough. These are real dollars in the community that will be put to work to directly help many in need. With these funds, we will be able to move from crisis response to prevention and full care, and what we hope will be recovery. We cannot thank the Katz-Amsterdam family enough for not only recognizing this need in our community but also acting so significantly to address it.”

More information can be found at www.KatzAmsterdam.org



epicpromise™
EMPLOYEE
FOUNDATION

EPICPROMISE EMPLOYEE FOUNDATION KINDNESS MOVES MOUNTAINS



\$985K

**Given to employees
in FY 2019**

359

**Employees and their
dependents who
received financial
support from the
Employee Foundation**

Ask any employee what makes Vail Resorts a great company to work for and the answer will often be the people: the passionate, dedicated, and caring individuals who create the Experience of a Lifetime™ for our guests, season after season.

The EpicPromise Employee Foundation supports our dedicated employees who drive the organization forward. Launched in 2015 with a gift from our CEO, Rob Katz, and his wife, Elana Amsterdam, Vail Resorts commits \$500,000 per year to fund educational opportunities for Vail Resorts' employees and their families and to provide emergency relief grants that assist our employees in times of financial and emotional need.

On top of our corporate contribution, more than 2,000 employees support their fellow staff members through voluntary donations each year. Our retail and rental shops also run an annual giving campaign to engage our guests. In total, these additional activities raised another \$647,475 for our Employee Foundation in FY 2019.

Employee Foundation Giving FY19

EMERGENCY RELIEF 240 GRANTS \$690K	EPICPROMISE SCHOLARS 94 GRANTS \$240K	EDUCATIONAL ASCENT 25 GRANTS \$55K
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EPICPROMISE EMPLOYEE FOUNDATION — EMERGENCY RELIEF GRANT PROGRAM

The Employee Foundation helps us create a culture of kindness and giving across our geographically dispersed employee network. Together, we are united in our ability to support each other and provide a place for our co-workers to turn when they need help.

Emergency relief grants help employees at all levels of the organization respond to unexpected or unpredictable financial setbacks. We intend to never say no to an employee in need and, in the past year, we awarded grants totaling \$690,000 to 240 employees.



Whitney Meister and Cole Stewart on their wedding day, almost one year after their home burned down and they received an emergency relief grant.

HELPING PICK UP THE PIECES AFTER A DEVASTATING FIRE

In August 2018, Vail Resorts' employees Cole and Whitney were home on a Saturday morning like any other. When Cole took the recycling out, he noticed smoke coming from a neighbor's apartment; within ten minutes, the entire building was on fire.

Cole and Whitney escaped with their lives, but their home was destroyed. Before they even knew to reach out to the Employee Foundation, multiple Vail Resorts team members had nominated them for an emergency relief grant.

Whitney recounts, "We were so scattered, and the Employee Foundation was so patient, kind, and accommodating to us. They held our hands and helped us with things we did not even know we needed."

While the money from the grant has helped them to rebuild their lives, it was the connection to the Vail Resorts community that kept them going during this unimaginable journey.

"The Employee Foundation put us in touch with another employee who had also experienced a house fire," Cole explained. "He was an incredible resource, helping us know what to expect and how to move forward. Having his guidance meant everything to us."

EPICPROMISE EMPLOYEE FOUNDATION

EPICPROMISE SCHOLARS AND EDUCATIONAL ASCENT

Education is a life-long pursuit, and we believe that the greatest minds never stop learning which is why we created the Educational Ascent and EpicPromise Scholars programs.

The Educational Ascent program gives Vail Resorts employees a grant of \$2,500 to apply to continuing education programs, certificates, or degrees. EpicPromise Scholars is a multi-year, merit-based scholarship that provides up to \$10,000 of funding toward a degree or specialized program for employee dependents. Both programs help our employees and their families achieve their academic and vocational dreams.



Nai Cardenas-Duran, EpicPromise Scholar recipient, and Miguel Cardenas, Nai's father and Vail Resorts employee, spending a day together on the slopes.

EPICPROMISE SCHOLARS BRINGS DREAMS TO LIFE FOR VAIL RESORTS' KIDS

Vail Resorts employee Miguel Cardenas' daughter, Nai, has resilience. In 2018, Nai applied for the EpicPromise Scholars grant but was denied. During the next application round, her father encouraged her to apply again to demonstrate her dedication and growth. Nai re-applied and was awarded the scholarship.

"It was huge for us that the EpicPromise committee recognized Nai's hard work and passion to help others. It is a very good feeling, and I am proud to be part of a company like Vail Resorts that cares about its employees, which motivates me to do my best every day," said Cardenas.

Nai is using the grant to pursue a degree in Mechanical Engineering at the University of Kansas. She is also part of an entrepreneurship program that teaches engineering students leadership skills and business best practices.

Nai reflects, "My dad's job at Vail Resorts has been life-changing for our family. In addition to the scholarship I received, the access we have had to outdoor recreation is amazing. I am so grateful that I have been afforded these opportunities in life. Without Vail Resorts, we might not have had the chance to make these life-long memories in the mountains together, and their support in helping me achieve my educational goals is the cherry on top."

EPICPROMISE EMPLOYEE FOUNDATION

EPICPROMISE SCHOLARS AND EDUCATIONAL ASCENT

PURSUING LIFELONG SKILLS AND CAREER ADVANCEMENT

Brooke Kasman, Director of Lift Maintenance at Crested Butte Resort in Colorado, has worked in lift maintenance for 15 years. After taking a mechanical engineering class, she found a new passion that opened her eyes to career advancement opportunities.

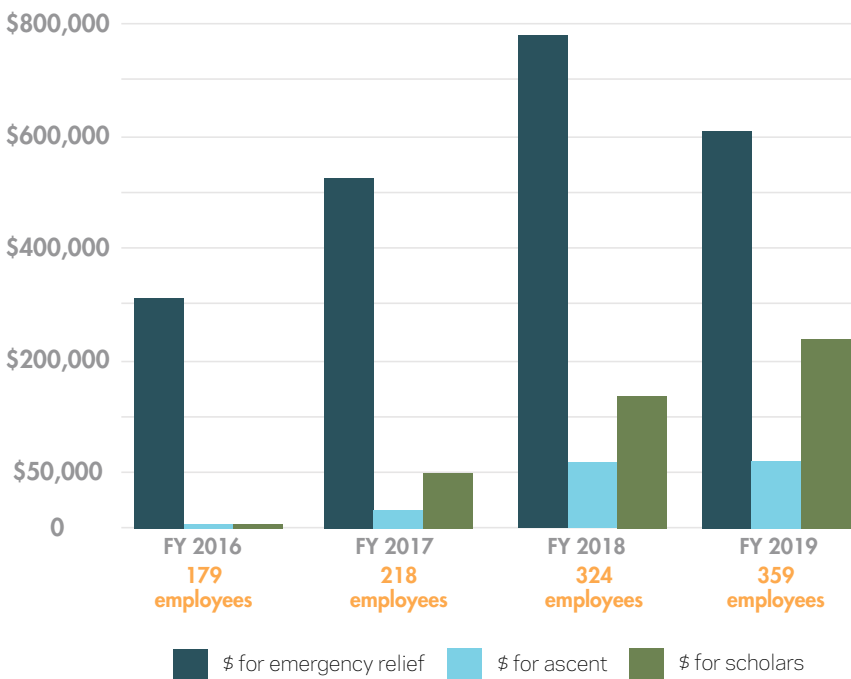
“There’s this funny thing about lift maintenance work,” Kasman explained. “So much of the learning and career development you get comes from on-the-job training. There’s no formal school program and few apprenticeship opportunities tailored to this career path.”

Kasman began to pursue university courses while maintaining her full-time job. The lessons she learned applied directly to her job on the mountain. However, the personal financial burden and demanding work schedule led her to take a hiatus from school to focus on her career.

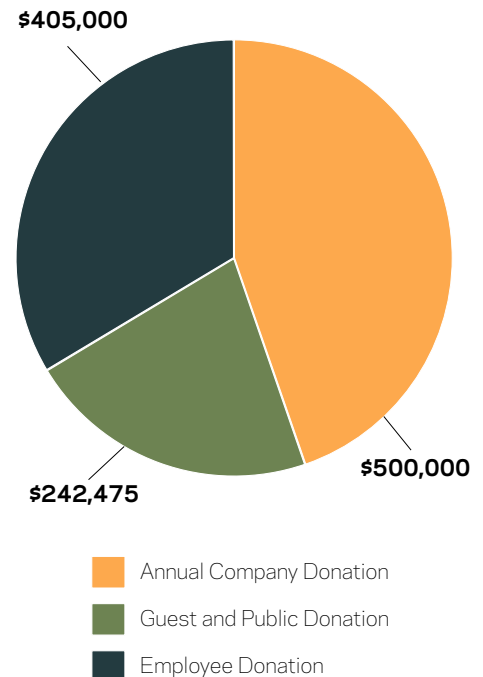
Ten years later, Brooke received an email from Vail Resorts inviting her to apply for an Educational Ascent grant. She applied, was awarded the grant, and is currently on track to achieve an undergraduate degree in Mechanical Engineering.

“The motivation and support from the grant allowed me to pick up where I left off with school. It is rewarding to see what you are learning become real on the job. I hope that when my coworkers see me pursuing my dream, they will be inspired to apply for a grant, too.”

What's Our Impact?



How We Fundraise





ABOUT THIS REPORT

ABOUT THIS REPORT

This EpicPromise Progress Report provides a platform for enhanced communication related to our EpicPromise framework and Commitment to Zero. Unless otherwise indicated, this report covers Vail Resorts' operations from August 1, 2018 to July 31, 2019. We intend to disclose information about our progress annually, and the information contained in this report follows on from our inaugural report, published in 2018.

The report references the Global Reporting Initiative (GRI) standards but has not been prepared to a GRI in accordance model. The content in the Progress Report has been mapped against GRI Reporting Guidelines, and the index on page 44 indicates where report content addresses a corresponding GRI indicator.

We welcome all feedback on this Progress Report. For additional information, or to provide comments, please email epicpromise@vailresorts.com.

COMMITMENT TO ZERO SUPPLEMENTARY INFORMATION

Our sustainability program is a commitment to

- Strive to make efficient use of our natural resources and use energy in an efficient, responsible manner.
- Continue to reduce our direct and indirect emissions through energy-efficiency investments, advocating with our utilities for cleaner energy, and investing in renewable energy opportunities.
- Reduce and divert waste to landfill including that from operations and guests.
- Foster environmental awareness among our guests, community, and employees through educational signage, facilitated nature experiences with guests and the local community, and 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 through our goal of achieving 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 within the United States and Australia. Because of this, we are proud to maintain ISO 14001 Environmental Management Systems at these locations. The goal of these systems is to identify and minimize the environmental impact of operations, and to continuously improve environmental performance.

Water management

- We are committed to responsible water use and watershed health at our locations.
- Facility water consumption is managed through the continued installation of low-flow fixtures and monitoring water bills for high consumption alerts that indicate a leak.
- Watershed health is monitored in sensitive areas.
- Snowmaking water
 - This is significant component of snowmaking and a critical resource that supports the health of ecosystems and communities. Unlike water use in other industries, most of the water used for snowmaking is non-consumptive. This means that it returns to the local watershed via snowmelt and is then available for immediate use.
 - We monitor our water withdrawal to ensure that we do not exceed our water rights.

Emissions and energy intensity details*

REPORTING METRIC	FY 2018	FY 2017
Skier visits**	12,345,000	12,047,000
Emissions per skier visit (Scope 1 and scope 2 (market-based) MTCO _{2e} / Skier visit)	0.0161	0.0158
Energy per skier visit (MMBtu*** / Skier visit)	0.1203	0.1180
Total net revenue** (thousand USD)	\$2,011,553	\$1,907,218
Emissions per revenue (Scope 1 and scope 2 (market-based) MTCO _{2e} / Total net revenue)	0.0990	0.0998
Energy per revenue (MMBtu*** / Total net revenue)	0.7380	0.7455

Waste diversion details

REPORTING METRIC	FY 2019*	FY 2018
Landfill amount (U.S. tons)	7,363	6,618
Recycling & compost (U.S. tons)	5,807	3,859
Total landfill and diversion	13,170	10,477
Waste diversion (percent)	44.1%	36.8%

*Excludes resorts acquired post 8/1/2018. Includes Afton Alps, Wilmot, Perisher, and Kirkwood which did not have data available in FY 2018.

FY 2019 Renewable energy details

LOCATION	STATE	ENERGY TYPE	ENERGY PROVIDER	AMOUNT CONSUMED (MWH)	% OF LOCATION ANNUAL CONSUMPTION
Breckenridge	CO	Electricity	Xcel Energy	582	2%
Keystone	CO	Electricity	Xcel Energy	458	2%
Telluride: 8 retail	CO	Electricity	San Miguel Power Assn	291	100%
Stevens Pass	WA	Electricity	Bonneville Env Assn	5,250	100%
Vail Resorts Total				6,581	2%

* FY 2019 data is excluded because Falls Creek and Hotham, acquired in the second half of FY 2019, are yet to be included in energy and emissions totals

** Skier visit and Total net revenue from FY 2019 Form 10-K

*** MMBtu is millions of Btu of electricity, natural gas, and propane

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