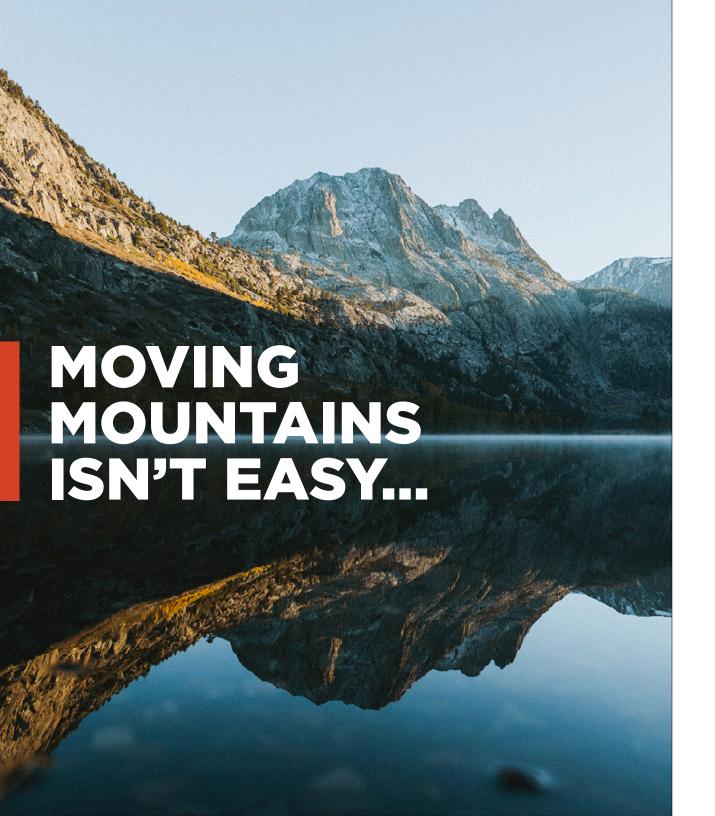




ABOUT ALTERRA	4
Introducing our Forward Stance	6
Letters from our Leaders	10
Who We Are	16
Our Ascent	20
Our Pillars	24
Fiscal Year 2022 Highlights	28
PRIORITIZING PEOPLE ————————————————————————————————————	— 32
Inclusion	38
Equity	52
Diversity	58
Mental Well-Being & Resilience	66
PROTECTING THE PLANET	— 7 2
Baseline Data	78
2030 Commitments	84
Roadmap to Reductions	88
INVESTING IN COMMUNITY	— 10 <i>6</i>
Philanthropic Footprint	112
Alterra Mountain Company Community Foundation	118
Employee Housing and Childcare	124
OPERATING RESPONSIBLY	— 128
Ethics	134
Business Risk Mitigation	136
Employee and Guest Safety	138
Cyber Security & Data Privacy	140





BUT THAT'S EXACTLY WHAT WE INTEND TO DO.

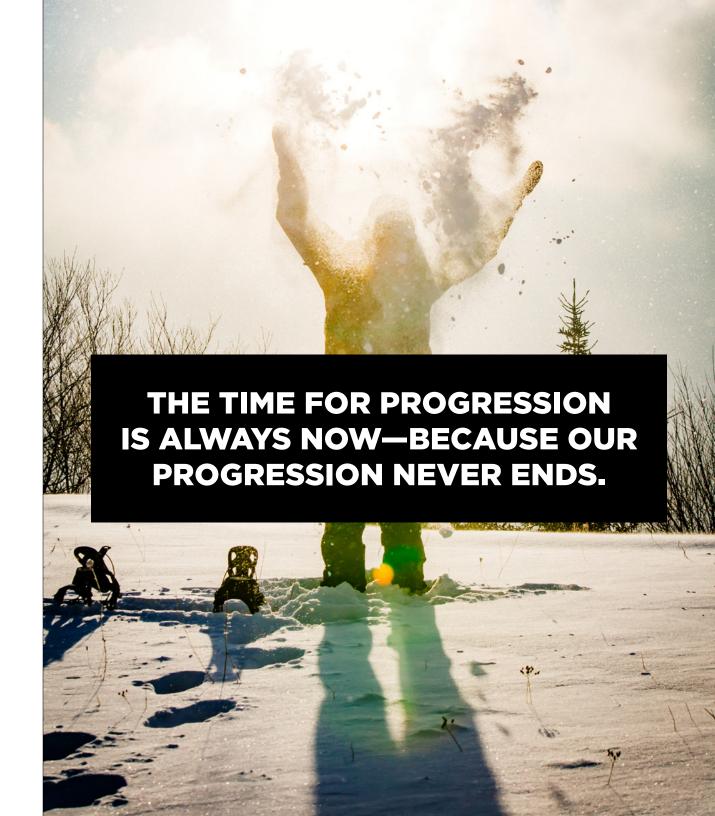
THIS IS OUR

FORWARD STANCE

Our company has always been defined by progression. From learning new skills to meeting fresh faces and experiencing new places.

FORWARD STANCE is Alterra Mountain
Company's pledge to make a true and lasting
impact that builds a better future for adventure.

- We take this stance by prioritizing people through actions advancing inclusion, equity, diversity, and mental well-being and resilience.
- We take this stance by committing to the mountains and protecting our planet.
- We take this stance by investing in the communities where we live and work.
- We take this stance by operating responsibly, enabling our teams to do the right thing for all our stakeholders.





MESSAGE FROM JARED SMITH

CHIEF EXECUTIVE OFFICER

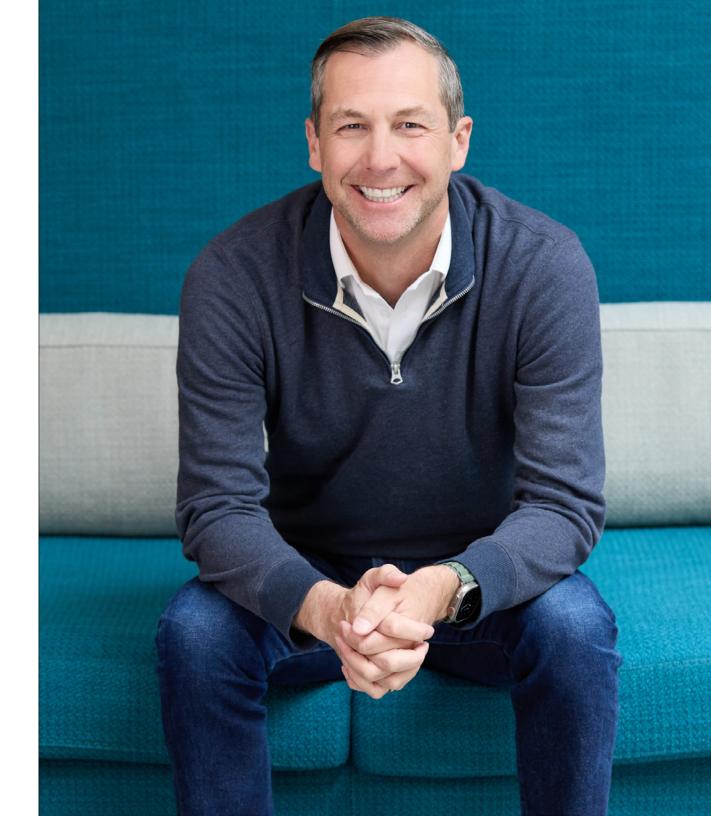
Since our formation in 2017, we have aspired to become a company that redefines industry leadership not only in terms of financial growth but in terms of stewardship, access, and advocacy.

Woven into our business model is a commitment to developing a healthy employee base and caring for our communities so that we can welcome more people from more diverse backgrounds to enjoy the power of the outdoors through mountain adventure. In addition, we view the environment as more than what surrounds us; it's quite literally what we do and who we are. It provides both our home and our livelihood, our profession, and our passion. As a result, we feel an elevated sense of obligation to protect the places where we live and work, not for ourselves but for the broader global mountain community we have been on a mission to build. And, supporting each of these efforts, our baseline is built upon responsible operations that create trust with our employees, our mountain communities, and our guests.

To that end, I could not be more proud to announce Alterra's Forward Stance, our company's social responsibility platform, in our first annual impact report. In the following pages, you will find a comprehensive account of the state of our DEI, sustainability, and community engagement efforts to date. Perhaps more importantly, you will find details on our progress and future targets, which will evolve over time, all of which are the product of immense collaboration with thousands of our employees and even more community members.

Some may ask why it took so long for us to publish this report and commit to these targets. The answer is simple. At Alterra, we are focused on going far, not fast. We have spent the time we felt we needed to allow science and data to guide us and ensure we developed an actionable plan capable of making a real impact. Although this is just a start, we are confident we have the foundation of progress, not platitudes, and we look forward to working with all our stakeholders to deliver.

Jared Smith Chief Executive Officer





MESSAGE FROM KAREN SANFORD

CHIEF LEGAL & SOCIAL RESPONSIBILITY OFFICER

At Alterra, our goals are industry-defining, our promises bold, and every action is rooted in our core beliefs. It is our responsibility and our honor to operate in a manner that both protects the mountains and shares them with a wide range of people for generations to come.

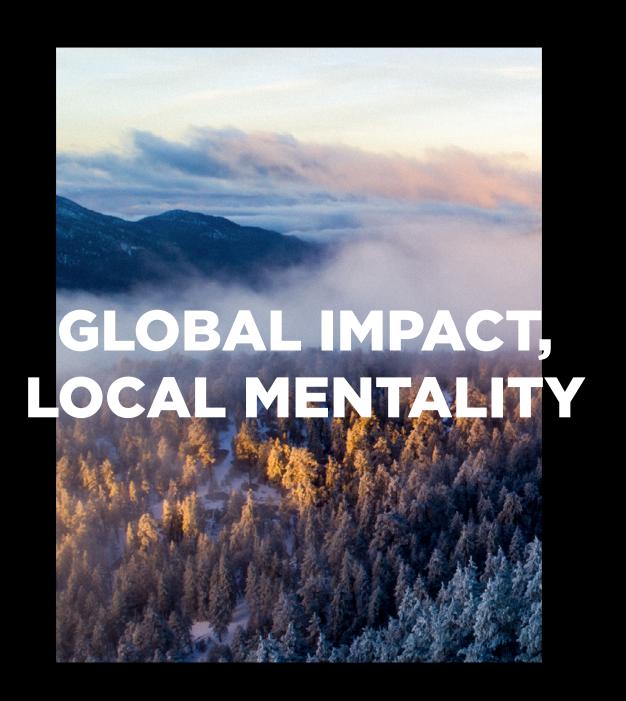
As Chief Legal and Social Responsibility Officer, it is my privilege to lead Alterra's Forward Stance, where we aim to create positivity through our people, planet, business practices, and among the communities in which we operate.

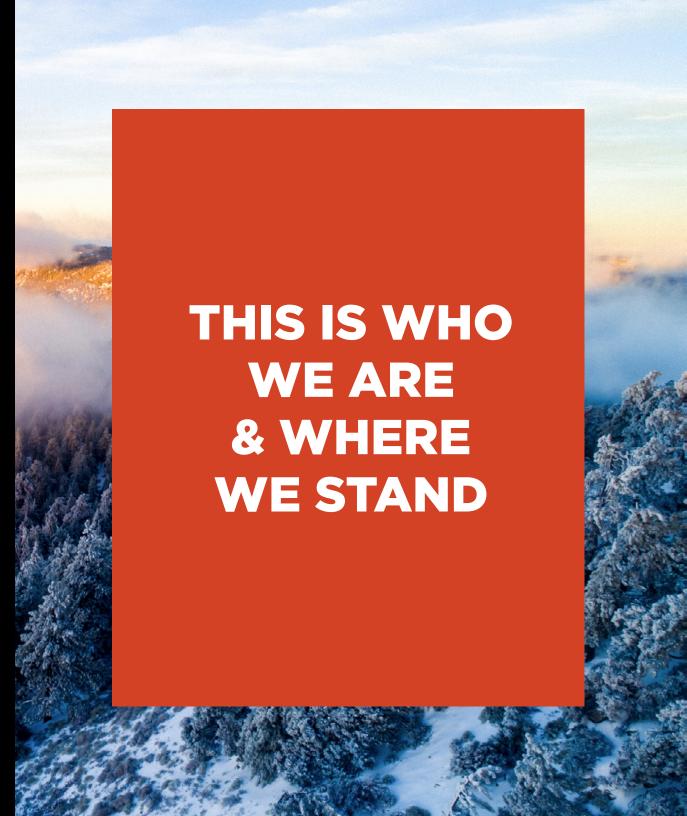
We are excited about our ascent, and we thank you for moving mountains with us.



Karen Sanford

Chief Legal & Social Responsibility Officer





WE ARE ONE COMPANY OF MANY UNIQUE BRANDS BUILDING A GLOBAL MOUNTAIN COMMUNITY.

Headquartered in Denver, Colorado

16 industry-defining destinations spanning 7 states and 2 countries

1 culture-changing ski pass unlocking endless mountain adventure

The largest heli-skiing & heli-hiking operation in the world

Foremost innovator in mountain technology and ecommerce

The global leader in ski, snowboard, and equipment concierge service

Employer to over 20,000 people at the peak of our winter season











































2019

Sugarbush Resort is acquired.

Ikon Pass continues to grow sales and add industry-leading partners.

Ikon Pass launches digital app.

Capital improvements reach \$181 million for the year.

2017

Alterra Mountain Company formation begins.

KSL Capital Partners and Henry Crown & Company collectively announce acquisition of Intrawest Resorts.

Mammoth Mountain, June Mountain, and Big Bear Mountain Resort are acquired.

Deer Valley is acquired.

Alterra Mountain Company is named.

Ikon Pass launches with 23 destinations.

Rusty Gregory named Chief Executive Officer.

Mikaela Shiffrin becomes investor and Global Ikon Pass Ambassador.

Solitude Mountain Resort and Crystal Mountain are acquired.

2018

2021

Alterra Joins the Climate Collaborative Charter, with a focus on sustainability and advocacy.

Purcell Heli-Skiing joins the Alterra family.

Expanding equity for youth throughout the industry, Alterra enters a multi-year partnership with Share Winter Foundation.



North American resorts close due to the COVID pandemic.

In response to COVID, Ikon Pass launches Adventure Assurance to alleviate uncertainty for guests.

Alterra Mountain Company Community Foundation is established.

Alterra announces \$223 million in capital improvements.

2020

Capital improvements hit \$344 for 2022, exceeding \$1 billion invested over the past five years.

Aspenware is acquired, further investing in the guest experience.

Jared Smith named new Chief Executive Officer.

Ski Butlers is acquired, adding leading premium equipment rental delivery service.

2022



FORWA

WE'VE BEEN TO SOME PRETTY REMARKABLE PLACES.

BUT THE TRUTH IS THIS: OUR JOURNEY IS JUST GETTING STARTED.

OUR NEXT STEPS WILL REQUIRE CONSIDERABLE ACTION.

AND THAT'S WHERE OUR FORWARD STANCE COMES IN.





Our Forward Stance is rooted in four key pillars, all working together to create positive change—today, tomorrow, and forever.

PRIORITIZING PEOPLE

Our work creating an inclusive culture and a fair, healthy place for a broad range of people to work and play.

PROTECTING THE PLANET

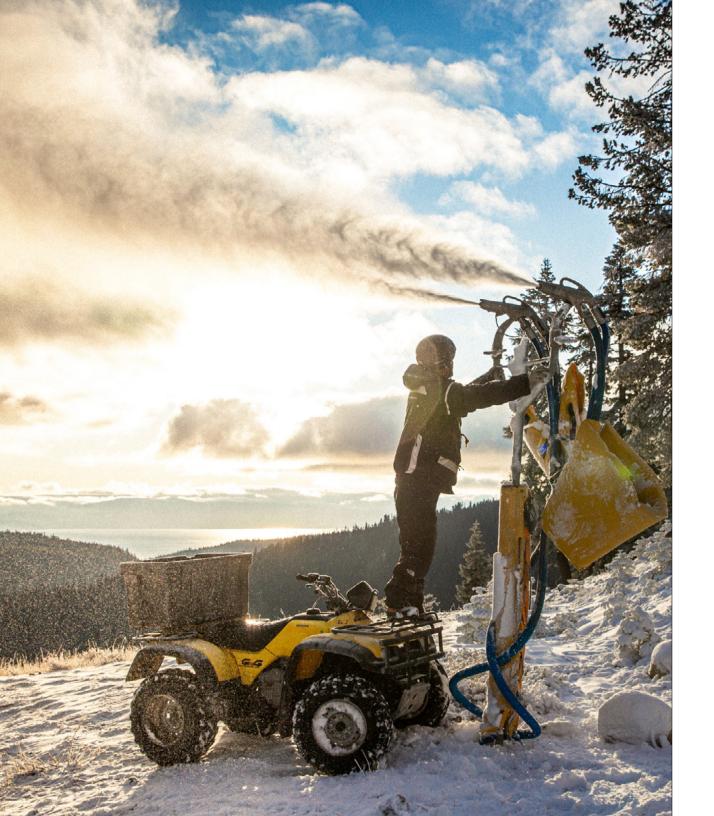
Our approach to reducing our environmental impact and increasing our commitment to climate advocacy.

INVESTING IN COMMUNITY

Our investment to ensure mountain communities remain thriving places to work, live, and celebrate.

OPERATING RESPONSIBLY

Our practices to ensure our business is conducted with integrity, trust, and safety.



WE KNOW, THAT ALL SOUNDS REALLY NICE.

BUT TALK IS CHEAP.

WE'RE COMMITTED TO MEANINGFUL ACTION AND WE'VE ALREADY STARTED.

HIGHLIGHTS FOR **FISCAL YEAR 2022**

PRIORITIZING PEOPLE

Piloted first annual companywide inclusion survey to refine data-based DEI planning.

Conducted company-wide equity audit.

Created a framework for the ski industry's most comprehensive slate of Employee Resource Groups.

Celebrated year one of multiyear partnership with Share Winter Foundation.

Delivered curriculum of extensive DEI and Mental Well-Being & Resilience training.

PROTECTING THE PLANET

Directed company-wide Building Energy audit.

Conducted company-wide Snowmaking audit.

Launched company-wide **Greenhouse Gas Inventory** audit.

Set aggressive commitments for 2030.

Advocated and collaborated with sustainability leaders on behalf of our people and our planet.

INVESTED IN COMMUNITY

Alterra, Ikon Pass, and our destinations made impactful philanthropic contributions in each of our mountain communities.

Partnered with local community foundations and organizations to support the places we call home.

Created positive impact through the Alterra Mountain **Company Community** Foundation.

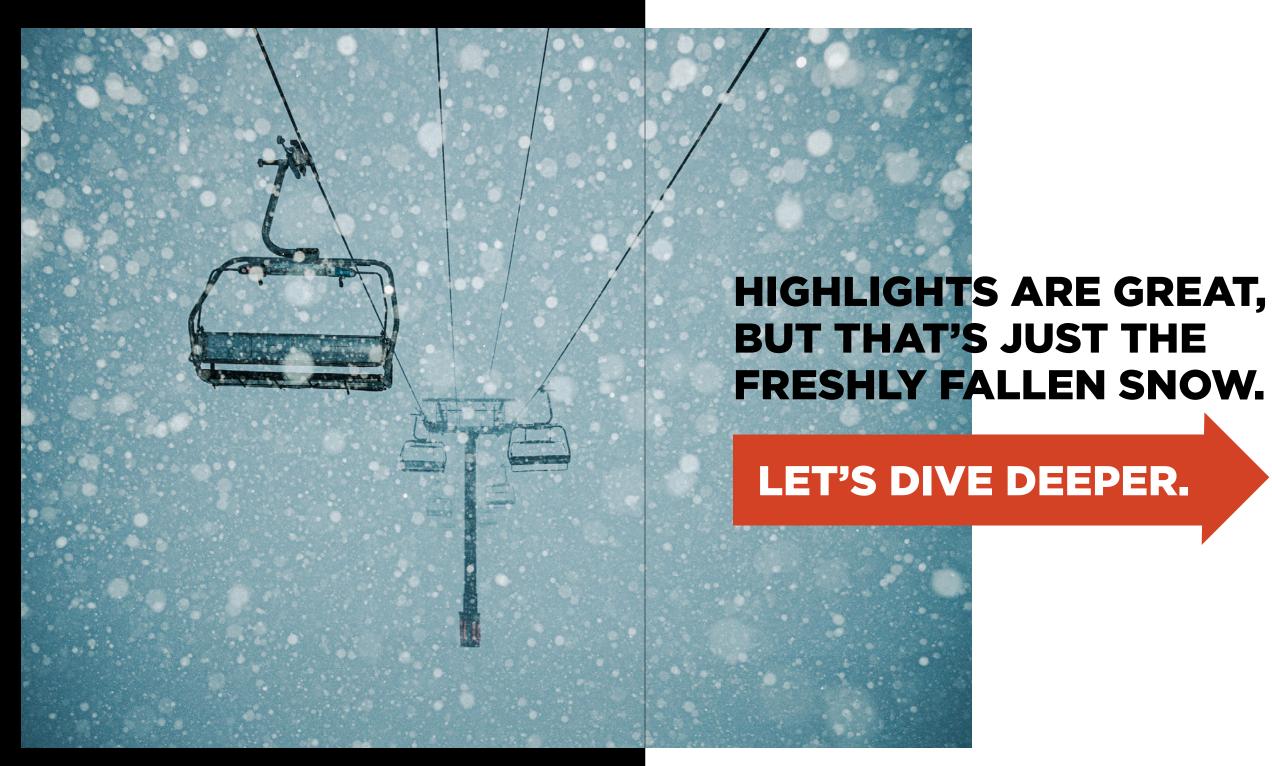
Advanced employee housing projects, adding hundreds of beds across our global mountain community.

OPERATING RESPONSIBLY

Strengthened Cyber Security and Data Privacy programs.

Enhanced safety measures to ensure the well-being of our employees and guests.

Clearly defined codes and policies applicable to all team members, outlining ethical expectations and responsibilities of all key stakeholders.



OUR COMMITMENT TO

PRIORITIZING PEOPLE

INCLUSION | EQUITY | DIVERSITY | MENTAL WELL-BEING & RESILIENCE



PRIORITIZING PEOPLE

At Alterra, we are committed to taking a Forward Stance by creating a snowsports industry that is inclusive, equitable, and values diversity. To get there, these are the actions we are taking:



CULTIVATING AN INCLUSIVE CULTURE

We prioritize fostering an environment where everyone's unique voices are heard and where people feel a sense of belonging.



BUILDING EQUITABLE STRUCTURES

We are dedicated to establishing fair policies and supports that promote access, development, and the well-being of both our colleagues and guests.



We recognize the importance of embracing a diverse range of people with different lived experiences and perspectives.



PROMOTING MENTAL WELL-BEING & RESILIENCE

Our global family is committed to the unique challenges faced by residents and employees living and working in mountain environments.



HOW WE TRACK INCLUSION

We launched an annual Inclusion Survey to explore how inclusivity is experienced within our company culture for employees from different backgrounds and identities. The results gave us a data-rich baseline, allowing us to set goals for targeted DEI actions that will foster belonging for all.

WE HAVE GATHERED INCLUSION DATA ON 47 DEMOGRAPHICALLY DIFFERENTIATED CATEGORIES TO

IDENTIFY OUR AREAS WITH THE HIGHEST NEED FOR MEANINGFUL, SPECIALIZED ACTION.



MEASURED DEMOGRAPHIC GROUPS INCLUDE:

Race and Ethnicity

Gender Identity

Disability Status

Sexual Orientation

Veteran Status

Generation

Education Level

Job Role

Employment Status

Religious Affiliation

Caretaker Status

INDIGENOUS PARTNERSHIPS

Building meaningful, mutually beneficial relationships with Native American, First Nation, and other Native and Indigenous communities

CRYSTAL MOUNTAIN AND THE MUCKLESHOOT TRIBE

The Muckleshoot Indian Tribe established the first permanent tribal classroom on federal soil, located at Crystal Mountain. Heart & Soul: Muckleshoot Tribe Lessons of the Land empowers the next generation of youth on the slopes and nurtures a profound bond with the mountains.

CLICK HERE TO WATCH THE VIDEO

CMH HELI-SKIING & SUMMER ADVENTURES AND THE SHUSWAP BAND

CMH's Sustainability Team hosted the Shuswap Band's Chief, Council, and senior staff at three of CMH's heli-ski lodges, deepening the relationship between CMH and the band.

BLUE MOUNTAIN AND NAWASH FIRST NATION

Blue Mountain organized a two-day retreat with Nawash First Nation, inviting guests to explore career opportunities while enjoying Blue Mountains summer attractions.

PALISADES TAHOE AND THE WASHOE TRIBE

Outlined in The Name Change Blog Series, Washoe Tribe and resort leaders provide background on removing the offensive slur from its prior resort name. Furthering the relationship, Washoe Tribe Members receive complimentary lift access and rentals, and the resort hosts Cultural Talks for guests during the summer months.

CLICK HERE TO READ THE BLOG



ADAPTIVE ATHLETES

Across the Alterra family, we foster close partnerships with local organizations to enhance accessibility for individuals of diverse abilities. Our local destinations play a vital role by providing resources such as facilities, staff, lift tickets, and donations. Together, we're elevating access and shaping a more inclusive landscape where all riders can play.



DESTINATION DROP-IN

HIGH FIVES FOUNDATION

A nonprofit dedicated to supporting athletes from diverse backgrounds, High Fives Foundation provides hope and resources for individuals in need. At **Palisades Tahoe**, the annual Military to the Mountains event is hosted in partnership with the High Fives Foundation, welcoming abled Veterans and First Responders for adaptive lessons, camaraderie, and fun. The High Fives Foundation also organizes ski-a-thon events at **Sugarbush** and **Winter Park Resort**, promoting a positive mountain experience for all.



NATIONAL SPORTS CENTER FOR THE DISABLED

Established in 1970 at **Winter Park Resort**, the National Sports Center for the Disabled (NSCD) is a leading provider of adaptive outdoor experiences in Colorado. Winter Park Resort continues to support NSCD year-round and hosts annual fundraising events such as the RethinkAbility challenge and the Wells Fargo Cup.

VERMONT ADAPTIVE SKI & SPORTS

At home in **Sugarbush**, Vermont Adaptive Ski & Sports, is a renowned organization with a national presence. Their mission is to empower individuals of all abilities through inclusive sports and recreational programming, removing financial barriers for participation.



STEAMBOAT ADAPTIVE RECREATIONAL SPORTS

Steamboat is proud to partner with the accessibility-focused organization, Steamboat Adaptive Recreational Sports (STARS). Dedicated to enhancing winter recreational opportunities for individuals with disabilities, STARS offers a variety of adaptive activities and year-round programming.

AMPLIFYING UNIQUE VOICES

MY IKON SERIES

Since its inception four years ago as an annual production, the My Ikon series has used creative storytelling to build a community of skiers and riders who amplify the authentic voices and stories of diverse athletes, community members, photographers, creatives, and other change-makers.





MY IKON: MY RIDE

My Ikon: My Ride, filmed across Palisades Tahoe, Stratton, Crystal Mountain, and Big Bear Mountain Resort followed Snowboarding icon Russell Winfield and younger rider LJ Henriquez, as they sharing the beauty of diversity in the mountains while encouraging others to embrace the vibrant culture of snowboarding.

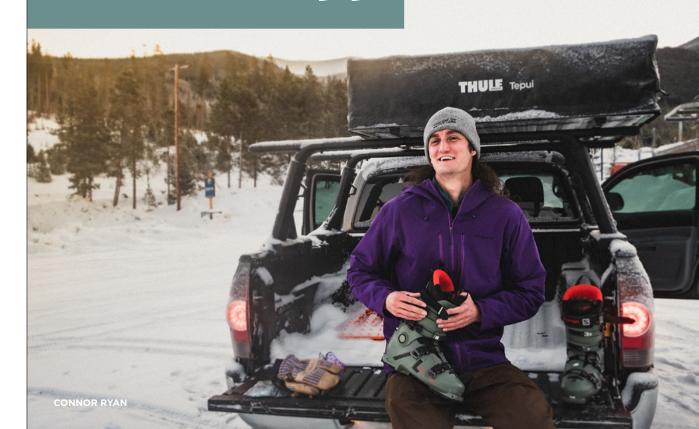
66

WE CHERISH THE ENTHUSIASM OF SKIERS AND RIDERS WHOSE MEMBERSHIP MAKE UP THE IKON PASS COMMUNITY. ALTERRA AND OUR IKON PASS PARTNERS OFFER EXCEPTIONAL MOUNTAIN EXPERIENCES TO OUR GUESTS. WE REMAIN COMMITTED TO EXPANDING WHAT ADVENTURE MEANS IN OUR FAVORITE PLACES, TELLING A BROAD RANGE OF IMPACTFUL STORIES ALONG THE WAY.

ERIK FORSELL Chief Marketing Officer

MY IKON: MY CONNECTION

In My Ikon: My Connection, Connor Ryan, Húŋkpapȟa Lakȟóta and professional skier, and Lonnie Kauk, Ahwahnechee climber and snowboarder, carry the teachings of their Native elders, connecting deeply with the land they live, ski, and snowboard on. Filmed by Shaandiin Tome, their message emphasizes the importance of honoring Native voices and fostering a meaningful bond with the land.



FACILITATING DIVERSE EXPRESSIONS

To invest in and celebrate transformative improvements, we commissioned diverse, local artists to create inclusive expressions capturing the unique essence of each mountain location.





JAMES HAUNT

Drawing from the inspiration found in the endless possibilities of the urban landscape, James has grown beyond earlier challenges while expanding his art practice throughout his local community. At **Big Bear Mountain Resort**, James is creating a mural that embodies the unity, creativity, and inclusivity that is inherent in the spirit of Big Bear.

VARIOUS ARTISTS

While replacing the Burns Chairlift, a fixture since the resort's inception in 1981, **Deer Valley Resort** collaborated with local artists to transform the iconic chairs into works of art. Lamont Joseph White, Jessica Repko, Philip Vasquez, Anna Moore, and Abby Rinquist, created unique pieces to reflect themes such as BIPOC inclusion, local flora and fauna, and more.

MATHIEU ISABELLE

In collaboration with local sculptor Mathieu Isabelle, **Tremblant** brought forth a captivating artwork that embodies the destination's motto, "Take me to the top." This piece highlights a commitment to ecotourism by incorporating sustainable materials and repurposed metals from snow guns and chairlifts.



ORITIZING PEOPL

LEADING THROUGH EDUCATION

TRAINING, EDUCATION, & SPEAKERS

Alterra University, our online learning platform, now offers DEI curriculum for all employees. These trainings cover DEI Foundations, microaggressions, bias, and other inclusive guidance. We've also delivered live trainings with case studies while providing platforms where industry change-makers and leaders can share their stories and experiences.

CELEBRATING DIVERSE COMMEMORATIONS

In appreciation of the rich diversity present in our global mountain community, we built a calendar of inclusive commemorations as a platform to highlight the remarkable organizations and individuals who make a positive impact in our lives.







PRIORITIZING PEOPLE

BUILDING EQUITABLE STRUCTURES



BUILDING EQUITABLE STRUCTURES

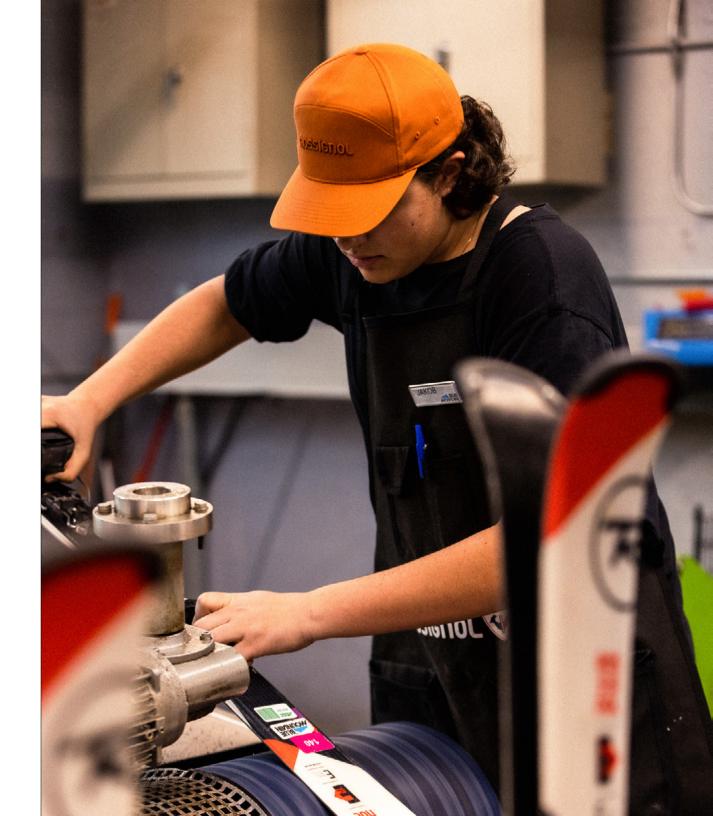
HOW WE TRACK EQUITY

Equity is core to our commitment to DEI, so we commissioned a third-party DEI Audit in FY22. This comprehensive evaluation provided valuable inventories and insights, including the confirmation of these equitable policies we have in place:

- Non-discrimination policy, explicitly including LGBTQ+ and gender identity non-discrimination
- Code of Conduct
- Paid Family Leave
- Pay equity leveling
- Cross-functional enterprise DEI Advisory Team with written governance expectations
- DEI training for all employees, including training on bias and micro-aggressions

The reality is we can always get better. Based on our DEI Audit, here are the top priorities we are implementing in the year ahead:

- Launch of a comprehensive support system of Employee Resource Groups (ERGs) in the 2022-23 winter season, including BIPOC, Disability, LGBTQIA2S+, and Women's ERGs
- Equitable updates of Recruitment and Hiring Practices
- Equitable updates of Job Interview Training
- Equitable updates of Job Performance & Review Guidelines
- Inclusive Marketing and Communications Guidelines



BUILDING EQUITABLE STRUCTURES

EMPLOYEE RESOURCE GROUPS

Introducing the ski industry's broadest network of Employee Resource Groups (ERGs); internal support structures designed to uplift underrepresented groups within our workforce. Founded on data, this equitable support system fosters community, enhances connection, and provides a platform to amplify the voices in each group.



EMPLOYEE RESOURCE GROUPS

BIPOC ERG

Centering on BIPOC (Black, Indigenous, and people of color) employees

DISABILITY ERG

Centering on employees with an affinity to the disability community, including mental, physical, learning, and emotional disabilities

LGBTQIA2S+ ERG

Centering on LGBTQIA2S+ (Lesbian, Gay, Bisexual, Transgender, Transitioning, Queer, Questioning, Intersex, Asexual, Two Spirit, and more) employees

WOMEN'S ERG

Centering on female identifying employees

WHO CAN BE A MEMBER?

Anyone who is committed to centering, supporting, and actively serving an underrepresented group is welcome to join. All members are expected to be collaborative and foster an inclusive culture, in a manner that is welcoming, fair, respectful, and consistent with our DEI objectives.

VALUING PEOPLE
VALUING
DIVERSITY



VALUING DIVERSITY

HOW WE TRACK DIVERSITY

Demographic diversity is one of several important metrics we track because we know having a more diverse roster of highquality talent at all levels of the company will better reflect our broader communities and increase our long-term success.

Our FY22 data, which pre-dated our FY23 enterprise-wide roll out of a comprehensive Human Resources Information System (HRIS) platform, shows that our workforce does not align with the gender or racial demographics of our communities. Even as we continue to update our data, we are moving forward with actions to increase access for a broader range of people.

This is our starting point. All actions advancing Inclusion, Equity, and Mental Well-Being & Resilience are part of our foundation for improving lasting and meaningful diversity of all kinds. We will continue reporting on our progress, sharing additional actions and metrics along the way.

FY22 RACIAL DEMOGRAHIC DATA*

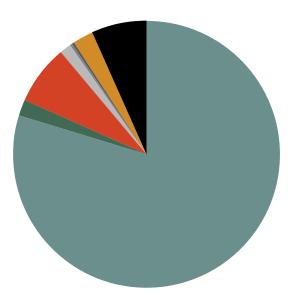


Native Hawaiian / Pacific Islander

% Two or More Races

7% Unknown

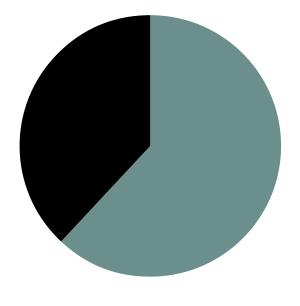
*This racial data mirrors the U.S. EE01 reporting categories for our U.S. employee population only.



FY22 GENDER DEMOGRAPHIC DATA*

ALTERRA EMPLOYEES 52% Male 58% Female Nonbinary

*Data on employees identifying as Nonbinary was not available in FY22 and is being collected for future reporting.



RIORITIZING PEOPI

UNDERREPRESENTED YOUTH

It's simple: we're committed to building an inclusive, equitable, and diverse winter sports community. That's why we've teamed up with Share Winter Foundation, an organization dedicated to enhancing the lives of youth through winter sports. Our collaboration includes an annual donation of up to \$4 million in cash and in-kind support for their programs. This investment supports the next generation of athletes, employees, and guests, while ensuring growth and sustainability in our industry.

INAUGURAL SEASON 21/22 IN REVIEW

1,318 YOUTH, TOTALING 5,272 VISITS

COMPLIMENTARY INSTRUCTOR LESSONS, MEALS, LIFT TICKETS, AND RENTALS PER PARTICIPANT

25 PROGRAMS AT 11 ALTERRA DESTINATIONS

PILOT PROGRAMS SERVING UNDERREPRESENTED COMMUNITIES IN THE SKI INDUSTRY



SOLITUDE MOUNTAIN JUNIOR INSTRUCTOR PROGRAM

Solitude Mountain Resort partnered with Share Winter Foundation to launch the PSIA-AASI Junior Instructor Program. This program allows teens close to aging out of the Learn to Ski and Ride Program to develop their teaching skills

by shadowing instructors. Through this innovative and nationally recognized certificate program, six graduates from the Junior Instructor Program are now proudly employed at Solitude.

Of course, kids grow up and deserve future opportunities. That's why we've connected this younger generation with both our employees and professional athletes, including Connor Ryan, Keir Dillon, and Russell Winfield. These interactions help kids explore potential careers in the snowsports industry, shaping potential paths that they can travel.

COLLABORATIONS

Ikon Pass has the unique opportunity to invite diverse individuals into the mountain-minded community. Collaborations with Natives Outdoors and SheJumps allow us to foster participation in skiing and snowboarding among Native communities and women of color. Through these partnerships, we have awarded 20 scholarships and provided recipients with access to lessons to create inclusive, mountain-minded experiences for all.









SHEJUMPS

SheJumps shares our commitment to increasing the participation of women, transgender individuals, cisgender individuals, and nonbinary people in outdoor activities. Celebrating this invitation and the stoke it brings, we showcased Scholarship recipients, like Janelle Paciencia, a BIPOC Community Activist and new skier, on our Ikon Pass Blog, Lifted.





NATIVES OUTDOORS

Natives Outdoors, a Native-owned crew, is a valued partner in our mission. Together, we launched My Ikon: My Connection, a collaboration that promotes representation, connection, respect, and appreciation for the land where we all love to play. At Ikon Pass, we're dedicated to empowering Indigenous communities through our products and initiatives while helping to shape a sustainable world.

PRIORITIZING PEOPLE

MENTAL WELL-BEING & RESILIENCE



MENTAL WELL-BEING & RESILIENCE

SYSTEMS OF SUPPORT

Creating a life in our beautiful mountain communities is often a dream, but it also comes with its share of challenges. Financial pressures, the accessibility of alcohol and substances, and the stigma around seeking mental health support can take a toll on resort employees and community members.

At Alterra, we recognize the significance of mental health and resilience, especially in the wake of the COVID-19 pandemic. That's why we developed the Mental Well-Being & Resilience program, a proactive initiative dedicated to safeguarding the well-being of our employees and empowering them to thrive.

Through this comprehensive program, we equip our employees with valuable skills and tools to bolster their mental health and cultivate resilience in the face of adversity. We also provide people-leaders with essential resources and training to foster a supportive environment that promotes mental well-being within their teams. Together, we're building a foundation of strength and vitality for all.



MENTAL WELL-BEING & RESILIENCE

SYSTEMS OF SUPPORT

Together, we are committed to nurturing the mental well-being of our employees and fostering a supportive and thriving community.



TEACHING & TRAINING

- Over 5,000 employees have benefited from Mental Well-Being Training.
- We have assigned national, best-practice online suicide prevention training to 1,000+ employees in select positions.
- Our training comes in various formats, including interactive self-guided modules, live virtual and in-person sessions, and quick video tips.
- We offer targeted training for specific professional groups, addressing topics like psychological trauma for ski patrollers and alcohol abuse awareness for employees in shared housing.
- As proud sponsors of The Podium Pictures' upcoming film, "The Paradise Paradox," we actively combat the mental health stigma in our mountain communities.

PROVIDING RESOURCES

- We provide an Employee Assistance Program and Crisis Response, granting all employees (including seasonal staff), their dependents, and immediate household members access to six free counseling sessions per personal issue. Additionally, our program offers a range of healthy lifestyle supports, from assistance in finding childcare to tips for improving sleep. Our EAP providers can offer on-site counseling and other support in times of crisis.
- Our Director of Mental Well-Being & Resilience offers on-demand consultation for employees and people leaders.
- Our comprehensive resource guides and variety of toolkits support all facets of employee mental well-being.

EMPOWERING LOCAL EMPLOYEES AS MENTAL WELL-BEING CHAMPIONS

• Our dedicated Mental Well-Being Champions are passionate employees from diverse organizational roles and levels. These Champions play a vital role in extending the reach of the Mental Well-Being & Resilience program by promoting mental well-being at their respective locations.

MEASURING NEEDS & IMPACT

• Our program incorporates multiple channels for assessing employee needs and making data-driven program decisions. Employees rate our mental wellness trainings positively, with average ratings falling in the 87-96 percentiles. To gather valuable insights, our Employee Engagement survey includes questions about mental well-being, ensuring that employees feel cared for and aware of the available training and resources.

PROTECTING THE PLANET

BASELINE DATA | 2030 COMMITMENTS | ROADMAP TO REDUCTIONS

OUR COMMITMENT TO





PROTECTING THE PLANET

The mountains are our lives and our livelihoods. We know that the impacts of climate change can threaten those livelihoods and the snowsports we all love. We have a shared responsibility to take climate action serious, and we are committed to creating the biggest impact, while leaving the smallest footprint.



BASELINE DATA

Measuring and tracking our entire footprint so we can make reductions that have the highest impact.

2030 COMMITMENTS

Developing goals that are aggressive, achievable, accountable to thirdparties, and align with the latest climate science recommendations.



ROADMAP TO REDUCTIONS

A four-part strategy to piloting and scaling various initiatives to achieve our commitments.

BASELINE DATA



BASELINE DATA

EVALUATING OUR GHG EMISSIONS

An understanding of our carbon footprint is crucial to responsibly reducing our emissions. With less variability due to COVID, we used Fiscal Year 2022 as our baseline and measured our total Greenhouse Gas (GHG) emissions. By tracking this output annually, we will take measurable action to reduce our carbon footprint and contribute to a sustainable future.

SCOPES

SCOPE 1, 2, and 3 emissions are common terms for categorizing direct and indirect emissions.

DIG DEEPER

SCOPE 1

Direct emissions from owned or controlled buildings, equipment, or vehicles

Fuels: Emissions from fuels used for fleet vehicles, helicopters, and other equipment

Propane / Natural Gas: Emissions from propane and natural gas used for buildings or equipment

Other: Refrigerants and wastewater treatment

SCOPE 2

Indirect emissions from purchased energy that is generated offsite

Electricity: Emissions from electricity purchased to power buildings and equipment

SCOPE 3

Indirect emissions from upstream or downstream activities

Business Travel / Employee Commuting: Emissions from travel related to company business and from employees traveling in vehicles to and from work

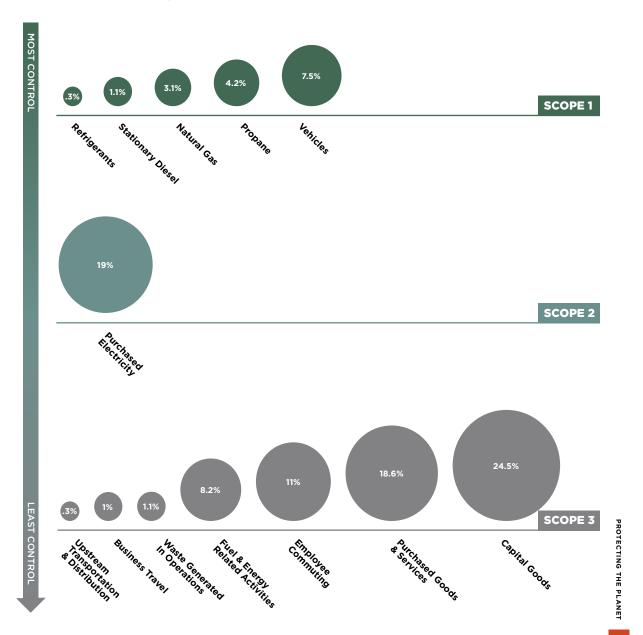
While induced travel is not mandated in the Greenhouse Gas Reporting Protocol, and in turn is not included in our reported Scope 3 emissions, we remain dedicated to addressing the impact of these emissions. Our focus is on finding innovative solutions that not only reduce emissions but also enhance the guest experience.

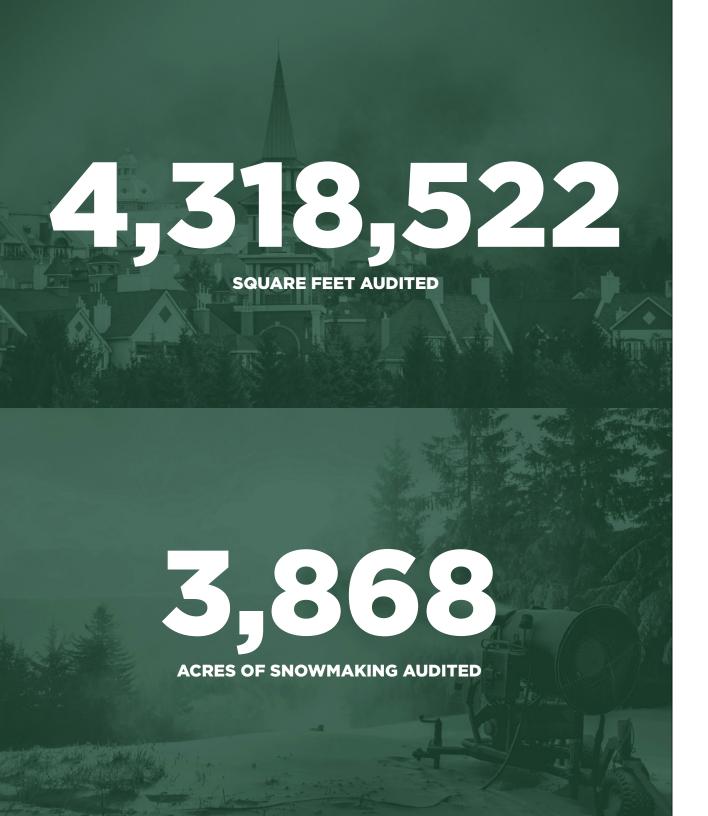
Procurement: Emissions generated from the purchasing of materials

Landfilled Waste: Emissions generated from the landfilling of waste and the decomposition of organic matter

TOTAL ANNUAL EMISSIONS:

367,827 METRIC TONNES CO28





BASELINE DATA

EFFICIENCY AUDITS

In addition to our GHG inventory, two types of efficiency audits were completed across 15 destinations, allowing us to create a plan that holistically reduces our emissions.

FACILITIES AUDITS

A comprehensive energy review of our facilities showcased multiple opportunities for energy savings. Through this research, we zeroed in on ways to improve across our footprint, while also building a data-based plan to reduce our carbon footprint and be more eco-friendly.

SNOWMAKING AUDITS

In addition, we completed a deep dive surrounding our snowmaking operations, allowing us to see how much carbon we emit. When combined, the amount of snow we make, how efficient our snowmaking equipment is, and the type of energy we use all affect how much carbon we produce in this area. The better the plan, the better we do on our carbon emissions. As a parallel path, we're also looking at how we use water to find more ways to be efficient in that category.



PROTECTING THE PLANET

2030 COMMITMENTS





Why SBTi?

The Science Based
Targets initiative (SBTi)
drives ambitious climate
action in the private
sector by enabling
organizations to set
defensible targets rooted
in climate science. They
are the lead partner of
the Business Ambition
for 1.5°C campaign.

Setting an SBTi goal provides a clear pathway towards meeting our third-party approved commitments by 2030.

REDUCE CARBON EMISSIONS BY MORE THAN 50%

In the ski industry, we're on the leading edge. To get there, we teamed up with the Science Based Target Initiative (SBTi) for third-party approval on our science-based emissions reduction goal. Our aim? To reduce emissions even faster than what climate scientists say is needed to limit warming to 1.5°C by 2050. What's more, this goal for 2030 covers more than just our emissions. We're also reaching out to our suppliers and other important partners to join us on this journey.



USE 100% RENEWABLE ENERGY

Our company is committed to procuring 100% renewable electricity by 2030. To get there, we're planning a mix of onsite and offsite renewable energy projects and will be proactively partnering with utility providers across our portfolio to make this goal a reality.



ACHIEVE CARBON NEUTRALITY

A peak focus at Alterra is the reduction of our carbon footprint by upgrading efficiencies and decarbonizing our operations. And, while we're committed to absolute reduction goals, we are also committed to high-quality carbon offset opportunities. Through these dual paths, we plan to reach carbon neutrality in our owned operations by 2030.

PROTECTING THE PLANET ROADMAP

TO REDUCTIONS



HOW WE'RE GETTING THERE

AGGRESSIVE, ACHIEVABLE, ACCOUNTABLE

The size and unique complexity of Alterra's footprint requires concurrent, focused approaches across our organization. Only through this combined effort can we rise to the challenge and hold ourselves accountable. So far, these acts have kickstarted impactful work across our organization, allowing us to scale success and maximize results.



THE 4 KEY AREAS OF OUR DECARBONIZATION STRATEGY INCLUDE:



EFFICIENCY

Conserving energy through highly efficient facilities and operations.

- Active Energy Management projects optimizing facility heating/cooling settings
- LED lighting
- Snowmaking and facility upgrades



RENEWABLE ENERGY

Transitioning to more renewable power.

- Wind, solar, micro-hydro
- Replace fossil fuel powered energy sources with cleaner sources



ELECTRIFICATION OF INFRASTRUCTURE

Reducing GHG emissions through renewably powered infrastructure.

- Convert vehicles, snowcats & gas operated machines to electric
- Electrify facilities, snowmaking / lifts and increase energy storage



COLLABORATION

Engaging stakeholders on shared decarbonization strategies.

- Engage vendors and customers to reduce GHG emissions via goals and actions
- Enable reduced travel impacts through EV charging, buses, etc.





ENERGY EFFICIENCY

During our Energy Audit, we took a turn evaluating equipment condition and identifying opportunities for energy savings. Leaning on our learnings, we plan to aggressively move towards low or no emission systems that reduce the amount of energy needed to run our resorts.

ACTIVE ENERGY MANAGEMENT PROGRAM

Alterra's Active Energy Management Program is a comprehensive energy conservation initiative that includes equipment usage audits and real-time monitoring. Implemented across all of our destinations, it will provide easy access to facility energy profiles through a single platform. This program includes installing smart thermostats for efficient remote monitoring and optimizing performance for centralized building automation, heating system controls, and hot water systems.

PLANNED IMPACTS

DESTINATIONS IMPLEMENTING BUILDING AUTOMATION SYSTEMS, DOMESTIC HOT WATER SYSTEMS, HEATING SYSTEMS, AND NEW CONTROLS.

WATER EFFICIENCY

Our Snowmaking Audit evaluated the emissions from our snowmaking operations.

There's no sugar coating it—many of our destinations depend on snowmaking to prepare for the start of the winter season. This snow is created by pumping water up the mountain, and then blowing that water into cold air, which freezes and falls as snow.

Because this snowmaking is essential to a great ski season and guest experience, we conducted an audit of our snowmaking operations and infrastructure to find ways to increase efficiency, save water, and reduce emissions. Based on the audit, we have a crafted a comprehensive plan for snowmaking upgrades across all our destinations. Plus, we'll use our learnings to make further investments in water efficiency.

DESTINATION DROP-IN

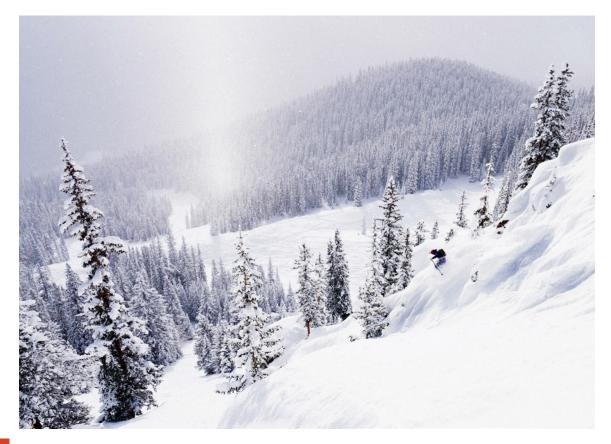
MAMMOTH MOUNTAIN: WATER RECYCLING SYSTEM

Changing the cycle, Mammoth Mountain Inn (MMI) installed AquaRecycle's PURE Water Recycling system to serve its laundry systems. Designed to reduce laundry water use by 80% and achieve energy savings of 60% over former operations, this update saw quick results. Prior to it's installation, the commercial laundry operations at MMI accounted for 41% of Mammoth Mountain Ski Area's annual domestic water use.



RENEWABLE ENERGY

With exciting renewable energy options being added to the grid, we're thrilled to be moving away from fossil fuels for water and space heating by shifting to electricity and green energy options. And, while many of our destinations are already using renewables like wind, solar, and micro-hydro, we're continuously looking for new opportunities to diversify our energy portfolio. Meanwhile, for the emissions that we can't eliminate completely, we'll be relying on third-party verified, voluntary carbon offsets to help us reach our carbon neutrality goals.



DESTINATION DROP-IN

MICRO-HYDRO

CMH HELI-SKIING & SUMMER ADVENTURES

CMH is harnessing the power of falling water to generate electricity through micro-hydro technology. This promising renewable energy source has already reduced fuel requirements at Galena Lodge and is now being intensively investigated at other locations, with the goal of eliminating diesel and reducing propane use. In partnership with the Shuswap Band, CMH is paving the way towards a more sustainable future. Alterra is proud to support the feasibility studies and installation of more microhydro systems.

WIND

WINTER PARK RESORT

Winter Park Resort installed a small wind turbine at the top of Parsenn Bowl to power the lift hut. Since its construction the turbine has completely offset the hut's energy consumption.

SOLAR

DEER VALLEY RESORT

In Oct 2021, Park City and Salt Lake City, UT announced the Elektron Solar project: an 80-MW solar farm in Tooele County that'll move Utah's energy grid towards renewables. Deer Valley Resort is one of six customers that invested in this project to meet their energy needs and ensure access to renewable sources. Once complete, the solar farm will be one of the largest connected to Rocky Mountain Power's grid, providing Deer Valley with 100% renewable energy.

STRATTON

Stratton has made impressive gains, with 64% of its power coming from renewable energy sources such as wind and solar in Vermont, and 94% of carbon-free energy. Much of this clean energy is thanks to a power purchase agreement with a nearby 500 kW solar array, which recently came online.

SUGARBUSH RESORT

Through solar net-metering agreements, Sugarbush contributes 4.7 million KWh of solar production to the grid annually, which is more than enough to power all of Mt. Ellen's operations.

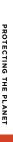
GOING NEUTRAL

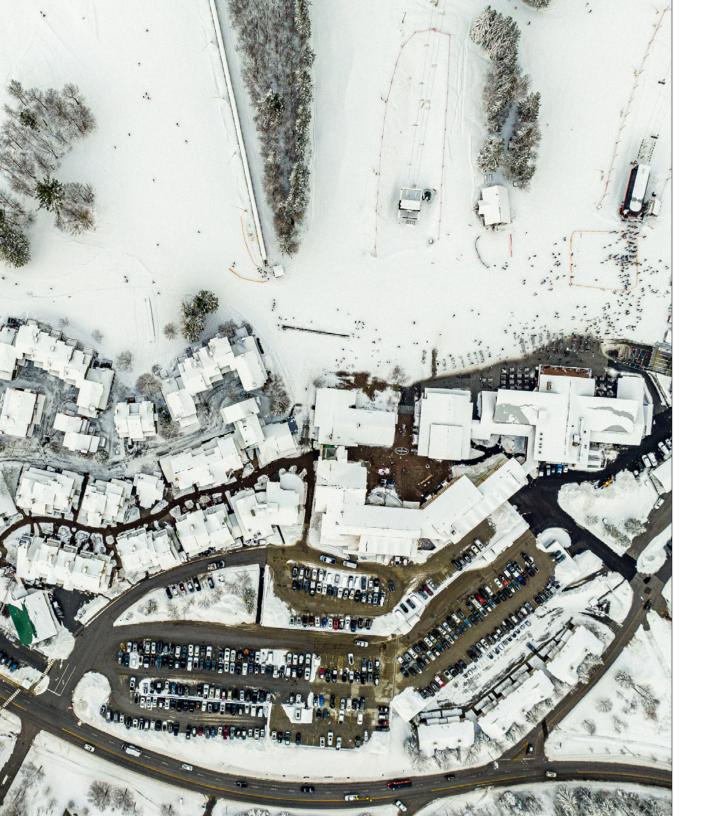
SKI BUTLERS IS COMMITTED TO CARBON NEUTRALITY

One of the newest members of the Alterra Mountain Company family, Ski Butlers created a comprehensive three-step plan to become carbon neutral. By measuring their carbon footprint, reducing emissions, and offsetting the residual emissions, Ski Butlers has achieved their carbon neutrality certification this year.

CMH HELI-SKIING & SUMMER ADVENTURES OFFSETS 100% OF EMISSIONS

CMH offset 100% of its measured FY22 emissions, equivalent to 2,235 cars driven for a year. In the CMH Responsibility Report, they commit to offsetting 100% of the footprint that cannot be reduced or eliminated.





ELECTRIFICATION OF INFRASTRUCTURE

It's clear—our Energy Audit has shown that we can make a big impact by swapping out fossil fuels for electrification. Through this study, we've pinpointed key areas and have developed a plan to Measure, Reduce, and Offset our emissions. To achieve this, we've identified top priority actions based on the sources of our greatest emissions, life cycle of our assets, and our future development plans. As bellwethers in the industry, we're constantly seeking opportunities to pilot and invest in new technology to ensure we're always on the downward, leading edge.

OUR TOP 3 PRIORITY ACTIONS INCLUDE

- Design standards and guidelines for all new infrastructure and development projects
- Fleet electrification
- **Battery storage with demand control strategies**

COLLABORATING ON PROCUREMENT

Our procurement teams are tracking a new path towards sustainability. By embracing sustainable purchasing practices and exploring opportunities to reuse materials already in our inventory, we're confident that we can meet our emissions reduction goals. Additionally, we know that engaging with prospective vendors will be a crucial element of our success, and we're eager to tackle this mountain with like-minded partners.

DESTINATION DROP-IN

RECYCLABLE CLEANING SUPPLIES

Alterra's destinations prioritize sustainable procurement practices, including the use of non-toxic, biodegradable cleaning supplies in recyclable packaging. We also partner with a third-party to distribute recycled soap and hygiene products to areas with high hygiene-related illnesses and deaths, reducing waste while ensuring access to critical resources. These proud partner resorts include **Sugarbush Resort**, **Winter Park Resort**, **Snowshoe**, **Stratton**, and **Blue Mountain**.

INNOVATIVE TRAIL MAPS

Crystal Mountain and **Deer Valley** are among the resorts that have adopted stone paper as a sustainable alternative for printing trail maps. Made from recycled concrete and calcium carbonate, these maps are printed on a non-toxic, recyclable, and photodegradable paper that doesn't use trees.

PLASTIC FREE OPERATIONS

Steamboat and **Winter Park Resort** teamed up to eliminate plastic bottles at all food and beverage establishments, replacing them with either aluminum cans, paper cartons or other recyclable or reusable packaging. Through this effort, these destinations eliminated almost 140,000 single-use plastic bottles.



COLLABORATING ON INDUCED TRAVEL

As a family of many unique destinations, guest travel to our mountains carries a significant carbon footprint. In fact, the largest contributors to emissions from induced travel include the number of skiers and riders, their distance traveled, and their transportation methods. We are committed to reducing its impact through innovative solutions that enhance the guest experience. Drop-in for a few specific examples of how we're changing lanes.





EFFICIENT, SHARED TRANSIT

Through a partnership with Amtrak, guests can hop aboard the Winter Park Express for a seamless and eco-friendly ride directly from Denver International Airport and Downtown Denver to within steps of the gondola at **Winter Park Resort**.

Featuring one 100% electric luxury coach bus, **Crystal Mountain** launched a free luxury shuttle service from Enumclaw that mitigates parking demand and reduces vehicle pollution emissions by more than 10%.

Additionally, in Utah, an Ikon Pass now doubles as a free Utah Transit Authority pass, providing bus access to **Solitude Mountain Resort.**

CARPOOL INCENTIVES

Alterra destinations, like **Crystal Mountain, Solitude Mountain Resort, and Palisades Tahoe**, encourage carpooling by offering free and preferred parking to those who share a ride. This not only reduces emissions but also incentivizes friends to hit the slopes together for a fun day on the mountain.

ELECTRIC VEHICLE CHARGING STATIONS

Alterra's commitment to sustainability extends to providing electric vehicle charging options at many of our destinations. For example, **Sugarbush, Crystal Mountain** and **Winter Park Resort** each have charging stations that accommodate those EV drivers who live for moments in the mountains.

COLLABORATING THROUGH INDUSTRY **ALIGNMENT** & ADVOCACY

As a leader in mountain communities around the world, we are excited to be part of a larger movement towards a sustainable future. It takes a collective effort to address the challenges of the climate crisis and we are proud to join forces with industry partners who share our passion for positive change for the planet.





As a member of the Mountain Collaborative for Climate Action, we meet regularly to collaborate on best practices for our industry and pilot innovative solutions across different regions.



We're also proud to have many of our destinations participating in the National Ski Area Association's (NSAA) Climate Challenge. Through this partnership, we leverage best practices to target GHG reductions each year.



Since the very first Ikon Pass was mailed out in 2018, we have been a proud partner of Protect Our Winters (POW). Together, we have driven membership, support, and awareness of the urgent need to address climate change.

PASSHOLDER PERKS WITH PROTECT OUR WINTERS

We offer a complimentary annual membership to Team POW for all Ikon Pass holders and Alterra employees. This benefit supports POW's mission while providing our passholders and employees with access to educational resources and tools that make a difference.

SNOWSHOE CHAMPIONS THE INFLATION REDUCTION ACT

Snowshoe recognized opportunity in the Inflation Reduction Act (IRA) for the local West Virginia economy, the environment, and the overall outdoor industry.

GO DEEPER WITH THE OP-ED BY PATTI DUNCAN, COO AND PRESIDENT OF SNOWSHOE

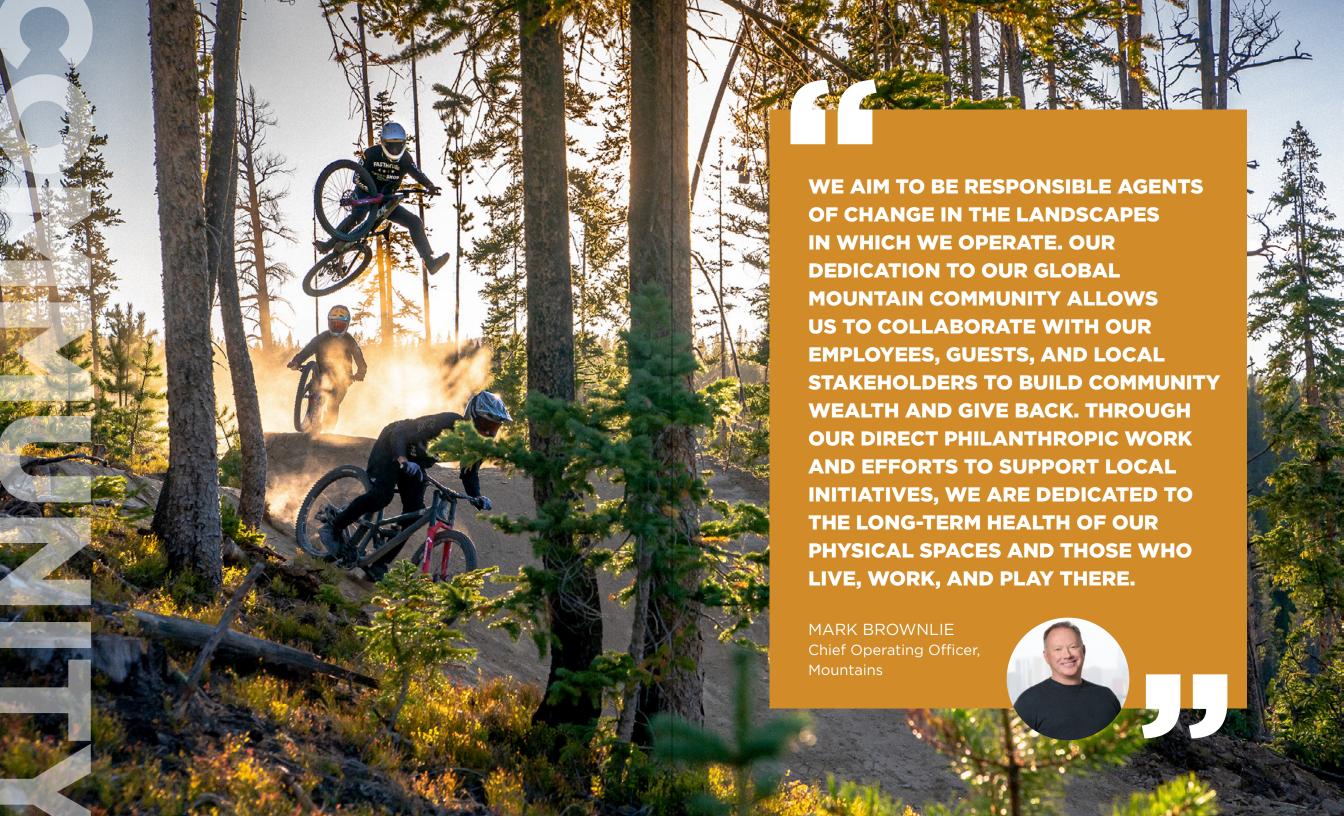
IKON PASS SHARES THE STOKE

Stoke is at an all-time high when passes get dropped in the mail. To build on that excitement, Ikon Pass Shares the Stoke with organizations we support. For the 21/22 season, Ikon Pass launched an interactive social media campaign engaging pass holders with Protect Our Winters.

OUR COMMITMENT TO

INVESTINGIN COMMUNITY

PHILANTHROPIC FOOTPRINT | ALTERRA MOUNTAIN COMPANY COMMUNITY FOUNDATION | EMPLOYEE HOUSING & CHILDCARE



INVESTING IN COMMUNITY

We commit our energy and business resources to the thriving communities where we live, work, and play.



PHILANTHROPIC FOOTPRINT

Leveraging business resources and changemakers to drive philanthropic impacts across our organization.

ALTERRA MOUNTAIN COMPANY COMMUNITY FOUNDATION

Providing emergency relief and hardship assistance for our communities, employees, and all those living and working in the mountain communities where we are privileged to serve.



EMPLOYEE HOUSING & CHILDCARE

Investing in the essentials to support our employees living in the communities where they live and work.

INVESTING IN COMMUNITY PHILANTHROPIC FOOTPRINT **INVESTING IN COMMUNITY**

PHILANTHROPIC FOOTPRINT



Each of our unique brands has community development as one of their missions. That's why each of our businesses contributes significantly to a variety of organizations and causes to support our strategic partners and give back to our local communities. **OUR PHILANTHROPIC FOOTPRINT**

IN EXCESS OF \$13 MILLION ANNUALLY

ACROSS OUR GLOBAL MOUNTAIN COMMUNITY

PHILANTHROPIC FOOTPRINT

Through several ongoing partnerships, Alterra Mountain Company destinations provide support and resources to local community foundations and key organizations, investing directly back into the special places we call home.



The Stratton Foundation is a community based non-profit organization that cares about the health and welfare of children and their families in southern Vermont. The mission of the Stratton Foundation is to address the challenges of poverty that stand between a child in-need and the opportunity to be healthy, safe, and educated.



The Snowshoe Foundation is dedicated to enhancing the quality of life in their local communities of Pocahontas, Webster and Randolph Counties, West Virginia.



The Park City Community Foundation brings together local nonprofits, caring donors, and community leaders to contribute financial resources and innovative ideas to benefit all the people of Park City—now and in the future.



The mission of the Yampa Valley Community Foundation is to lead transformational change throughout the Yampa Valley by engaging donors in purposeful philanthropy, empowering local nonprofit organizations, inspiring impactful grantmaking, and collaborating to build vibrant communities.



By connecting communities and delivering programs and financial aid for youth academics and athletics, we inspire future generations to love our mountains, be the best version of themselves, and dream big.



The Disabled Sports of Eastern Sierra believes the freedom and exhilaration of outdoor challenges changes lives. No one should be left behind simply because of a disability.



The Tremblant Foundation's main objective is to help the underprivileged children of the MRC des Laurentides territory to attain a better quality of life and develop their full potential in the areas of sports, education, art, and cultural activities.



The Grand Foundation is a philanthropic organization serving all of Grand County, Colorado. The Foundation seeks to improve the quality of life in Grand County by proactively addressing current and future needs in the areas of Health & Human Services, Arts & Culture, Education, Amateur Sports, and Environment.



The National Sports Center for the Disabled's mission is to advance the power of people with all abilities through adaptive innovation and the joy of recreation and outdoor experiences.



The mission of the U.S. Ski & Snowboard is to lead, encourage and support athletes in achieving excellence by empowering national teams, clubs, coaches, parents, officials, volunteers and fans.

COMMUNITY IMPACT

In addition to our partnerships, Alterra and Ikon Pass supports industry change makers through charitable cash contributions.

























INVESTING IN COMMUNITY

ALTERRA MOUNTAIN COMPANY COMMUNITY FOUNDATION



GRANTS AWARDED SINCE INCEPTION

In 2020, our company leadership and ownership recognized a vital need to support our employees, neighbors, and those who live and work in the mountain communities we are privileged to serve.

IMPACT

+\$1.1M IN GRANTS SINCE LAUNCH

Since its launch, this foundation has served as a public charity and grantmaking organization dedicated to providing emergency relief and hardship assistance to our mountain communities in times of need.

\$393,741

MEDICAL AND HEALTHCARE

Uninsured, underinsured or out-of-pocket expenses due to a trauma or unforeseen emergency

\$406,703

ESSENTIAL EXPENSES

Temporary housing, emergency repairs, loss of wages, travel expenses resulting from a disaster, family expenses, and more

\$381,500

ORGANIZATION & NONPROFIT SUPPORT

Disadvantaged children, mental health programs, hunger relief programs, family refuge centers, and more

INVESTING IN COMMUNITY

ALTERRA MOUNTAIN COMPANY COMMUNITY FOUNDATION

APPLY FOR A GRANT

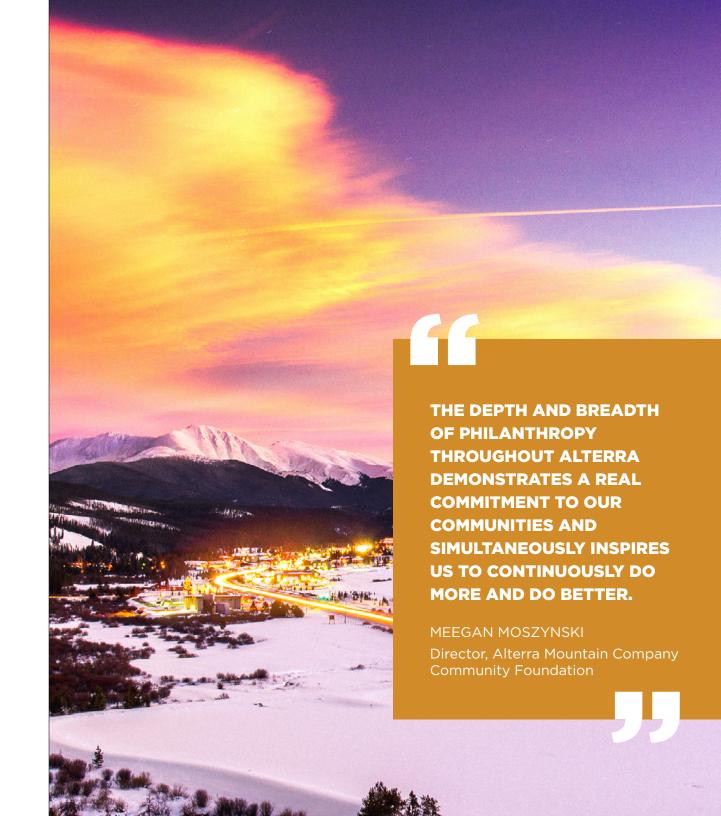
The Foundation aids community members experiencing hardship due to natural disasters, the pandemic, and other unforeseen circumstances. Grants are available to individuals, employees, residents, and nonprofit organizations in Alterra Mountain Company communities.

APPLY

SUPPORT THE FOUNDATION & OUR MOUNTAIN COMMUNITIES

As participants in the global mountain community, we all have the opportunity to make an impact. Please consider donating to support those in need. Donations are tax deductible in the U.S.

DONATE



INVESTING IN COMMUNITY

EMPLOYEE HOUSING & CHILDCARE



EMPLOYEE HOUSING & CHILDCARE

In building a future for all, Alterra Mountain Company recognizes the importance of affordable housing and childcare for our valued seasonal and year-round workforce. To meet those needs, we continue to make significant investments in accessible living options and childcare across all of our mountain communities.

RECENT COMMUNITY IMPACTS

PERMANENT EMPLOYEE
BEDS ACQUIRED ACROSS

CHILDREN BENEFIT FROM CHILDCARE FACILITIES
THAT ARE PROVIDED TO EMPLOYEES AND COMMUNITY MEMBERS IN OUR GLOBAL MOUNTAIN COMMUNITY.

DESTINATIONS THAT ARE CONTINUALLY EVALUATING FUTURE CHILDCARE AND HOUSING SOLUTIONS.



diverse designs to accommodate single residents and families. The facilities will also be equipped for solar energy integration.

BIG BEAR MOUNTAIN RESORT TRAVELODGE

To address the limited local housing options, Big Bear Mountain Resort acquired and transformed the former Travelodge property into employee housing ahead of the 22/23 winter season, providing much-needed accommodation for our team members.

MAMMOTH MOUNTAIN SIERRA LODGE PROPERTY

Amidst a severe housing crisis, Mammoth Mountain stepped up by acquiring and converting the former Sierra Lodge property into employee housing, adding 72 beds to meet the pressing demand for workforce accommodation.

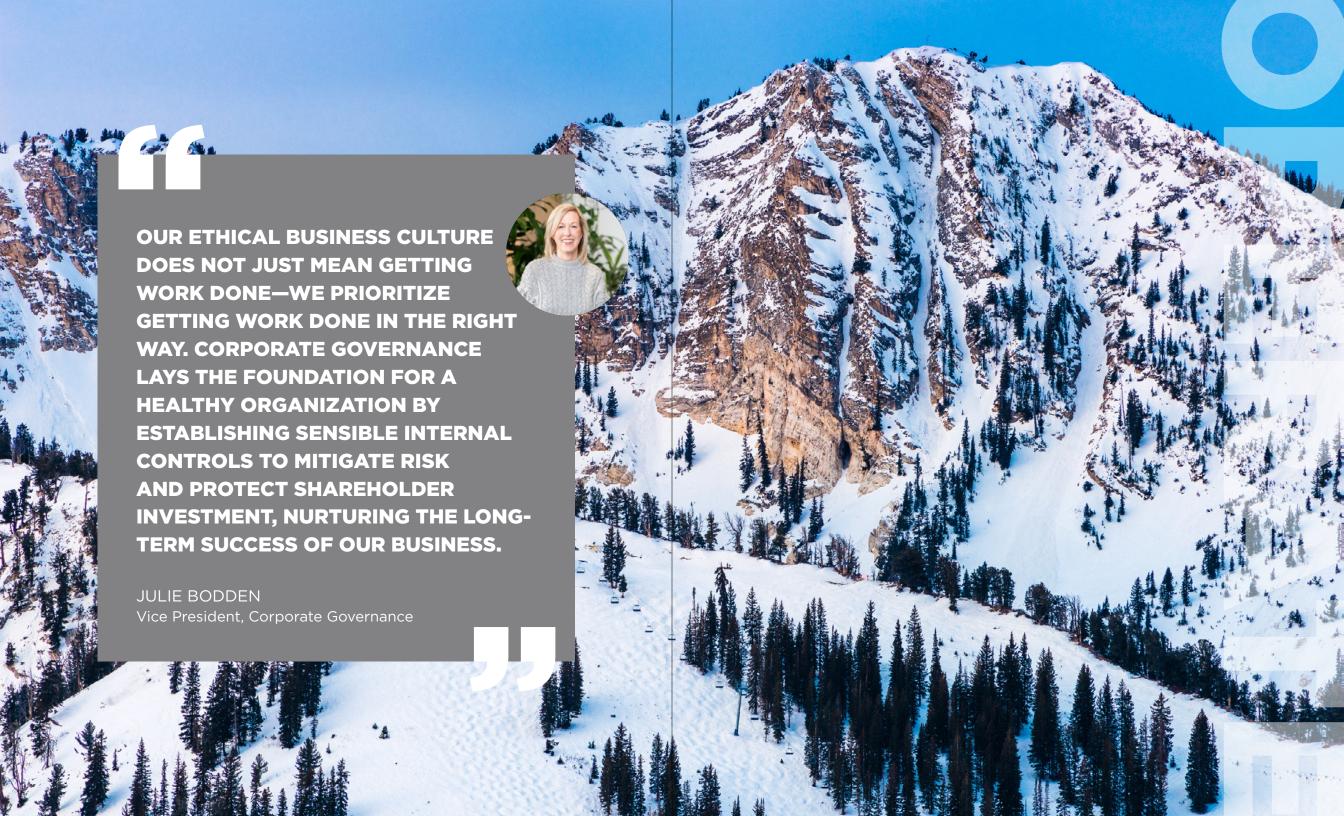
STEAMBOAT CHILD CARE CENTER

Many Alterra destinations operate childcare centers benefiting both employees and community members. This year, Steamboat launched the Steamboat Child Care Center, a nature-based preschool emphasizing outdoor play and environmental education, fostering a passion for the mountain lifestyle. This facility primarily serves Steamboat Resort team members and also welcomes community members.

OUR COMMITMENT TO

OPERATING
RESPONSIBLY

ETHICAL CULTURE | BUSINESS RISK MITIGATION | SAFETY | CYBER SECURITY & DATA PRIVACY



Our commitment to business ethics is unwavering and we place the utmost importance on compliance and safety for all. By empowering our teams to uphold the highest standards of integrity across all operations, we act responsibly while building trust and creating a positive impact within our communities.



ETHICAL CULTURE

Defining our beliefs while grounding our business operations in integrity and trust.



BUSINESS RISK MITIGATION

Evaluating risk while safeguarding our organization to ensure our company's health and longevity.



Constantly assessing our operations and programs while prioritizing the wellbeing of our employees and guests.



CYBER SECURITY & DATA PRIVACY

Earning and protecting the trust of our valued guests, homeowners, and employees through secure operations.

ETHICAL CULTURE

At Alterra Mountain Company, we hold ourselves to the highest ethical standards. Building this ethical culture requires a collection of core policies that apply to all team members. These include:

Code of Conduct

Anti-Harassment Policy

IT Acceptable Use Policy

Team Member Privacy Policy

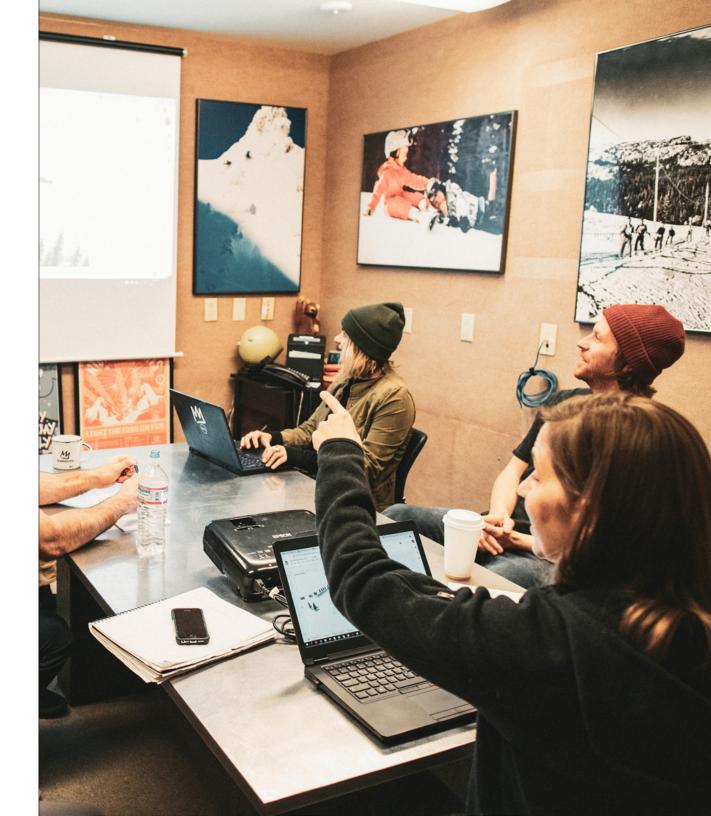
Protecting Personal Information (PII)

Media/Social Media Policy

US Drug & Alcohol Policy (US destinations only)

Anti-Corruption Policy

Additionally, so that we can prioritize company-wide transparency and accountability, Alterra maintains a third-party administered anonymous employee reporting hotline that is available online and by telephone 24/7/365. Through this point of contact, all team members can feel confident in reporting concerns and suspected misconduct while safeguarding the company's integrity.



BUSINESS RISK MITIGATION

Our operations place immense importance on our Internal Audit function. This team operates independently to evaluate and assess risk in areas such as corporate functions, resort operations, acquisitions, financing, and new services. Reporting to senior management and the Audit Committee, they provide insights on significant risk exposures, control issues, fraud risks, governance matters, and other relevant topics. This robust internal audit processes ensures transparency, accountability, and effective risk management.

RISK ASSESSMENT RESPONSIBILITIES

BOARD OF DIRECTORS

Evaluates + Manages Risk



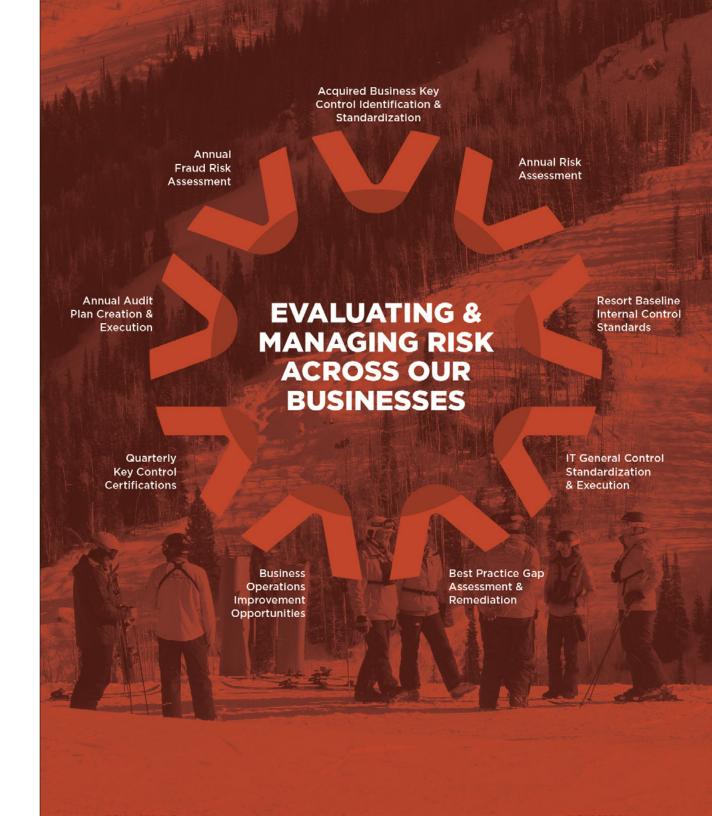
AUDIT COMMITTEE

Reviews + Confirms Findings



VICE PRESIDENT OF INTERNAL AUDIT

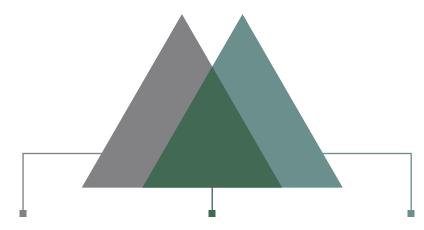
Identify, Document & Test



SAFETY

Our operations are built upon a foundation of safety for all. By constantly evaluating our processes and actions, we can ensure a safe environment for both work and play.

EMPLOYEES AND GUESTS BENEFIT FROM THE ONGOING FOCUS AND IMPLEMENTATION OF SAFETY MEASURES ACROSS OUR RESORTS.



GUEST

Access to prorated insurance due to a covered unforeseen reason, such as a serious injury or illness. Additional injury insurance up to \$25,000 for injuries that occur when using your pass.

Best-in-class guest safety programs, including mountain safety education and risk awareness messaging.

GUEST & EMPLOYEE

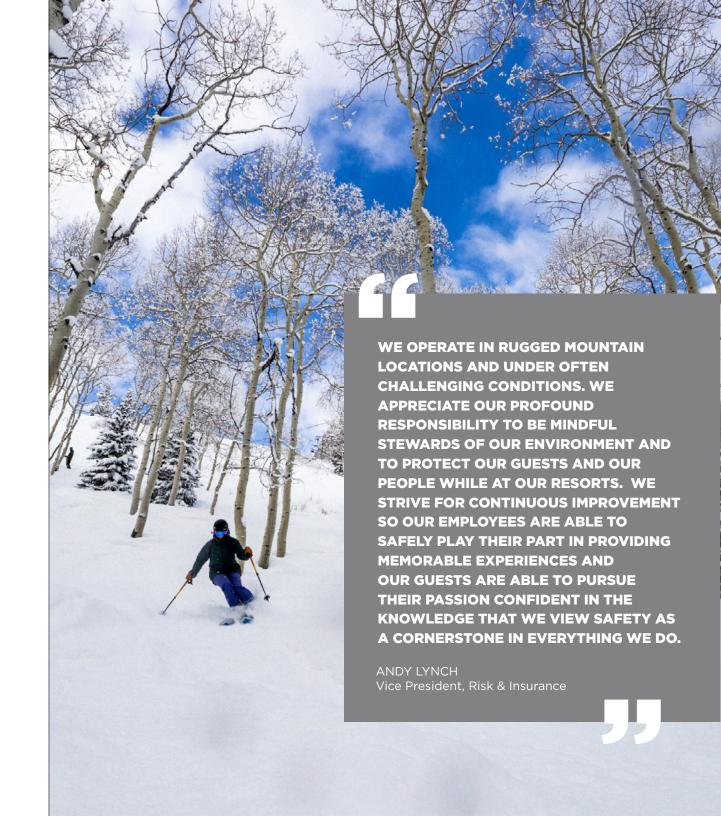
Overhaul of compliance and training programs for more standardization across our resorts.

Sharing the best practices across our resorts at the Annual Alterra Risk, Safety, and Legal Summit.

EMPLOYEE

Data-led development of safety project plans to ensure incident rate reduction measures.

Best-in-class- employee safety programs, including mountain safety education, and health and well-being messaging.





CYBER SECURITY & DATA PRIVACY

Across our varied landscape, Alterra prioritizes cyber security and data privacy, valuing the confidentiality of guests, homeowners, and employees. This robust Cyber Security and Data Privacy program keeps us ahead of legislation, safeguarding personal information and ensuring secure business practices.

CYBER SECURITY

Alterra takes cyber security seriously, implementing the NIST Cyber Security Framework to safeguard guests' data. This framework, used by renowned organizations, including the US government, financial services, and healthcare providers, ensures robust protection.

5 FUNCTIONS OF THE NIST CYBER SECURITY FRAMEWORK



DATA PRIVACY

In line with applicable laws and regulations, Alterra maintains a transparent guest Privacy Policy. This policy informs guests about collecting, using, and maintaining their personal data. Similarly, Alterra has an employee Privacy Policy that outlines the handling of employees' personal data within the employment relationship.

CYBER SECURITY& DATA PRIVACY

Cyber security and data privacy are everyone's responsibility, because we all play a part in keeping our guests, homeowners, and employees safe.

That's why our Cyber Security & Data Privacy Program is based on three pillars: People, Governance, and Technology. Focusing on these pillars ensures a comprehensive approach to protecting sensitive information and maintaining a secure environment.

PEOPLE

Build strong IT Security & Privacy teams

Invest in employee data security and privacy training

Engagement at all levels of leadership

Promote policies and best practices across the organization

GOVERNANCE

Strong collaboration between Legal, IT Security, and Privacy Teams

Ensure Legal Contract Review and require a data privacy contract for vendors with sensitive information

Conduct IT Security Review of new vendors and products

Complete privacy assessments for vendors with access to sensitive information

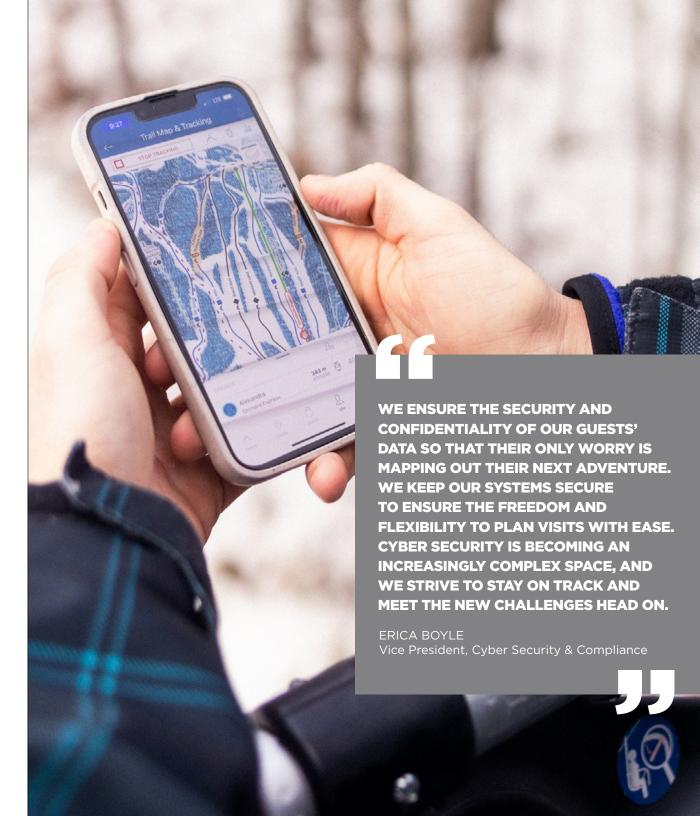
TECHNOLOGY

Use of threat detection and endpoint monitoring

Recurring penetration testing

Partnership with OneTrust for privacy rights compliance

Ensure all transactions are PCI compliant, encrypted, and tokenized providing peace of mind for our guests



FORWARD WE GO, TOGETHER.

