

**EXPERIENCE
THE OUTDOOR.
PRESERVE
THE FUTURE.**

**MERANO 2000
SUSTAINABILITY REPORT 2024**



**MERANO
2000**

“With decades of history behind us, we are embarking on this sustainability journey to reset the compass for our future.”



PREFACE

“Creating lasting memories outside” – this claim made by Merano 2000 perfectly captures our deep connection with the mountains and our passion for outdoor activities. To ensure that this remains true for generations to come, our responsibility is to guarantee the sustainable use of our most precious resources. True sustainability requires honesty in addressing all the impacts of its implementation. We are committed to this responsibility and are determined to act transparently.

Sustainability is a core principle that guides all of our business activities. It must be the foundation of every project and decision at Merano 2000 Funivie Spa. I firmly believe that advancing sustainability is the primary responsibility of my role and feel proud that, through our strategic commitment to sustainability, we have established an essential framework for our future long-term vision. We began this journey in the autumn of 2023, in collaboration with the Terra Institute, and worked together with the Board of Directors, employees, stakeholders, and partners to define key sustainability topics for Merano 2000. The results of this collaboration are presented in this sustainability report, which marks a crucial first step toward our future development.

Our vision is driven by the passion to create meaningful change, and I want to express my sincere gratitude to everyone who contributed to the success of this innovative process. First and foremost, I thank the Board of Directors, partners, and stakeholders, whose invaluable input has guided us. A special thanks also goes to our employees, Paul Jakomet, Othmar Laimer, Chiara Agreiter and Anna Pechlaner, for their dedication from the outset. I am equally grateful to all our other employees, whose daily commitment fosters innovative ideas and plays a pivotal role in driving our sustainable progress.

Sustainability is a collective endeavour that unites us all. Only by working together can we ensure that the mountains remain a cherished and viable space for living, recreation, and economic activity for everyone.

Andreas Zanier
President of Merano 2000 Funivie Spa





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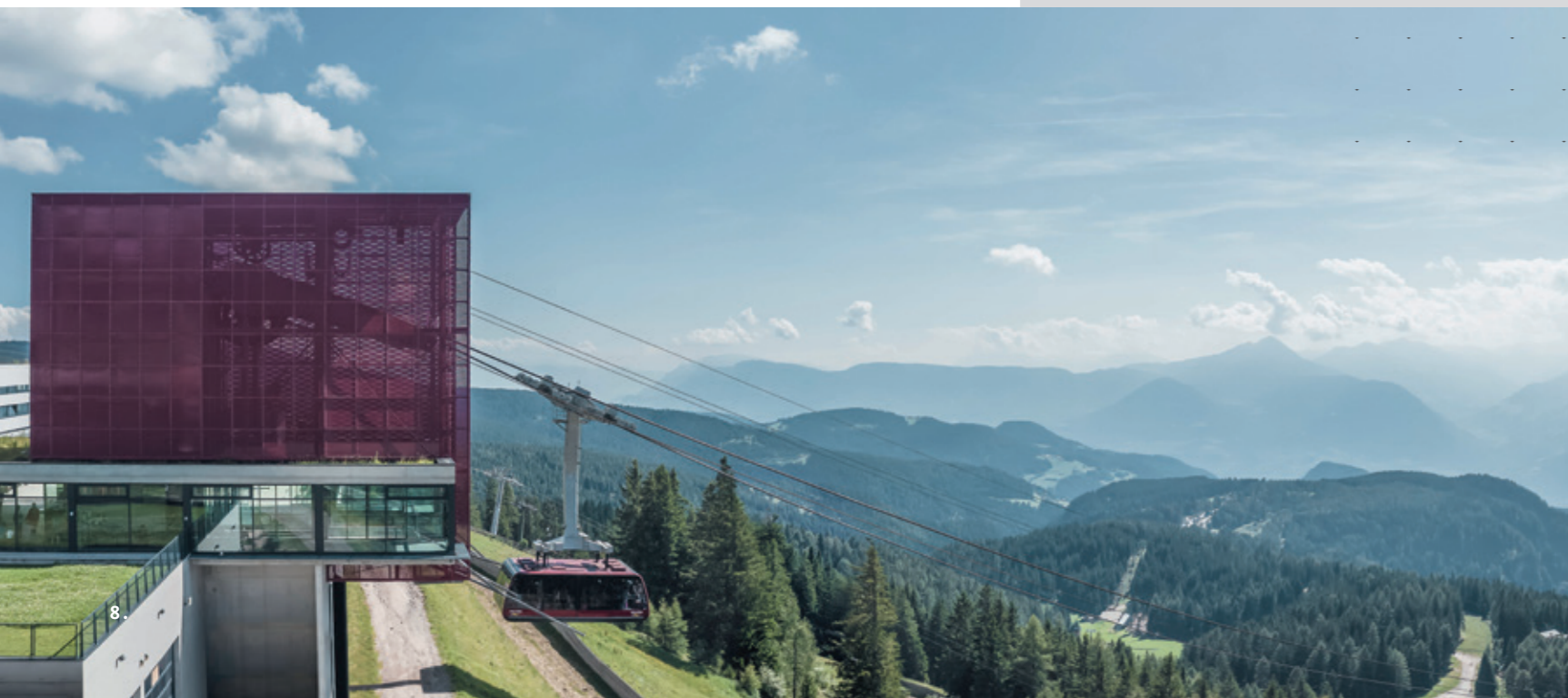
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THE MERANO 2000 SKIING AND HIKING AREA.



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MERANO 2000 YESTERDAY

The Merano 2000 ski and hiking area, located above the spa town of Merano, boasts a rich and eventful history, marked by both triumphs and challenges. Over nearly a century, the area has undergone continuous development, blending nature, tourism, sports, and recreational activities for locals and visitors alike.

The region's transformation into a recreational hub began in the early 20th century when the first winter sports events, including skiing, ski jumping, and tobogganing, were held. The construction of the cablecar Maia Alta-Saint Cathrein Ropeway in 1923, along with the opening of the road connecting Avelengo and Falzeben in 1933, significantly improved access to the area.

In 1950, the founding of Ifinger Seilbahnen AG marked a pivotal moment, laying the foundation for tourism development on the plateau. The debut of the lift Rosa Alpina, connecting Falzeben to monte Pivigna, in 1965, signalled the start of a broader expansion of ski lifts, enhancing the area's appeal to winter sports enthusiasts.

A major milestone came in 1968 with the inauguration of the Ivigna cablecar, which, after three years of construction, established a direct connection between Merano and the ski and hiking area. Ski pioneers, including Ropeway engineer Hans Trojer, decided to name the plateau Meran 2000 to reflect its altitude.

In 1969, an ambitious project to build a high-rise hotel at Merano 2000 caused a stir but was ultimately rejected due to public opposition. However, in 1978, the opening of the Merano-Avelengo road significantly improved accessibility to the area.



On 5 December, 1979, the Ropeway was attacked, which led to a six-month shutdown while the support cable was replaced at great cost. In 1988, a tragic accident occurred when the Ropeway started moving with the cabin door open due to a technical malfunction, resulting one fatality and three other people suffering serious injuries.

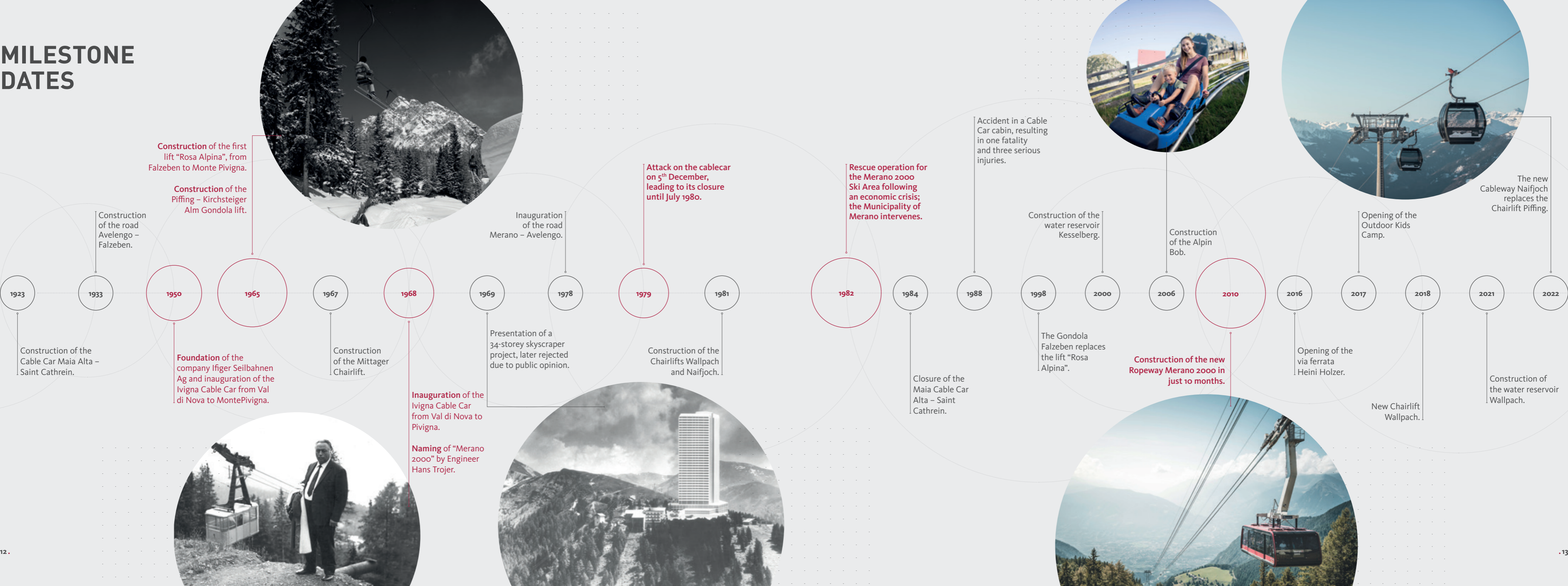
Despite these setbacks, the area continued to prioritise modernisation and development. In 1998, the lift Rosa Alpina was replaced by the Gondola Falzeben, and in 2006, the Alpin Bob, an attraction for both summer and winter guests, was opened.

In 2010, the old Ropeway was replaced with the new Ropeway Merano 2000, completed in just ten months. This significantly enhanced the area's appeal, bringing it up to modern standards. The following years saw further improvements, including the opening of the via ferrata Heini Holzer (2016), the Outdoor Kids Camp (2017), and a new six-seater Chairlift in 2018, which replaced the outdated two-seater Chairlift Wallpach.

The COVID-19 pandemic presented significant challenges: the 2019/2020 winter season was cut short, the 2020 summer season was postponed, and the entire 2020/2021 winter season was cancelled. Despite these disruptions, the area remained focused on growth and innovation.

In 2021, the Wallpach multi-purpose reservoir was built, and in 2022, the modern Cableway Naifjoch replaced the Chairlift Piffing, improving accessibility and providing barrier-free access to the area.

MILESTONE DATES





MERANO 2000 **TODAY**

Today, Merano 2000 stands as a modern ski and hiking destination that beautifully blends tradition with innovation. At the core of the area's new direction is the harmonious balance between nature and people, as well as the integration of agriculture, sports, gastronomy, and tourism. This approach has helped make the area increasingly popular with both locals and visitors.

The area spans the territories of the municipalities of Avelengo, Sarentino, Scena, and Merano. As a result, Merano 2000 collaborates with a diverse range of partners and stakeholders, including local landowners, farmers who maintain the pastures, the hospitality industry with alpine lodge owners and operators, and service providers such as ski schools, rental shops, and recreational activity providers. The tourism sector, including tourism associations and local accommodations, plays a vital role, as does the network of Burgaviato associations that use the area for training and hiking. Additionally, numerous school groups regularly visit for excursions and outdoor activities.

Thanks to its varied terrain, diverse topography, and the broad range of interests it serves, Merano 2000 Funivie Spa not only operates seven lifts and eight ski slopes, but also offers a wide array of sports and leisure activities throughout the year. The summer season runs from May to early November, while the winter season stretches from late November to mid-March, catering to a wide variety of outdoor enthusiasts.



25
KM OF TRAILS
IN WINTER

100
KM OF TRAILS
IN SUMMER



ALPIN BOB
80.000 DESCENTS
PER YEAR

40



KM ACROSS
8 SLOPES

7



LIFT FACILITIES

3

CONVEYOR BELTS
IN THE CHILDREN'S
AREA



OUTDOOR
KIDS CAMP

3



KM OF CROSS-COUNTRY
SKIING TRAIL



SKITOURING
TRAIL



3



KM OF
TOBOGGAN RUN

1

RESTAURANT
FOR RENT

**SNOWPARK
AND FUNLINE**

VIP GONDOLA



STRUCTURE AND OFFICIAL FIGURES

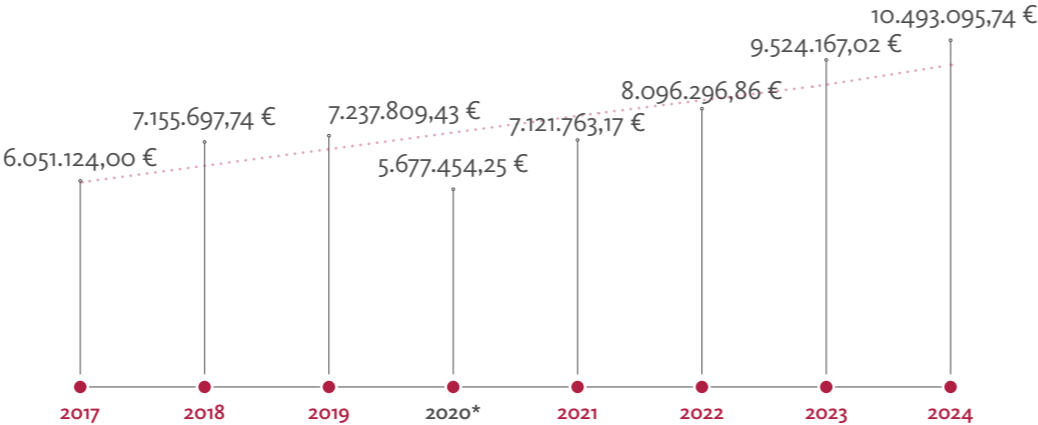
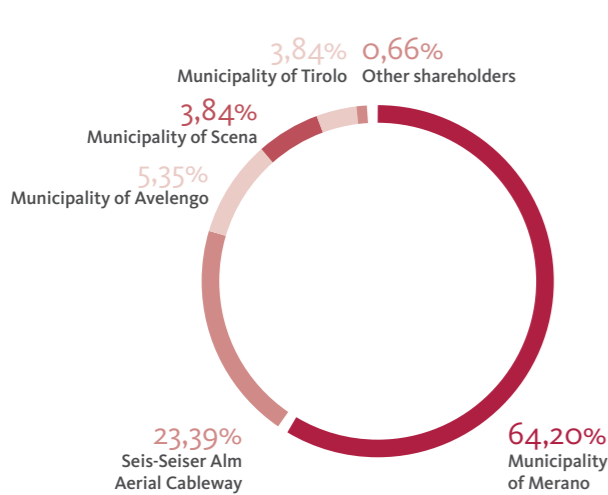
Merano 2000 Funivie Spa was originally founded as Ifinger Seilbahnen AG on 23 August, 1950, with the goal of building and operating a Ropeway connection between Val di Nova near Merano and the plateau beneath Monte Ivigna. According to its articles of association, the company's primary activities include the construction and operation of ski lifts, slopes, and other sports and leisure attractions, as well as the management and rental of hotels and accommodation facilities. In addition, the company is authorised to conduct related business activities and offer services connected to these core functions.

Today, Merano 2000 is jointly owned by both public and private sectors. To simplify things, the company will hereafter be referred to as Merano 2000.

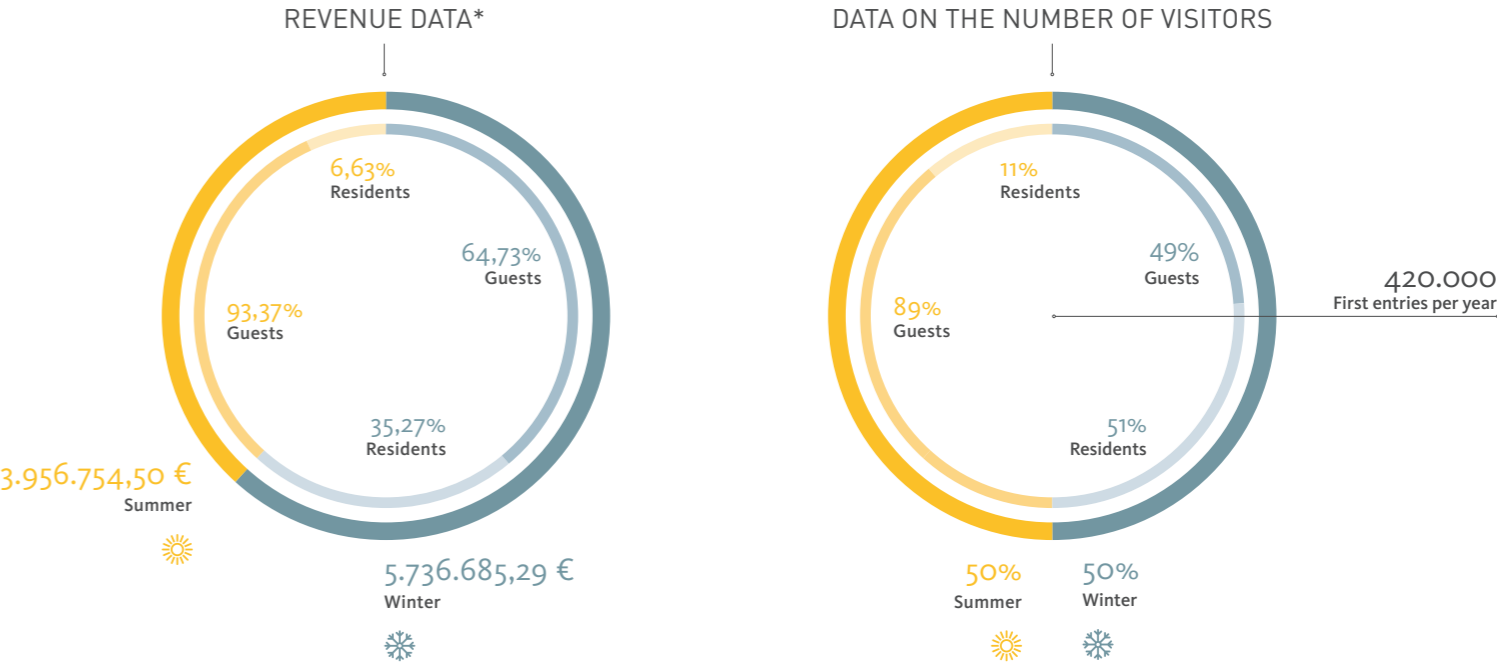
This structure reflects the strong involvement and interest of the local public administration in the development and management of the area.

Merano 2000 Funivie Spa operates all year round. Its operation is divided into a winter and a summer season, and approximately two months of overhaul work between the seasons, during which activity continues behind the scenes and overhaul and preparation work is carried out for the following season.

After a brief drop in sales in 2020 due to the Covid-19 pandemic, sales figures show the company's growing success:



WINTER/SUMMER RATIO AND GUESTS/RESIDENTS RATIO



*The numbers in the comparison refer to the winter season 2023/2024 and the summer season 2024.

THE ORGANISATION CHART

Heading the company is a Board of Directors, which determines the strategic orientation and guides management. General operation is the responsibility of the management, which is supported by various departments, each of which has specific areas of responsibility:

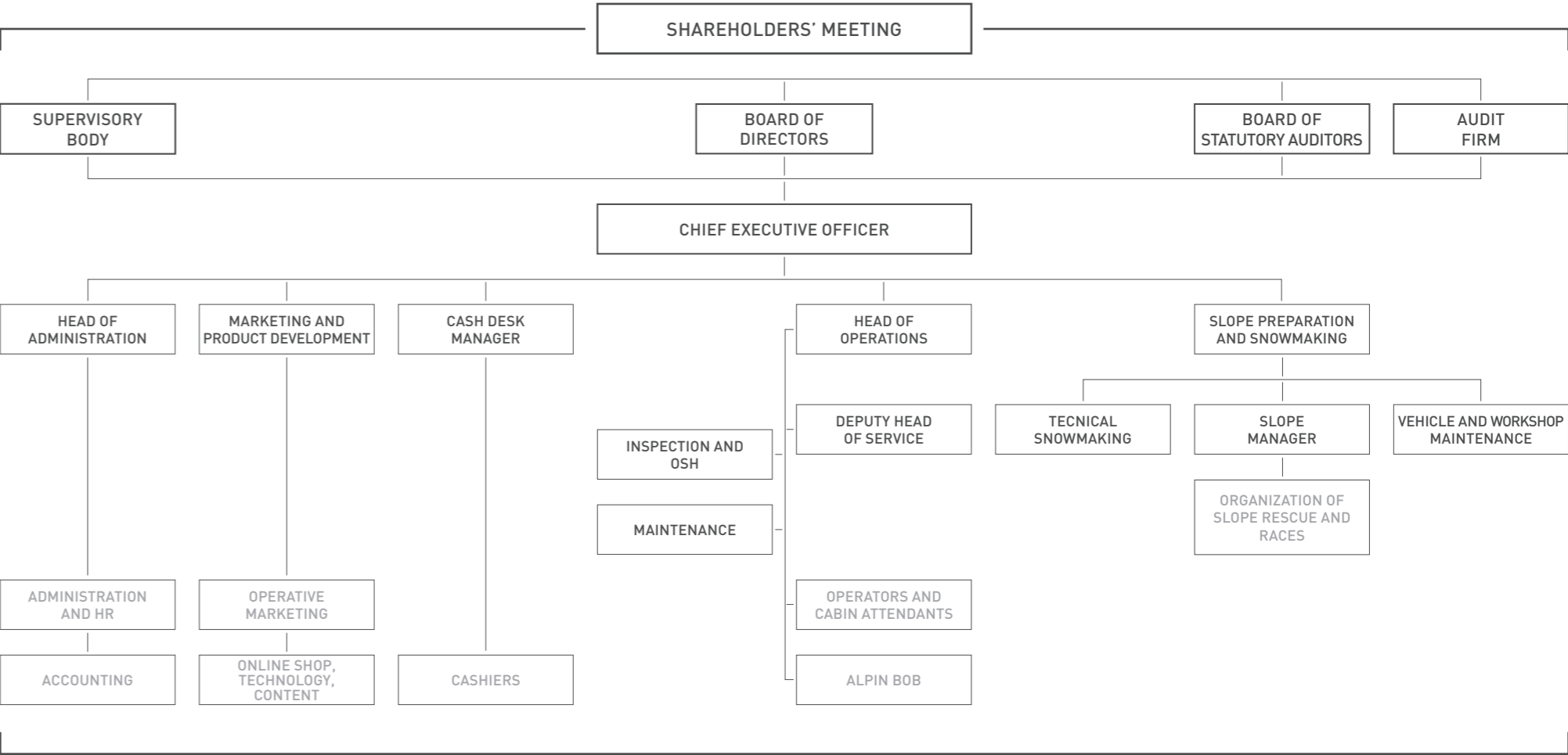
Technical service
Responsible for the maintenance and operation of the Ropeways and ski lifts, to ensure the safe transport of guests.

Slope management and snowmaking
Ensures the perfect preparation and safety of the ski slopes.

Sales and customer service
The cash-desk area takes care of customer reception and is responsible for any problems and services.

Marketing, communication and product development
Is responsible for the overall offer, brand image, promotion of the area and communication with guests and partners.

Thanks to the way it is organised, Merano 2000 Funivie Spa can operate efficiently and provide visitors with a high-quality experience. The close collaboration between the different departments guarantees the perfect functioning of both the technical and guest services.

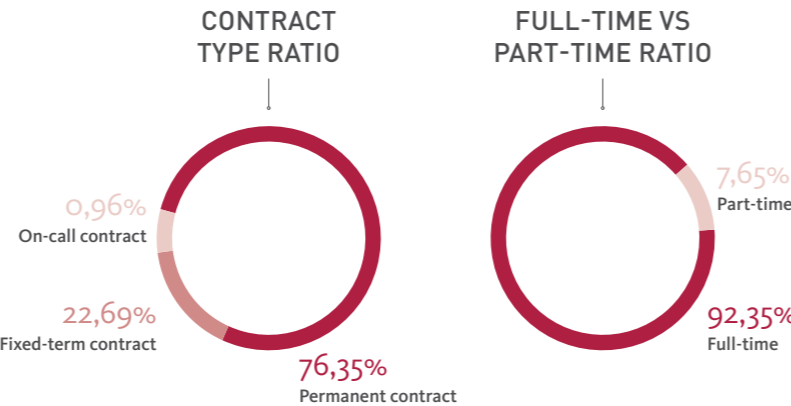
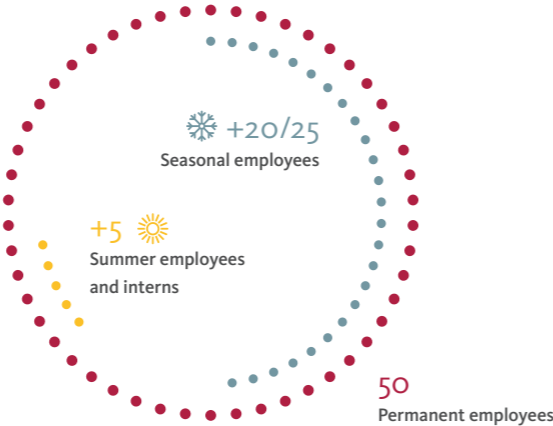


THE WORKFORCE

Due to the varying seasonal staffing requirements, Merano 2000 Funivie Spa employs a fluctuating number of staff. Approximately 50 employees have a permanent contract and work for the company throughout the year. During winter, an additional 20-25 seasonal employees are hired, while in summer, this number is around 5.

The ski lifts and ski and hiking areas have traditionally employed a predominantly male workforce. However, at Merano 2000 Funivie Spa, the proportion of female staff is steadily increasing, including in technical roles at the lifts, with women currently making up 20% of the workforce. Most of the permanent employees are from the region and the rest of Italy, though a small percentage come from other European and non-European countries. Gender equality, along with equal opportunities based on origin and pay for comparable roles, is not only legally mandated but is also actively enforced within the company.

Lift employees are required to pass exams at the Ropeway Office to obtain official certifications for roles such as service manager, deputy service manager, and machine operator. For positions like maintenance personnel, cabin attendants, snow groomer operators, and snowmaking technicians, no specific license is required, and these employees undergo in-house training. Other roles, including mechanics and administrative staff, require relevant job-specific qualifications. Many employees have the opportunity to follow internal training pathways, such as completing apprenticeships, in order to advance their skills and careers. Merano 2000, in particular, is currently training apprentices in the areas of Ropeway and electrical engineering.



The data presented here refers to the year 2024.





CORPORATE VALUES AND LEADERSHIP APPROACH

Merano 2000 Funivie Spa is dedicated not only to operating a modern and successful ski and hiking area but also to fostering a corporate culture rooted in transparency, mutual respect, trust, and a strong ethical framework, underpinned by a performance-driven approach. Emphasising interpersonal values and ethical conduct, the company shapes both internal working relationships and management practices.

The management approach at Merano 2000 Funivie Spa reflects these core values and is built on a modern, participatory corporate culture that actively engages and supports employees. The corporate values of Merano 2000 Funivie Spa lie at the heart of its identity, guiding how the company interacts with employees, customers, and partners. These core values include:

The disciplinary code introduced in 2017 provides clear guidelines for employee conduct, fostering a work environment built on mutual respect, integrity, and professionalism. Managers actively uphold these principles and serve as role models for their teams. Merano 2000 Funivie Spa blends tradition, innovation, and a strong value-driven approach to cultivate a work environment that is both productive and fulfilling for its employees. Emphasising ethical principles, individual responsibility, and personal development, the company spearheads a leadership culture within alpine tourism. This commitment not only enhances employee satisfaction but also elevates the quality of the services provided to guests.

◆ **RESPECT AND APPRECIATION**

The company firmly believes that respect and appreciation form the foundation of a healthy work environment and successful collaboration. This applies both to relationships within the same work area and to cross-hierarchical interactions.

◆ **INDEPENDENCE AND RESPONSIBILITY**

Employees are encouraged to take responsibility and develop independence in their areas of work. This approach fosters a culture of trust, high motivation, and personal growth.

◆ **PROMOTION AND DEVELOPMENT**

Internal career advancement opportunities are a key part of the company's culture. Employees who seek professional growth are encouraged to pursue their goals, and through targeted training programs, the company creates an environment that supports personal development.

◆ **ETHICS AND TRANSPARENCY**

The introduction of a disciplinary code in 2017 not only regulates behaviour within the company but also ensures that clear and fair rules apply to all employees.

◆ **TEAM SPIRIT AND COHESION**

A strong sense of unity is actively promoted. Teams work closely together to achieve the company's objectives, fostering open communication that strengthens collaboration.

IDENTITY AND POSITIONING OF MERANO 2000 FUNIVIE SPA

Merano 2000 Funivie Spa is an important company in the Alpine tourism sector in South Tyrol. It operates the Merano 2000 ski and hiking area, which extends above the city of Merano and attracts numerous visitors in both winter and summer. The focus is on the conditions and balance of the area, the needs of residents and stakeholders in the neighbouring municipalities, and the expectations of the tourist industry. The close collaboration with local stakeholders underlines the goal of creating an authentic and at the same time innovative experience for visitors.

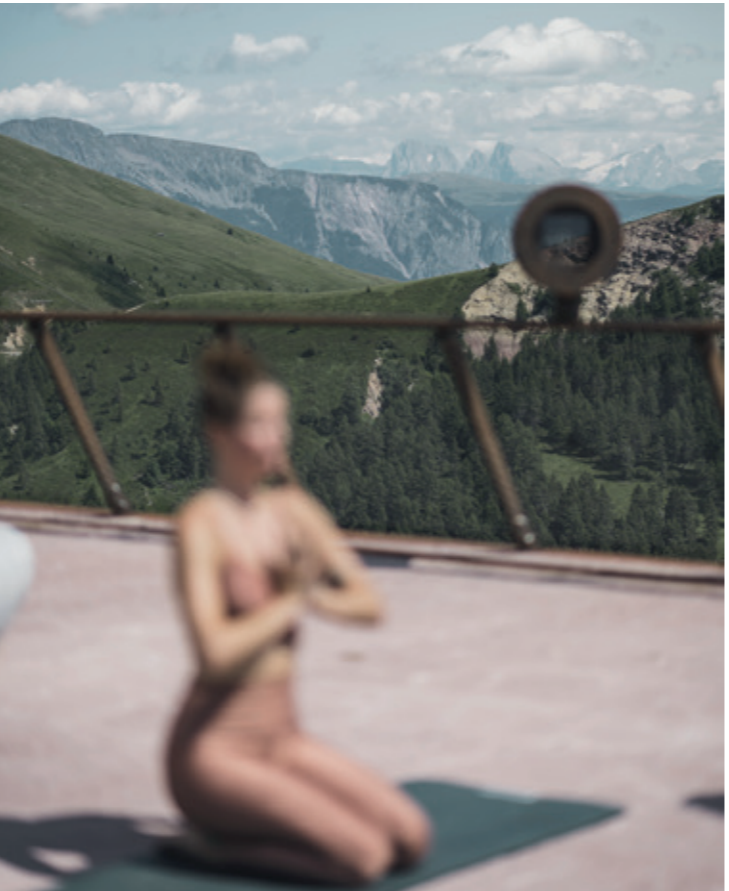
STRATEGIC POSITIONING

The strategic positioning of Merano 2000 Funivie Spa is defined by the claim "OUTDOOR IS MORE – CREATING LASTING MEMORIES OUTSIDE" and aims to provide visitors, especially residents of neighbouring municipalities, with a year-round range of leisure-time activities.

In response to the area's unique conditions and the growing risk of extreme weather events, the company redefined its positioning and product development in 2017. The number of products was deliberately diversified to reduce reliance on specific sectors and income sources, enhancing resilience to climate change.

In winter, the focus is on the skiing area, featuring perfectly groomed slopes, modern lifts, and a wide range of activities beyond skiing. In summer, visitors can enjoy an extensive network of hiking trails, via ferrata routes, and family-friendly attractions like the Alpin Bob. Continuous investment in infrastructure, including lift renovations and expansion of leisure facilities, ensures that Merano 2000

remains an innovative, future-oriented leader in Alpine tourism. The central hub at the mountain station offers a comprehensive view of the area, making it a convenient and ideal recreational area, particularly for families. The proximity to Merano allows guests to experience the comfort of the city alongside the beauty of the Alpine environment, providing a significant competitive edge.



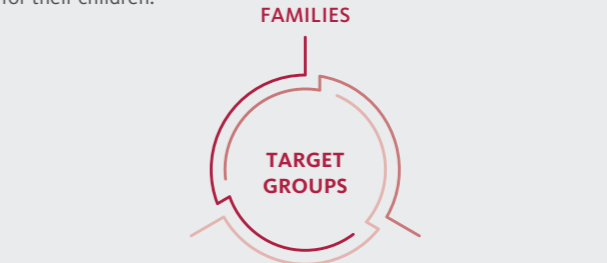
OUTDOOR IS MORE

COMMUNICATION FOCUS AND TARGET AUDIENCES

The communication strategy of Merano 2000 Funivie Spa is designed to address diverse target groups in a focused and tailored manner, taking into account their specific needs. Both traditional and digital communication channels are utilized to reach a broad audience.

Communication places great emphasis on authenticity and transparency. Regular updates on the official website, an active social media presence and cooperation with local media ensure that information is up-to-date and reliable. In addition, feedback and suggestions from visitors are taken seriously and contribute to the further development of the offer. By specifically targeting different groups and strategically positioning itself as a year-round recreational area, Merano 2000 Funivia Spa succeeds in attracting a diverse audience and establishing itself as a leading provider of alpine tourism in South Tyrol.

Special offers and attractions such as the Outdoor Kids Camp and the Alpin Bob are highlighted for families with children. The communication emphasises safety, outdoor activities—particularly in the mountains—fun, and the educational aspects of the experiences, aiming to attract parents looking for suitable recreational activities for their children.



RELAXATION ENTHUSIASTS

People seeking relaxation and nature experiences are attracted by highlighting the beauty of the landscape, the gastronomic offerings, and slow activities. In this context, emotional visual language and stories about nature play a central role.

SPORTS ENTHUSIASTS

Active sports enthusiasts, both in winter and summer, are informed about the condition of the slopes, hiking trails, via ferratas, courses, special offers, and events. Updated reports and real-time updates on the website and social media ensure that this target group is always well-informed.





SUPPLY CHAIN AND BUSINESS RELATIONS

Merano 2000 Funivie Spa is a company that provides (directly or through partners) all the infrastructure and services that enable visitors, and particularly residents of nearby towns, to engage in outdoor sports and recreational activities at Merano 2000.

Through public participation, the main shareholder, the Merano City Council, also defines certain actions and key themes, such as various projects aimed at students and young people, which will be considered later.

The supply chain mainly includes the provision of energy, used for the facilities and artificial snowmaking in winter. Another factor is the emissions resulting from the travel of employees and visitors. Hence, for some years now, the use of public transportation has been recommended, and in the winter of 2024/25, this option will be further enhanced with a ski bus that will connect the Maia Bassa and Maia Alta districts with the valley station. The line is intended as a pilot project and will be expanded if demand increases.

To optimise its services, Merano 2000 relies on reliable and established partners from the region, such as Doppelmayr, TechnoAlpin, and Prinoth. For example, 70 percent of TechnoAlpin's suppliers are based in Italy, closely followed by neighbouring European countries, while the supplier Prinoth sources green aluminium from a certified manufacturer that

uses 100 percent renewable energy for smelting and refining. Another important supplier is Alperia, which ensures the energy supply for our core business – our lift facilities and attractions. Suppliers from other sectors include, for example, those providing spare parts, components, and oils for vehicle and machinery fleets, or for product development and marketing. Among the smaller, outsourced service providers in the area are IT specialists, electricians, hydraulic engineers, or cleaning companies, as well as all service providers to whom temporary project-related services are commissioned. Other service providers and consultants include operational engineers, planning experts, a law firm, payroll offices, business consultants, and waste management.





OUR JOURNEY TOWARDS SUSTAINABILITY.

“The mountain is our most precious resource – and at the same time, our greatest responsibility.”

Paul Jakomet,
Director of Merano 2000 Funivie Spa



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THE PROCESS TOWARD THE STRATEGY

What was initially launched internally between the chairman of the board, the general manager, and the marketing department was soon strategically anchored within the company as a true official sustainability process. All thematic areas and any related measures had to be aligned according to the following perspectives: ecology, economy, social, governance, and customer orientation. These concepts form the framework under which the development of a holistic strategy was initiated, which includes dialogue and collaboration with various partners and stakeholders, including municipalities, tourist associations, alpine clubs, and other local partners.

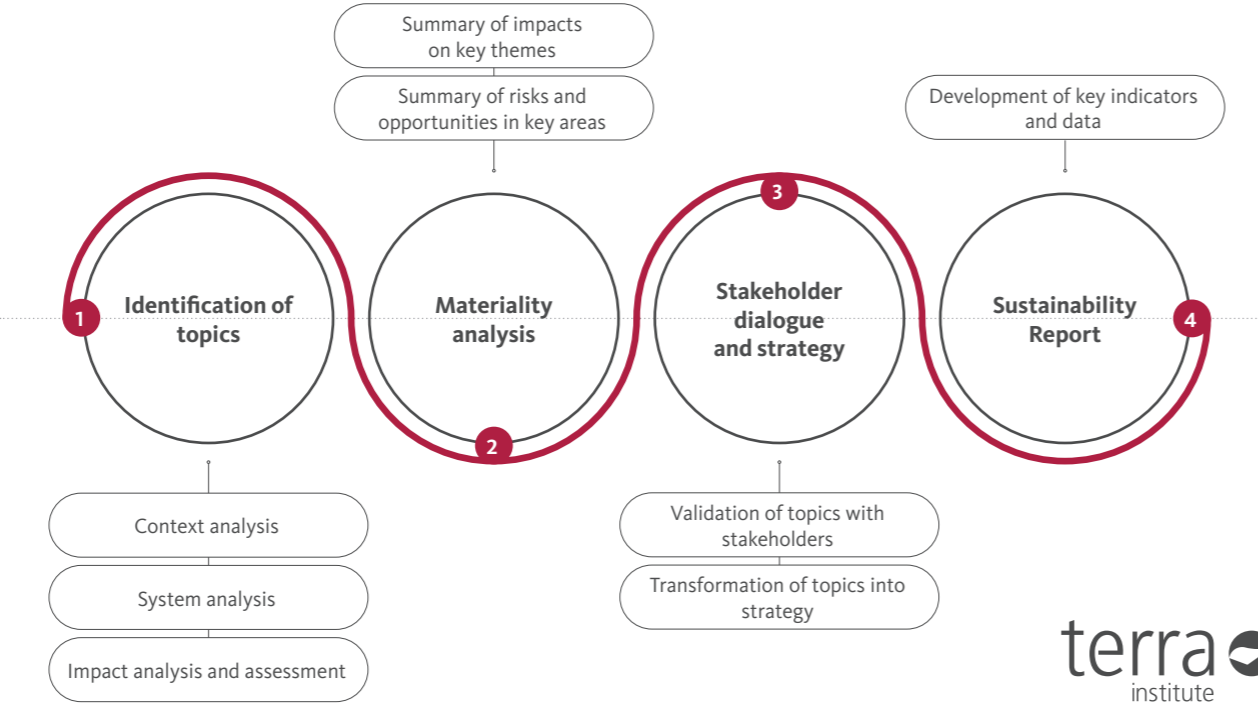
In January 2024, the Terra Institute was commissioned to develop, in collaboration with the company, a strategic document based on the 17 United Nations Sustainable Development Goals (SDGs). Over a process lasting nearly a year, the main areas of intervention for the strategy were identified and prioritized during shared meetings with stakeholders.

The impacts – both positive and negative – of the company's activities on the environment, society, employees, and the economy were analyzed, identified, and ranked by importance. Based on this prioritization, the most relevant areas of intervention were selected, and the different impacts

of the company were evaluated. The insights gained through dialogue with partners were integrated into the definition of the strategy, which was formalized in a final strategic document in the autumn of 2024.

For each relevant theme, a mission was developed, with particular attention to the concepts of resilience and protection.

Alongside the definition of the strategy, data on emissions for the year 2023 was collected and integrated into the Terra Footprint tool powered by Earth Check from the Terra Institute. This tool will allow, over the years, to monitor and compare resource consumption and savings, thus supporting the company's sustainability journey.

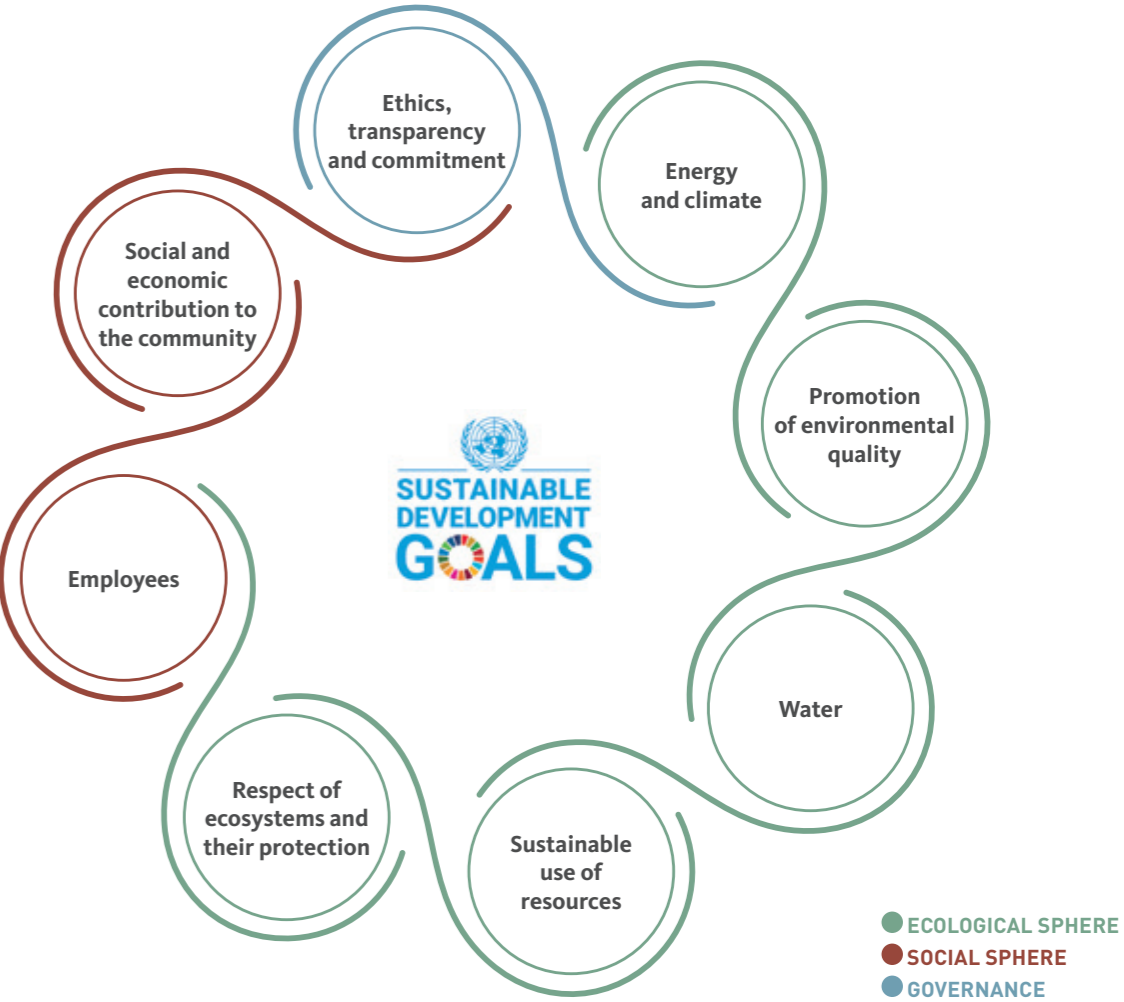


FIELDS OF ACTION

The fields of action of the strategy are the key areas in which measures are taken to promote sustainable development. These serve as guidelines to help achieve ecological, social and economic goals. In the ecological area, the fields of action include initiatives to reduce the environmental footprint, such as minimising waste, reducing greenhouse gas emissions and promoting renewable energy. These measures contribute to preserving natural resources and protecting the environment.

In the social sphere, the focus is on improving the quality of life of employees and the communities that come into contact with Merano 2000. This includes fair working conditions, the promotion of diversity and inclusion, and the support of social projects. These initiatives strengthen the social fabric around Merano 2000 and foster a positive working environment.

In the field of corporate governance, the focus is on implementing transparent and ethical business practices. These include complying with legal requirements, promoting integrity and accountability, and implementing effective risk management systems. We attach particular importance to transparency and constructive communication.



ENERGY AND CLIMATE

The topic addresses the sustainable transition to a low-carbon economy. The focus is on the use of renewable energy sources (such as solar and wind power), sustainable logistics practices and the integration of climate-friendly services. The topic also addresses the contribution to climate change from greenhouse gas emissions and all related environmental impacts of Merano 2000. These sub-topics arise from an in-depth analysis of the impact that Merano 2000, as a company, has on people and the environment, as well as the risks and opportunities that arise for us from environmental changes. These include, for example, our sustainable logistics practices, but also the consequences of changing winter seasons.

POLICIES AND ADMINISTRATION – HOW DO WE TACKLE THE PROBLEM

Due in part to the increasing risk of the effects of weather events, in 2017 Merano 2000 refocused its corporate positioning and product development. Under the slogan "OUTDOOR IS MORE", the range of services was deliberately expanded to reduce dependence on certain sectors and sources of income. This also increased resilience to climate change. In 2023, the decision was taken to formalise the commitment to sustainable issues and to launch the draft sustainability strategy. All future investments and project decisions will be subject to a new filter and should be economically and ethically justifiable and benefit users. On the other hand, they should also make our services more efficient and future-proof. Investments continue to be made in new and efficient technologies or processes, not least because of the numerous environmental and social laws and regulations in the sector.

MISSION

As a provider of leisure-time services, Merano 2000 focuses on energy sustainability, committing to significantly reduce greenhouse gas emissions, promoting the use of renewable energy and adopting energy efficiency measures to ensure a sustainable offer for future generations.



WHAT HAVE WE DONE SO FAR

The lifts are built to last for a period of at least 30 years, taking into account natural hazards (avalanches, rock falls, mudflows, hydraulic risks) and with particular attention to landscape protection. Merano 2000 has already placed great emphasis on energy and the environment, taking various measures. Below is a brief overview of activities.

STATIONARY ENERGY

- Since 2022, the company has been purchasing "green energy" exclusively from the local supplier, Alperia.

MOBILE ENERGY

- In the field of vehicle fleets and slope preparation equipment, efforts are being made to replace fossil fuels with renewable ones without compromising functionality and/or quality;
- When purchasing new vehicles, the electric option is always considered.

ENERGY EFFICIENCY

- Highly efficient snowmaking system for the winter season, making optimal use of cold windows for snow production. Since 2018, the company has upgraded and invested in efficient equipment;
- From 2020: monitoring software for slope preparation equipment to increase the efficiency of preparation work and reduce fuel and working hours;
- Regular replacement of snow cannons: more efficient air compressors, more aerodynamic turbines and lower noise levels.

ANALYSIS AND REDUCTION

- Reducing the speed of ski lifts in off-peak periods;
- Restricting access at peak times to avoid overloading the area (ski lifts, mountain lodges and ecosystems);
- In 2013, Syneco conducted a survey with a final report on the current status and optimisation in the energy sector. Subsequently, the relevant measures were implemented (e.g. pellet plant and speed reduction of ski lifts);
- Snowmaking technology → From 2021, new Wallpach reservoir with pump station and cooling towers to maintain the optimum water temperature for snowmaking;
- Link for digital recording of the pumping plant → TechnoAlpin's ATASSPro app from 2021;
- Weather stations measure winds, temperatures and humidity for better control of the snowmaking windows and to improve responsiveness. The cannons measure all temperatures and humidity, as do the special weather stations.

For 2023, Merano 2000 also calculated the emissions for Scope 1 and 2.

Focusing on sustainability and, above all, on effectively reducing energy consumption and CO₂ emissions will help reduce the impact of climate change. Ultimately, this contributes to a more stable economy, fewer natural disasters and extreme weather events, and fewer supply shortages due to droughts and pandemics. At the same time, measuring current emissions is a prerequisite for understanding the situation of Merano 2000 and where effective action can be taken with reduction measures. Emissions are calculated according to the Greenhouse Gas Protocol, which is divided into three different areas: Scopes 1, 2 and 3.

These describe the extent to which a company is directly or indirectly responsible for the calculated emissions, thus facilitating the allocation and identification of opportunities for action and reduction.

Since the report is prepared according to VSME standards, the calculation of Scope 3 emissions is not mandatory for Merano 2000 for the time being, partly because this often requires extensive research in the upstream and downstream supply chain, for which resources are not always available. Below is a brief explanation of the areas to be calculated for Scopes 1, 2 and 3.



SCOPE 1 EMISSIONS

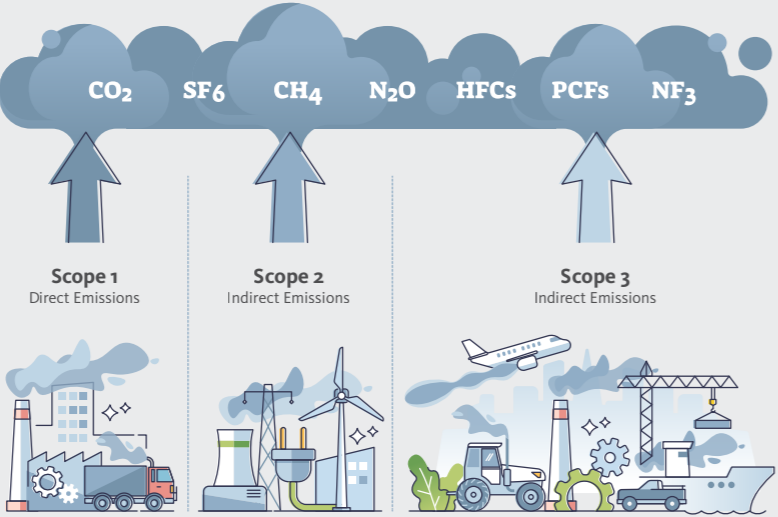
Scope 1 includes so-called direct emissions, caused by the company itself and for which there are practically no intermediate steps between the emissions and the company's activity. This concerns, for example, the combustion of fossil fuels, such as gas or oil, at its own site in order to generate heat or energy. It also applies to emissions arising directly from the vehicle fleet, such as the use of company cars, transport or business trips.

SCOPE 2 EMISSIONS

Scope 2 refers to indirect emissions. These are emissions that do not occur directly at the company's premises, but for which the company is indirectly responsible. This concerns in particular upstream activities, which another company carries out to provide certain services to the company itself. These include, for example, electricity or district heating. By purchasing another company's services and determining their direct emissions, Merano 2000 is indirectly involved in these emissions.

SCOPE 3 EMISSIONS

Scope 3 emissions also refer to indirect greenhouse gas emissions, i.e. those occurring indirectly along the value chain. They can arise from both upstream and downstream activities. Upstream emissions arise from services provided by other companies or occur during the production process. The mobility of employees, e.g. when they travel to work in their own cars, is also part of Scope 3 upstream emissions. Downstream emissions result from the sale of goods and services and the use of these goods or services by customers and guests.



WHAT WERE OUR GREENHOUSE EMISSIONS IN 2023?

In 2023, we had total Scope 1 and 2 emissions of 151,382 kg CO₂e. CO₂e stands for CO₂ equivalent and is used to equate CO₂ emissions with emissions of other greenhouse gases, converting all greenhouse gases other than CO₂ into the greenhouse gas potential of CO₂ itself.



OBJECTIVES

With these objectives Merano 2000 sets achievable targets that serve as a guide for implementation. They are based on and address the impacts, risks and opportunities of Merano 2000. For the "Energy and Climate" field of action, five objectives have been defined.

- 1 Progressive reduction of absolute Scope 1 and Scope 2 greenhouse gas emissions by 2030, starting in the reference year 2023;
- 2 Promotion of renewable energy production for own use and eventual distribution, thereby also reducing the negative financial effects of fluctuations in fuel and energy prices;
- 3 Continuous reduction of fossil fuel consumption in transport and logistics (without reducing functionality/quality);
- 4 Promotion of the use of public and green mobility;
- 5 Improved climate monitoring to reduce the impact of extreme weather events.

RELATED SDGs



INDICATORS – HOW DO WE MEASURE OUR ACHIEVEMENTS

Indicators or parameters have been defined to make the objectives measurable. They help to quantify the extent to which Merano 2000 has come close to its goal, and to make what has been achieved visible and comparable. The indicators required for the "Energy and Climate" field of action are as follows:

- **B3: CO₂ emissions (Scope 1, Scope 2)** – in which we shall also subsequently integrate greenhouse gas intensity;
- **B3: energy consumption and energy mix** – in which we shall also subsequently integrate energy intensity.



MEASURES

To achieve our goals, we have implemented several measures. These are divided into the sub-topics "Awareness-raising and Motivation", "Analysis" and "Renewable and More Sustainable Energy". Attached is a number indicating the objective to which the measures contribute.

AWARENESS-RAISING AND MOTIVATION

- Electric bicycles for employees to move around the area;
- Installation of electric charging stations for bicycles and vehicles for employees and guests;
- New bus line to increase the number of trips to the valley station of the Cable Car and to improve the connection between Maia Bassa (including the Maia Bassa railway station and the campsite at the tennis club) and the Merano 2000 ski and hiking area, improving the logistics of the bus stop in Val di Nova;
- New bus drop-off possibility in Val di Nova for the Avelengo-Merano line (municipality of Avelengo);
- Creation of a depot for winter equipment at the Cable Car downstream station in order to make travelling by public transport more appealing;
- Targeted pricing strategies for tickets or depots in order to increase the use of public transport.

ANALYSIS

- CO₂ footprint measurement (base year 2023);
- Conversion of all facility and room lighting to LED;
- Energy management: introduction of an energy source control system, energy storage and reuse (photovoltaics/ feeding into the general power grid): own medium-voltage grid, energy recovery (feeding energy generated by the Cable Car into the POD grid), energy communities with local partners;
- Meeting energy standards in the construction of new buildings and increasing the efficiency of existing buildings (insulation, windows).

RENEWABLE AND MORE SUSTAINABLE ENERGIES

- Photovoltaic installations in the ski area (ski lifts, buildings and car parks);
- Conversion of the company's vehicle fleet to HVO diesel or electric vehicles, slope preparation equipment, skidoos, quads, vehicles (market-dependent) → Xelom 2024 slope preparation equipment pilot project.



PROMOTION OF ENVIRONMENTAL QUALITY

The topic addresses various forms of environmental pollution, including air and soil pollution, noise pollution, light pollution and increased environmental pressures from non-recycled and/or hazardous waste. Sustainable practices that reduce negative environmental impacts are also considered.

MISSION

Merano 2000 is committed to raising awareness, protecting and promoting environmental quality by reducing pollution and practising sustainable waste management.

POLICIES AND ADMINISTRATION

The suppliers (Doppelmayr, Technoalpin, Prinoth, Alperia, etc.) already apply sustainable practices and intend to continue to evolve in this direction in the future. Continuous exchange and joint cooperation exists between Merano 2000 and its suppliers.

WHAT HAVE WE DONE SO FAR

The care and maintenance of the landscape have been key priorities for our company for over 20 years, alongside efforts to protect against erosion through various initiatives. During the summer season, we collaborate with the alpine pasture interest group to carry out landscape care activities. These include, but are not limited to, the renaturalisation of alpine areas, trail maintenance, and repairing weather-related damage, in partnership with the relevant authorities, such as the forestry service and mountain basin management. Each year, in September, an independent inspection is conducted to evaluate erosion control measures and plan for the following year.

Minimising waste on the land is also a crucial focus for us. We are already taking action in this area and have measured our waste volumes as part of our carbon footprint analysis. In 2023, a total of 326,090 litres of waste were sent to landfills. Moving forward, we aim to track our waste quantities more precisely in order to implement more effective reduction strategies. Below is a summary of our ongoing activities.

PREVENTING WASTE

- In 2022, we abolished disposable cutlery for meal delivery to employees;
- Since 2019, we have been running an awareness campaign on the use and disposal of dog waste bags;
- Since 2019 we have also been organising awareness-raising campaigns such as the "Spazzatour" waste collection campaign;
- Since 2015 we have been planning plastic-free events and minimising waste.

PROACTIVE LANDSCAPE CARE

- During the summer season, landscape maintenance is carried out together with the mountain pasture interest group: for example, replanting bare areas, maintaining paths or repairing damage caused by bad weather, together with the relevant authorities (forestry service and mountain basins);
- The annual inspection in September has been conducted for over 20 years to discuss measures against erosion (due to poor geological soil conditions) for the following year.

OBJECTIVES

With these objectives, Merano 2000 sets achievable targets that serve as guidelines for implementation. They are based on and address the impacts, risks and opportunities of Merano 2000. For the "Promotion of Environmental Quality" field of action, five objectives have been set.

- **Reduction of air pollutant emissions by 2030;**
- **Reduction of noise pollution in critical areas;**
- **Improvement of the waste management system to ensure that a significant portion of waste is disposed of in a safe and environmentally friendly manner;**
- **Collaboration with local suppliers and producers to strengthen local value chains and verify sustainable practices;**
- **Improvement of sewage disposal in the district.**

INDICATORS

Indicators, or parameters, have been defined to make our goals measurable. They help to quantify the extent to which Merano 2000 has come close to its objective, and to make achievements visible and comparable. The indicators required for the "Promotion of Environmental Quality" field of action are as follows:

- **B4: Air, water and soil pollution:** pollutants (with the respective quantities) emitted into the air, water and soil by the company and which the company is required by law to report to the competent authorities.

MEASURES

To achieve these goals, several measures have been defined, divided into the sub-topics "Awareness-raising and motivation", "Waste Reduction" and "Restriction of other negative environmental impacts". Attached is a number indicating the objective to which the measures contribute.

AWARENESS-RAISING AND MOTIVATION

- Awareness-raising projects for visitors;

WASTE REDUCTION

- Presorted waste collection in the area and administrative district;
- Anti-plastic measures (ban on plastic bottles in shops/restaurants and at events/employee meals), drinking fountains in the district and "refill offers" at mountain lodges/farms to refill own bottles).

RESTRICTION OF OTHER NEGATIVE ENVIRONMENTAL IMPACTS

- Transit barrier in Falzeben to limit the number of vehicles in the area (Municipality of Avelengo);
- Measurement of noise emissions from the Val di Nova Gondola lift;
- Reduction of noise pollution in the construction of new ski lifts;
- Local products for catering partners.

RELATED SDGs



WATER

The topic deals with the critical challenges related to the use of water resources and the company's contribution to the depletion of this precious resource. It also addresses the problem of water pollution caused by improper disposal of dirt and waste – both the current situation and possible developments. This also involves managing the risk of increasing water shortage and reducing our negative impacts, e.g. by decreasing our water footprint through recycling.

MISSION

Merano 2000 is committed to sustainable management and the responsible use of water resources, as well as to the protection of water quality.

POLICIES AND ADMINISTRATION

As the effects of climate change worsen, the topic of water and water shortage will be a central issue in South Tyrol in the future. The responsible use of this resource is therefore a prerequisite for business management. The water concession for the Rio Sinigo regulates the water withdrawal for technical snowmaking, which is measured annually and reported to the Office for Sustainable Water Management. In 2020, the concession was increased and allows the withdrawal of an average of 12 l/s and a maximum of 40 l/s. Withdrawal is also regulated in terms of time and can only be carried out between 1 March and 31 May and between 15 October and 28 February. The use of water resources is also regulated.



WHAT HAVE WE DONE SO FAR

Merano 2000 regularly monitors and analyses water consumption to identify and correct inefficiencies. The use of water for snowmaking is done according to circular economy criteria, with the exception of a small summer evaporation. Withdrawal, as mentioned above, is regulated by a water concession.

Merano 2000 has two large reservoirs: the Kesselberg reservoir in the rear part of the district, with a capacity of about 80,000 m3, and the Wallpach reservoir in the front part with a capacity of about 77,000 m3. In the spring, the meltwater is constantly pumped into the reservoirs: through its own pressure, due to its low position, in the Wallpach reservoir, and through a pumping station in the Kesselberg reservoir. During the summer months, only a small loss of water occurs due to evaporation. From mid-October onwards, as soon as the water concession is renewed, a partial withdrawal of water from the Sinigo stream is carried out from the St. Oswald Valley catchment area to the end of the drainage pipe below the Wallpach reservoir. The above values regulate the quantity. The withdrawn water is conveyed into the Wallpach reservoir, where the water circulation enables the ideal temperature for artificial snowmaking to be maintained. The water that overflows from the reservoir flows back into the Sinigo stream. To produce snow, water is piped from the reservoir area to the snow cannons and artificial snow is produced, which then returns to the cycle in liquid form when the snow melts.

In 2023, we used 252,895 litres. This amount implies the use of water that, after a certain period of time, is returned uncontaminated to the natural cycle. The consumption of water, e.g. for toilets in administration buildings and plant stations, is relatively low.

MEASURES TO COMBAT WATER SHORTAGES

- We support water recycling practices in the snowmaking industry;
- We are acting against water shortages by filling reservoirs as soon as the snow melts;
- The cooling towers in our reservoirs have been in operation since 2021;
- We use meltwater collection to compensate for shortages in times of drought, releasing the collected water for agriculture.



OBJECTIVES

With these objectives, Merano 2000 sets achievable targets that serve as orientation for implementation. They are based on and address the impacts, risks and opportunities of Merano 2000. For the field of action concerning "Water", two objectives have been defined.

- 1 Optimisation of total water use by 2030;
- 2 Creation of partnerships for water use. This includes interest groups for agriculture and civil defence with fire brigade.

INDICATORS

The indicators required for the "Water" field of action are the following:

- **B6 Water:** Water consumption and quality after use.

RELATED SDGs



MEASURES

The various measures defined in this context can be split into the sub-topics "Awareness-raising" and "Measuring and reducing consumption".

AWARENESS-RAISING

- Development of employee know-how.

MEASURING AND REDUCING CONSUMPTION

- Monitoring and analysing water consumption to identify and correct inefficiencies;
- Adaptation to winter seasons to efficiently manage snowmaking (end of season, mid-March);
- Installation of water-saving devices (e.g. low-flow taps, rainwater harvesting systems) in all facilities;
- Development and implementation of regular maintenance programmes to avoid water leakage and wastage;
- Extending the multiple use of its infrastructure (catchment basins, snowmaking system).



SUSTAINABLE USE OF RESOURCES

The topic addresses the depletion of natural resources and the promotion of environmentally friendly changes. The focus is on sustainable sourcing practices and the integration of environmentally friendly and circular raw materials, such as recycled materials. These relate to sustainable sourcing practices and the reduction of resource consumption.

MISSION

Merano 2000 is committed to the sustainable supply and use of resources and promotes their re-use (recycling).

POLICIES AND ADMINISTRATION

The topic is related to the Ecosystems and Water fields of action, but also concerns natural resources. As mentioned earlier, Merano 2000 holds a water concession for the Rio Sinigo, which regulates water withdrawal and use. The suppliers (Doppelmayr, Technoalpin, Prinoth, Alperia, etc.) are already applying sustainable practices and intend to continue to evolve in this direction in the future.

INDICATORS

The indicators required for the "Sustainable use of resources" field of action are the following:

- **B7: Resource use, circular economy and waste management.** The company should indicate how it manages resource use and waste, and whether it applies the principles of the circular economy. Data: total annual waste production in (preferably) units of weight or volume, broken down by type (non-hazardous and hazardous); total annual waste for recycling or reuse, expressed in units of weight (e.g. kilograms or tonnes).

RELATED SDGs



WHAT HAVE WE DONE SO FAR

Ski lifts are generally built to last at least 30 years, taking into account natural hazards (avalanches, rock falls, mudslides, water hazards) and with special attention to landscape protection. Our sustainability strategy must be effective in the long term, and for this reason we have also examined scientific studies. We have already focused on energy and the environment and implemented a wide range of measures. Below is a quick overview of our activities.

CLEANING PRODUCTS AND RESOURCE SAVING

- Also relevant here are the measures we have already taken to reduce water consumption and waste;
- We purchase our cleaning cloths exclusively from a supplier that places emphasis on human rights in the supply chain and on environmentally sustainable processes;
- In 2022, all cleaning products used in the facilities were replaced with biodegradable products.

OBJECTIVES

With these objectives Merano 2000 sets achievable targets that serve as orientation for implementation. They are based on and address the impacts, risks and opportunities of Merano 2000. For the "Sustainable Use of Resources" field of action, five objectives have been defined.

- 1 Periodic reviews of resource utilisation to identify areas for improvement;
- 2 Increased use of sustainable or recycled materials;
- 3 Implementation of waste management practices to reduce non-recycled waste;
- 4 Implementation of sustainable sourcing programmes and practices with certified suppliers (sustainable supply chain);
- 5 Training and awareness-raising of employees and customers on sustainable consumption practices.

MEASURES

Various measures have been put in place in order to achieve our goals.

REDUCING CONSUMPTION

- Repair rather than replacement of work clothing (in the area and for service clothing);
- Internal repairs of machinery, infrastructure (piping) and consumables;
- Awareness-raising on the use of reusable tickets (keycards) and online tickets;
- Disposal of items no longer needed, to reduce waste;
- Reduction of packaging materials (e.g. polystyrene/nylon from suppliers).

CONSUMPTION CONVERSION

- Conversion to HVO diesel;
- Sustainable clothing for administration and employees (Patagonia for administration);
- Plastic-free tickets;
- Promotion of a proactive attitude among employees and stakeholders to obtain suggestions for improving the use of resources;
- Green Label and Green Print for prints and tickets.

RESPECT OF ECOSYSTEMS AND THEIR PROTECTION

The topic concerns the conservation of biodiversity and the protection of natural habitats threatened by human activities. It actively promotes the protection of Alpine ecosystems, including renaturalisation measures to counter biodiversity loss and minimise landscape changes associated with infrastructure. These sub-topics result from an in-depth analysis of the impacts we have on people and the environment, as well as the risks and opportunities that arise for us from environmental changes. These include, for example, landscape changes associated with our infrastructure, but also renaturalisation practices.

MISSION

Merano 2000 is not only committed to reducing its negative impacts to the utmost, but also actively supports area protection through user awareness-raising initiatives and activities.

POLICIES AND ADMINISTRATION

This topic emphasises the importance of balancing tourist activities with the preservation of biodiversity. It covers aspects such as the circular economy in relation to water resources used for snowmaking, as well as the management of visitor numbers during peak periods. For instance, the closure of parking area in Naif and Falzeben helps prevent overcrowding in the area (ski lifts, alpine lodges, and surrounding ecosystems).

In addition to managing visitor numbers, conservation efforts also focus on maintaining the existing landscape. For the past 20 years, erosion protection measures have been implemented on the slopes of S. Osvaldo. Annual meetings with relevant offices and authorities, such as the mountain basin office, ensure the continued implementation of initiatives like greening.

Merano 2000 Funivie Spa is also committed to preserving untouched areas, such as the black grouse habitat around the Spieler. As part of their conservation strategy, the company has consciously chosen not to include the summit Spieler and Punta delle Laste in its official communications.

In a broader sense, the maintenance of ecosystems is also ensured by the reduction of pollutant emissions. Merano 2000 encourages travel by bus, especially during the high season. For years, the 1/1A line has connected the Merano railway station, passing through the centre, to the downstream Ropeway station, while the 225 line goes to Avelengo and Falzeben, where the Falzeben Gondola valley station is located.

In winter, several ski buses also operate. In autumn 2024, a new line, ski bus 227, was introduced, connecting the districts of Maia Bassa and Maia Alta with the Naif valley station. Better connections between the city districts and with the railway network should further facilitate travel by public transport.



WHAT HAVE WE DONE SO FAR

CARE OF ECOSYSTEMS

- During the summer season, we cooperate with alpine interest groups in maintaining the landscape, e.g. by helping to replant bare areas, maintain trails and repair damage caused by bad weather;
- For more than 20 years, together with the relevant authorities (forestry service and mountain basins), we have organised an inspection every September to discuss measures to prevent erosion (due to poor geological ground conditions) for the following year;
- We have expanded the public transport network, e.g. with a new bus line from Maia Bassa to Merano 2000.

RELATED SDGs



INDICATORS

The indicators required for the "Respect of ecosystems and their protection" field of action are the following:

- **B5 Biodiversity:** the farmer must report the number and area (in hectares) of land owned, leased or managed in or near areas vulnerable to biodiversity. The farmer may provide land use information such as: (a) total land use; (b) total impervious area; (c) total semi-natural area on site and (d) total semi-natural area off site.



OBJECTIVES

For the "Respect of ecosystems and their protection" field of action, five objectives have been set.

- 1 Assessment of how the impacts of farm activities on biodiversity can be reduced and development of a medium-term plan;
- 2 Limitation of technical ski development in the currently authorised ski area;
- 3 Promotion of the protection of local species through participation in specific initiatives, also in cooperation with others;
- 4 Conservation of regenerated green and natural areas;
- 5 Raising visitors' awareness regarding the importance of biodiversity and the correct behaviour to adopt in the area, through educational programmes and/or awareness-raising initiatives.

MEASURES

With these objectives Merano 2000 sets achievable targets that serve as guidelines for implementation. These are divided into the sub-topics "Protection measures" and "Care interventions". Attached is a number indicating the objective to which the measures contribute.

- PROTECTION MEASURES
- Internal determination of taboo zones: Spieler summit, Val di Nova gorge;
 - Visitor flow management to ensure the protection of quieter areas (active communication/no communication for some places in the area);
 - Awareness-raising projects on local fauna and flora (protected species, e.g. rhododendrons) and their protection (e.g. black grouse and natural pond/ Wallpach reservoir); mountain rules.

- CARE INTERVENTIONS
- Implementation of regular reviews of resource use to identify areas for improvement;
 - Carrying out planting and landscaping campaigns as well as reforestation measures > greening of erosion-prone areas with the mountain basin office, trees at the Val di Nova downstream station, bark beetle in the Val di Nova gorge;
 - Initiating and supporting initiatives (also jointly with other players) to promote the environmental quality of the area (e.g. plastic-free mountain, etc.);
 - Fund for local renaturalisation projects.



EMPLOYEES

The topic concerns the well-being and development of employees. The focus is on their health and safety, their personal and professional development, and the motivation and commitment of everyone in the company. Finally, diversity and inclusion, the importance of a healthy work-life-balance, and a positive, shared corporate culture are also considered. These sub-topics stem from a thorough analysis of the impacts our company has on people and the environment, as well as the risks and opportunities that arise for us from environmental changes. This includes, among other things, potential health risks and their prevention, but also the further development of a corporate structure that enables employees to reach their full potential from different perspectives.

MISSION

As an employer, Merano 2000 is committed to continuous growth in terms of integration, professional and personal development, and the well-being and satisfaction of its employees.

POLICIES AND ADMINISTRATION

For all employment contracts entered into by Merano 2000, the current collective agreement for ski lifts applies, in which legal aspects regarding ski-lift workers' safety are very precisely regulated. The company undertakes not only to strictly adhere to the requirements and to find and implement additional measures to guarantee the safety and satisfaction of its employees, but also to guarantee the equality of all identities and genders in terms of remuneration and in all areas of work in the area. Workers' safety is a key issue that is addressed at regular intervals through the organisation of numerous courses, some of which are mandatory by law. Overall, an average of 6.5 hours of training per year per employee can be expected.



WHAT HAVE WE DONE SO FAR

Merano 2000 actively monitors the development of its employees. They are the heart of Merano 2000 and play a decisive role in the long-term success and sustainability of the company. In the "Employees" field of action, the focus is on creating a working environment that promotes health, safety and satisfaction. One of the main objectives is to ensure fair and inclusive working conditions. This includes promoting diversity and equal opportunities, and ensuring that all employees are treated with respect and fairness and, on their part, maintain respectful behaviour towards the company and their job, as well as towards others.

To promote performance and professional growth, employees can constantly expand their skills and knowledge through targeted training and development measures, which not only support their personal growth, but also enhance the innovative strength of Merano 2000. Another important aspect is the health and well-being of employees. This includes the implementation of health promotion programmes, the provision of safe working conditions and the support of a healthy work-life balance.

TALENT MANAGEMENT

Staff planning is carried out with a long-term focus:

- Promotion of young talent, creation of opportunities for advancement and opportunities for horizontal transfer between professional fields;
- Development of individual talents;
- Development of qualified employees in the respective fields, including new recruits and career changers;
- Staff retention: permanent contracts, attractive benefits also for seasonal employees, continued part-time employment of retired employees;

The company promotes the continuous training of its employees in various areas (internal and external training);

We strengthen professional profiles and the development of people through the publication of "stories" and videos showing the world of work behind the scenes.

BENEFITS

- Depending on the specific activity, efforts are made to provide flexible working hours and smart working;
- Since 2018/19, the daily provision of lunch and beverages for employees on duty is in place;
- Since 2018, Mutual Help supplementary insurance (provided for in the collective agreement) has been operating, with the possibility of extension to family members;
- We strive to strengthen satisfaction and cohesion through joint outings, annual staff lunches or dinners and regular discussions;
- We offer various fringe benefits: birthday gifts, season tickets for employees and family members.

ORGANISATION

- When necessary, we constantly upgrade technological equipment (company mobile phones, new workstations in the district with PCs);
- We provide high-quality work clothes (with sustainability repair options);
- We ensure continuous improvement of internal communication to inform all employees about developments in the district and the organisation (MAB, WhatsApp group).

OBJECTIVES

INDICATORS

Indicators, or parameters, have been defined to make objectives measurable. They help to quantify to what extent we are close to our goal and to making our achievements visible and comparable. The indicators required for the "Employees" field of action are as follows:

- **B 8: Workforce** – General characteristics (total number of persons employed or full-time equivalents, broken down by: type of employment contract – fixed-term or open-ended -, gender and, where applicable, country).
- **B 9: Labour force – health and safety. Data:** Number and rate of reportable occupational accidents and the number of deaths due to occupational accidents and diseases.
- **B 10: Workforce – Wages, collective bargaining and training:** (a) when a significant proportion of the workforce is paid on the basis of wages subject to minimum wage regulations, the ratio of the starting wage to the minimum wage; (b) the percentage difference in wages between female and male employees. The enterprise may omit this information if the number of employees is less than 150; (c) the percentage of employees covered by collective agreements; and (d) the average number of hours of training per year per employee, broken down by gender, related to the development of skills and competencies acquired through formal or informal means of qualification development.

With these objectives in mind, Merano 2000 sets achievable targets that serve as guidelines for implementation. They are based on and address the impacts, risks and opportunities of Merano 2000. For the "Employees" field of action, five objectives have been defined.

- ➊ Further development in the field of occupational safety and support for innovation;
- ➋ Promotion of the performance principle;
- ➌ Promotion of diversity and inclusion in the workplace;
- ➍ Promotion of sustainable employee mobility;
- ➎ Continuous improvement of work-life balance and employee satisfaction;
- ➏ Inclusion in the corporate philosophy and raising awareness of social issues, social responsibility and the company's commitment to sustainability.

RELATED SDGs



MEASURES

To achieve our goals, we have implemented a number of different measures.

TALENT MANAGEMENT

- Expansion of partnerships in the field of employee training → KVV, Ropeway office, TechnoAlpin Academy, Prinoth Academy and Doppelmayr (digital training);
- Internal training: M2000 Academy, company apprenticeship training;
- Broadening inclusion in the world of work and raising awareness of integration (origin, age, disability);
- New recruitment measures to reach new target groups of employees;
- Exchange programme with other companies for personal development and the acquisition of know-how.

BENEFITS

- Electric bicycles for move in the area;
- Support for travel by bicycle, public transport and/or organised car pooling (with partner companies);
- Free charging stations for electric cars in car parking area and in the near area;
- Company accommodation for employees;
- Childcare for young children of employees, support with childcare services in the area during the holiday periods;
- Social assistance programme (Raiffeisen Welfare);
- Expansion of fringe benefits: free sports activities, fitness centre membership, etc.

HEALTH

- Additional protective equipment (over and above legal requirements): sunglasses, sun cream, earplugs for pressure compensation; exoskeleton to reduce injuries during work at height (test 2024);
- Shift system to reduce unilateral body strain (e.g. ear pressure compensation for cabin attendants);
- General health education (e.g. vaccination against ticks);
- Promotion of an open and dialogue-friendly internal culture (coaching);
- Lectures, brochures, information on bullying and rules of conduct among employees and towards customers.

SOCIAL AND ECONOMIC CONTRIBUTION TO THE COMMUNITY

The topic focuses on social and economic impacts on the environment and the community. The focus is on issues such as the health and well-being of local communities, helping to promote economic prosperity and stability in the area. This also implies the promotion of fair and decent working conditions along the entire value chain.

These sub-topics stem from an in-depth analysis of the impacts our business has on people and the environment, as well as the risks and opportunities that arise for us from environmental changes. This includes, among other things, our contribution to local economic stability and our social responsibility in the area.

MISSION

Merano 2000 is committed to being a reliable partner and driver for the sustainable development of the local community, contributing to social and economic prosperity through initiatives that promote integration and economic growth.



POLICIES AND ADMINISTRATION

As a provider of products and services primarily for the local population, for Merano 2000 the consensus of the local community is of great importance. For this reason too, internal guidelines have been defined for the selection of suppliers and partners, in order to strengthen local value chains while safeguarding economic interests, and to better monitor their sustainable focus.

In this context, a central aspect is also the strengthening and retention of local visitors and young people in general. This is, among other things, also a requirement for the main shareholder of the joint-stock company. Various activities and events, such as the "Children's Festival", the "Young Mountain" youth project, the "School on Slopes" project and the "Spazzatour" waste collection campaign, aim to familiarise the younger generation with the opportunities for recreation in the mountains or to win them over from an early age.

Sponsorships are also very important for Merano 2000, serving as role models and supporting young local athletes. Currently, the company sponsors snowboard cross athlete Omar Visintin from Lagundo, skier Elisa Platino from Merano and trail runner Andreas Reiterer from Avelengo. By supporting the two winter sports athletes and the summer sports athlete, Merano 2000 promotes not only top-level sport, but also the identification of the local community with sporting success. The athletes represent the region nationally and internationally and, not least, have had a strong connection to the area from an early age. They also support Merano 2000 in motivating young people to physical activity and the achievement of sporting goals, as well as making the company visible during competitions.

To ensure that the area is open to everyone, it is essential to guarantee and constantly expand accessibility. Most of the lifts in the area are barrier-free: the Ropeway Merano 2000 and the Cableway Naifjoch are easily accessible all year round, both for general monoskiers and for

people with pushchairs. Naturally, these aspects will be taken into account in all future changes and adaptations. As of 2023, it is possible to rent monorolly at the Cableway Naifjoch valley station. These are wheeled vehicles that allow monoskiers to board the Cableway.



WHAT HAVE WE ACHIEVED SO FAR

We are deeply engaged in the area of Merano and actively connect with a wide range of interest groups through information-sharing and campaigns. Additionally, we support local associations through sponsorships. As a company with strong roots in the area and its history, preserving the culture of community involvement is of great importance to us. This commitment extends not only to various sports associations in neighbouring towns but also to partnerships with youth services, the fire brigade, mountain rescue teams, the police, the AVS and CAI alpine clubs, and other local organisations.

LOCAL COMMITMENT – ECONOMIC AND SOCIAL

As of 2019, season passes for summer and winter hiking are available at affordable prices to facilitate the use of recreational activities by the local population. A special pricing policy has been designed to particularly encourage children and young people to use the service. We support the younger generation through school projects; the "Young Mountain" project has been running since 2023 and since 2018 the "School on Slopes" initiative has been operating. Cooperation with sports clubs and sponsoring to promote young athletes and outdoor sports activities are also very important to us.

- Good cooperation exists with the youth services (Merano, Bolzano and environs), the fire brigade, the mountain rescue service, the police (ski slope services, Carabinieri, Guardia di finanza), the alpine clubs AVS and CAI, interest groups, etc;
- In 2023, monorolly were purchased for the Cable Car transport of monoski practitioners.

INDICATORS

Indicators, or parameters, have been defined to make objectives measurable. They help us quantify how close we are to our goal and to making our achievements visible and comparable. The indicators for the "Social and economic contribution to the community" field of action are voluntary indicators, as the topic is not considered mandatory by the VSME standard. We took them from the complete set of ESRS (European Sustainability Reporting Standards):

- **S2: Contribution to positive working conditions in the supply chain (e.g. sustainability criteria in the selection of suppliers, control methods for monitoring working conditions in the supply chain);**
- **S3: Number and type of active partnerships with local organisations, stakeholder satisfaction.**

RELATED SDGs



OBJECTIVES

Our goals establish attainable targets that we can use as guidance in implementation. They are based on and address our impacts, risks and opportunities. We have defined five objectives for the "Social and economic contribution to the community" field of action.

- ➊ **Inclusive offer and greater accessibility in the district;**
- ➋ **Development of synergies in municipal projects in the Merano 2000 area (compatible with its positioning);**
- ➌ **Expansion of partnerships with local organisations and associations and promotion of their activities (compatible with its own positioning);**
- ➍ **Promotion of the wellbeing of the local community and support of local initiatives of a social nature (compatible with its positioning);**
- ➎ **Promotion of sustainable tourism.**

MEASURES

Several measures have been implemented to achieve our goals. Attached is a number indicating the objective to which the measures contribute.

LOCAL, ECONOMIC AND SOCIAL COMMITMENT

- New ski lifts and stations must be built, where possible and reasonable, without architectural barriers; for example, Gondola-lifts allow the transport of wheelchair users and pushchairs;
- Support for public interventions in the area;
- School projects to support the next generation of mountain visitors;
- Co-operation with sports clubs and sponsorships to promote young athletes and outdoor sporting activities;
- Financing of a new bus connection between Merano and the Ropeway downstream station, which will also serve as a complementary connection between the city districts (Maia Bassa/Maia Alta/centre) for the local population;
- Thanks to the improvement of the sustainable offer and corporate image, new interest groups and customers are attracted who, when choosing their holiday destination, pay attention to the sustainable focus of Merano 2000 and the surrounding destinations, and thus strengthen it.

ETHICS, TRANSPARENCY AND COMMITMENT

The topic focuses on the identification and resolution of ethical and environmental challenges throughout the supply chain. The focus is on the transparency of the organisational structure, the fight against corruption and compliance with sustainability standards. Another aspect to be considered is data security. These sub-topics stem from a thorough analysis of the impacts our company has on people and the environment, as well as the risks and opportunities that arise for us from environmental changes. This includes, for example, the continuous monitoring of potential security gaps, as well as the compliance with and promotion of voluntary and non-voluntary sustainability standards.

MISSION

Merano 2000 is committed to maintaining a corporate culture based on ethics, transparency and commitment. Every decision and action of the company must be taken on this basis, and the trust and respect of all those involved must be fully guaranteed.

POLICIES AND ADMINISTRATION

The corporate structure already provides for appropriate control bodies to ensure transparency and prevent corruption. These include the supervisory board, the auditing company, the supervisory body according to law 231, and the supervisory body of the municipality of Merano. In addition, the so-called Madia Law, Law 124/2015, applies. A transparent administration means prevention of corruption.

For us, communication and transparency with stakeholders are crucial. In addition to the shareholders, many other stakeholders are involved in the management of the hiking and skiing area (municipal administration, farmers, interest groups, NGOs and AVS/CAI, tourist associations, alpine lodges, ski schools, rental services, accommodation facilities, local population, guests, etc.), so a constant exchange and balancing of the different, often conflicting interests of the stakeholders is very important.

Unethical behaviour and/or possible violations of human rights will be immediately punished by the company. With regard to employees, the company has instituted whistleblowing practices through which stakeholders can report problems anonymously.

INDICATORS

Indicators, or parameters, have been defined to make our goals measurable. They help us to quantify how close we are to our goal and to making our achievements visible and comparable. The indicators required for the "Ethics, Transparency and Commitment" field of action are as follows:

- **B 12 – Convictions and sanctions for active and passive bribery.**
In the case of convictions and penalties during the reporting period, the company must report the number of convictions and the total amount of penalties paid for violations of laws against active and passive bribery.

WHAT HAVE WE ACHIEVED SO FAR

For Merano 2000, a good corporate culture and the assumption of responsibility have always been very important. One relevant factor is explaining how we work and how we are financed through public contributions. This is information that we make available via our website. We regularly check our compliance with applicable regulations and laws to successfully combat corruption.

TRANSPARENCY AND EXCHANGE

- We publish data and details of company organisation, as well as public contributions, on our website;
- A survey was conducted in the skiing area during the 2019/2020 and 2022/2023 winter seasons to determine the perception of end customers. This provided important information on customer profiles, sensitive topics and the degree of satisfaction with different areas and expectations. Further surveys are planned in the future, including one to determine the level of satisfaction and importance of sustainability aspects. (Mountain Manager survey).

RELATED SDGs



OBJECTIVES

Our goals establish attainable targets that we can use as guidance in implementation. They are based on and address our impacts, risks and opportunities. We have defined five objectives for the "Ethics, Transparency and Commitment" field of action.

- 1 Commitment to ensure transparency in corporate activities;
- 2 A company-specific code of ethics (possibility of revising/adapting the existing code of ethics) and dissemination of information on the code of ethics and the system of anonymous reporting of unethical behaviour;
- 3 Improvement of the internal culture of dialogue (integration and exchange between departments, respectful interaction);
- 4 The sustainability strategy and related measures must be consistent, and greenwashing must be avoided;
- 5 An offer that responds to the growing environmental awareness of consumers and raises the awareness of visitors.

MEASURES

TRANSPARENCY AND COMMUNICATION

- Publication of annual sustainability and ESG performance reports highlighting ethical and transparent practices;
- Regular meetings of department heads and involvement in projects to improve the production and flow of information, increase ownership and commitment;
- Regular (every 2 years) stakeholder and employee involvement in the further development of the strategy, and release of information on the status of development;
- On-site surveys of end customers to determine general satisfaction and the importance of specific sustainability aspects;
- Implementation of measures to strengthen the corporate image, which may have even a small impact on improving the carbon footprint or economic return (e.g. presorted waste collection stations).

RULES AND CONTROLS

- Review and dissemination of the company's code of ethics to all employees and interest groups > supplier code; values and consequences;
- Implementation of an internal audit programme to monitor and ensure compliance with ethical guidelines (control by the supervisory body, Law 231/2014);
- Dissemination of information on the anonymous reporting channel so that employees and stakeholders can report unethical behaviour, while guaranteeing protection and anonymity;
- Bottom-up control: every 1-2 years, anonymous survey among employees about their department heads and management, which is evaluated by the supervisory body (satisfaction, information flows, clear assignment of tasks, appreciation, opportunities for growth, working climate, team spirit, etc.).

AWARENESS RAISING (INTERNAL AND EXTERNAL)

- Annual workshops and seminars on ethics, compliance and anti-corruption for employees;
- Further training for department heads and management on human resources management, crisis management, culture of dialogue and more;
- Awareness-raising campaigns on the following topics: litter in the mountains, dog waste bags, plastic prevention and the "Refill your Bottle" campaign, reforestation and anti-erosion measures, use of reservoirs;
- Taboo zones and measures to protect biodiversity, respect for flora and fauna, safety in the mountains, outdoor physical activity, young people in the mountains (new generations), rules of conduct for hikers/skiers/trail users.



GLOSSARY AND METHODOLOGY.

THE REPORT ACCORDING TO THE VSME STANDARD

The Voluntary SME-Standard (VSME) is a voluntary reporting standard designed to help small and medium-sized enterprises (SMEs) in the EU to more easily document their sustainability activities and goals. This standard was developed to reduce the administrative burden for SMEs, from which business partners and customers increasingly demand information on sustainability. The VSME standard was selected to structure this report and ensure that activities are reported transparently and as objectively as possible. The standard makes it possible to address the current state of sustainability, including relevance, objectives, measures and strategies. The VSME standard enables sustainability goals to be communicated and pursued more effectively.

The VSME standard was also used in the development of the Merano 2000 sustainability strategy. First, the Merano 2000 system was defined and registered. All key partners were taken into consideration and the most important processes and procedures were presented in order to obtain a comprehensive understanding of connections, dependencies and impacts. A central aspect of the standard is the consideration of double materiality. This means that not only are the impacts of a company's activities on the environment and society assessed, but also how, in the reverse direction, these impacts generate risks and opportunities that can influence the company's performance and strategy. In this way, risks and opportunities were identified and addressed. From these two perspectives, a representative picture of the priority topics of Merano 2000 emerged, from which the fields of action were then derived. These then underwent a further review cycle as part of a dialogue with stakeholders to cover the grey areas and gather further insights and feedback. Finally, using the VSME indicators, objectives, measures and missions were defined for each of the fields of action.

INDICATORS ACCORDING TO VSME

| Base module – Indicators | | Page in this report |
|--------------------------|---|---------------------|
| B1 | Basic information | |
| B2 | Practises for transition to a more sustainable economy | |
| B3 | Energy and greenhouse gas emissions | 36. |
| B4 | Air, water and soil pollution | 39. |
| B5 | Biodiversity | 47. |
| B6 | Water | 42. |
| B7 | Use of resources, circular economy and waste management | 44. |
| B8 | Workforce – General characteristics | 52. |
| B9 | Workforce – Health and safety | 52. |
| B10 | Workforce – Wages, collective bargaining and training | 52. |
| S2, S3 | Contribution to positive working conditions in the supply chain, Number and type of active partnerships | 56. |
| B12 | Convictions and fines for corruption/bribery and misconduct | 58. |

GLOSSARY

| | |
|---------------------------------|--|
| CO₂ emissions | CO ₂ emissions, or carbon dioxide emissions, are caused by the release of carbon dioxide into the atmosphere, mainly from human activities such as the use of fossil fuels for energy and transport, industrial processes, agriculture and deforestation. These emissions contribute to global warming and climate change because CO ₂ is a greenhouse gas that traps heat in the earth's atmosphere. |
| Circular economy | The circular economy is an economic model that aims to use resources efficiently and minimise waste by keeping materials and products in the economic cycle as long as possible. This is achieved through reuse, repair, reconditioning and recycling. Unlike the linear economy, which is based on the principle "extract, produce, throw away", the circular economy promotes sustainability and environmental protection. |
| Sustainability | Sustainability means using resources to meet the needs of the present generation without compromising the ability of future generations to meet their own needs. It includes ecological, social and economic aspects to create a balance between the environment, society and the economy. |

| | |
|---------------------------------|---|
| Scope (Scope 1, 2 and 3) | The terms Scopes 1, 2 and 3 refer to the categories of greenhouse gas emissions that companies and organisations measure and report. Scope 1 refers to direct emissions from sources owned or controlled by a company. Scope 2 measures indirect emissions from purchased energy consumption. Scope 3 describes all other indirect emissions that occur along a company's value chain. This classification helps companies to systematically record their emissions and plan measures to reduce them. |
| SDGs | Sustainable Development Goals (SDGs) are 17 global targets adopted by the United Nations in 2015. They aim to promote ecologically, socially and economically sustainable development by 2030. |
| VSME | The Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) was developed by the European Financial Reporting Advisory Group (EFRAG). It is aimed at non-listed small and medium-sized enterprises (SMEs) and provides a voluntary framework for sustainability reporting. |

REFERENCES

EFRAG. (2023). Voluntary reporting standard for SMEs (VSME), Concluded. EFRAG. <https://www.efrag.org/en/projects/voluntary-reporting-standard-for-smes-vsme/concluded>

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