



OUR ESG AMBITIONS FOR THE LOVE OF THE MOUNTAINS



WELCOME

Wim Hubrechtsen

Chief Executive Officer
SnowWorld Group





Amsterdam

Bispingen

Zoetermeer

Rucphen-Breda

Terneuzen

Antwerpen

Neuss

Landgraaf


Amnéville

WE OPERATE

**10 RESORTS IN
4 COUNTRIES**

WE OFFER **365 DAYS A YEAR**

**THE BEST EXPERIENCE OF
THE MOUNTAINS.**

A vibrant mountain landscape under a clear blue sky. In the foreground, there are green grassy slopes with scattered grey rocks and clusters of bright pink flowers. The middle ground shows steep, rocky mountain slopes with patches of snow. In the background, several jagged mountain peaks are visible, some covered in snow. A bright sun is positioned in the upper left, casting long, radiating rays across the sky.

**SNOWWORLD BRINGS YOU:
THE BEST OF THE MOUNTAINS**



KEY FIGURES

1,400,000	4,000,000
LIFT TICKETS	ANNUAL GUEST
200,000	2,000
SKI LESSONS	STAFF MEMBERS
1996	85 MLN
FOUNDED	REVENUE IN 2023

IMMERSIVE RESORTS

- ✓ REAL SNOW
- ✓ SLOPES FOR ALL LEVELS
- ✓ THEMED BARS & RESTAURANTS
- ✓ OUTDOOR & INDOOR ADVENTURES
- ✓ FREE PLAYGROUNDS
- ✓ CONFERENCE ROOMS
- ✓ HOTELS
- ✓ RETAIL
- ✓ EVENTS & ENTERTAINMENT

OUR BRANDS



10 RESORTS
4 COUNTRIES

27+ MILLION
PEOPLE WITHIN 1 HRS DRIVE

KEY CHARACTERISTICS



- 1 MORE & PREMIUM RESORTS
- RAISING GUEST EXPERIENCE
 - RESORT DEVELOPMENT & EXPANSION
 - GROWING HAPPY & SOLID TEAMS
 - CONSOLIDATE & DIGITALIZE

- 2 MORE GUEST, STAYING LONGER AT HIGHER VALUE



- 3 INDUSTRY CHAMPION ON ENVIRONMENTAL SOCIAL GOVERNANCE
- GOALS AND AMBITIONS DEFINED, CHALLENGED AND AUDITED
 - REAL RESULTS



80%

UP TO 80% OF OUR ENERGY CONSUMPTION OF OUR MAJOR RESORTS ARE GENERATED THROUGH SOLAR AND WIND

» CARBON NEUTRAL IN 2030 «



An aerial photograph of a ski resort. The landscape is a mix of green grass and white snow patches, indicating a transition season. A prominent church tower with a dark dome and a cross is visible in the lower center. Ski lifts and various buildings are scattered across the hillside. A dark blue rectangular box with white text is overlaid in the center of the image.

**IS THERE A FUTURE
FOR WINTERSPORT?**



ON travel Destinations Food & Drink News Stay Video
European ski resorts close because there's no snow

euro news. Latest Europe World EU Policy Business Euroviews Next Green Health Cu
EU Green Climate

'Ski season is over': Snowless winter
Austria's resorts to close
March

The Guardian

Climate change set to worsen snow shortages on
Europe's ski slopes, says study

Ski slopes 'missing one crucial
- SNOW': Warm temperatures hit
ts in France, Italy and Switzerland,
with entire mountains snowless - and it's

Environment

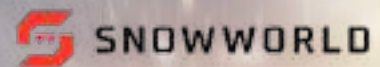
One in eight ski resorts worldwide
could have no snow by 2100

Lack of snow, warm weather spoiling ski season in
Europe

A wide-angle photograph of an indoor ski slope. The slope is covered in white snow and shows tracks from skis. To the right, a ski lift system is visible with several chairs. The background features a large, industrial-style structure with a high ceiling and exposed metal beams. The lighting is bright, coming from overhead fixtures. A dark blue rectangular box with white text is overlaid on the lower right portion of the image.

COMMITTED TO RESULTS

ESG AS A LICENSE TO OPERATE



ENVIRONMENTAL

SOCIAL

GOVERNANCE

WHAT ROLE CAN WE PLAY



1

BE AMBITIOUS ON ESG GOALS

2

HAVE A PLAN AND FOLLOW IT

3

REPORT ON REAL PROGRESS

»

**IT'S BIGGER THAN US
WE PARTNER WHEREVER WE CAN**



SHOWCASING SOME OF OUR
ESG PROJECTS



PROJECTS & PRIORITIES

FOR THE LOVE OF THE MOUNTAINS: CARBON NEUTRAL IN 2030



ENVIRONMENTAL



ENERGY

Reducing our energy needs and a constant drive to improve efficiency impacts our ambitions best.



Highest standards in machinery



Electrifying our vehicles (cars and snow groomers)



Mixing sustainable energy sources any time, any where



Smart Energy usage + upgrading systems



Best in class efficiency in snowmaking

GAS + NITROGEN

Reducing our energy needs and a constant drive to improve efficiency impacts our ambitions best.



Efficient use of resources, like heat recovery



Cut off from gas and nitrogen

WASTE

Reducing our energy needs and a constant drive to improve efficiency impacts our ambitions best.



Waste reduce programmes focussed on kitchens



Fermentation as renewable energy solution



WATER

Reducing our energy needs and a constant drive to improve efficiency impacts our ambitions best.



Water saving dishwashing in restaurants



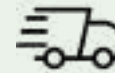
Harvesting rain water from our roofs



100% circular snow production



Save fresh water unless really needed



TRANSPORT

Reducing our energy needs and a constant drive to improve efficiency impacts our ambitions best.



Efficient supplier delivery



Work from home



Charging stations at all venues (cars + bikes)



Connected to public transportation



Lease a bike programme for employees

SOCIAL

ACCESSIBLE TO ALL

Bringing the best of the mountains to everyone. That's why we cater to audiences with special needs.

A WORKPLACE FOR YOU

We take care of our team. Make everyone feel safe, healthy and happy. Offering options to grow as a person within our organization. Ongoing FanScan's help us steer on these important topics.

CONNECT TO OUR COMMUNITY

We are part of something bigger. Whether it is our role as a neighbour, or if we share the same passion. SnowWorld welcomes partnerships.

GOVERNANCE

Well embedded in our company, we all strive for the same goals. Our ESG ambitions are ambitious and clear to all SnowWorlders. For the love of the mountains.



GEÏNTEGREERDE DUURZAME BEDRIJFSVOERING

INTEGRATIE
ESRS 2
PROCESSEN

CSRD
DOELSTELLING

DUURZAME
BEDRIJFSSTRATEGIE
(ESRS 2)

- STAKEHOLDERANALYSE
- DUBBELE
MATERIALITEITENANALYSE
- SCENARIO ANALYSE

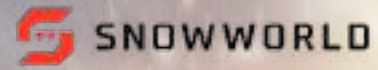
UITWERKEN ESG
BELEID &
MAATREGELEN

BEPALEN ESG
METRICS &
TARGETS

UITVOEREN ESG
PROJECTEN

- ✓ CARBON FOOTPRINT BEREKENING
- ✓ OPSTELLEN VAN EEN DECARBONISATIE-ROADMAP
- ✓ EED-AUDIT
- ✓ CORPORATE SUSTAINABILITY
REPORTING DIRECTIVE (CSRD)





ENVIRONMENTAL

SOCIAL

GOVERNANCE



1

VRAGEN



2

INSPIRATIE TOUR





CLIMATE NEUTRAL 2030



SNOWWORLD

ESG



CLIMATE NEUTRAL 2030