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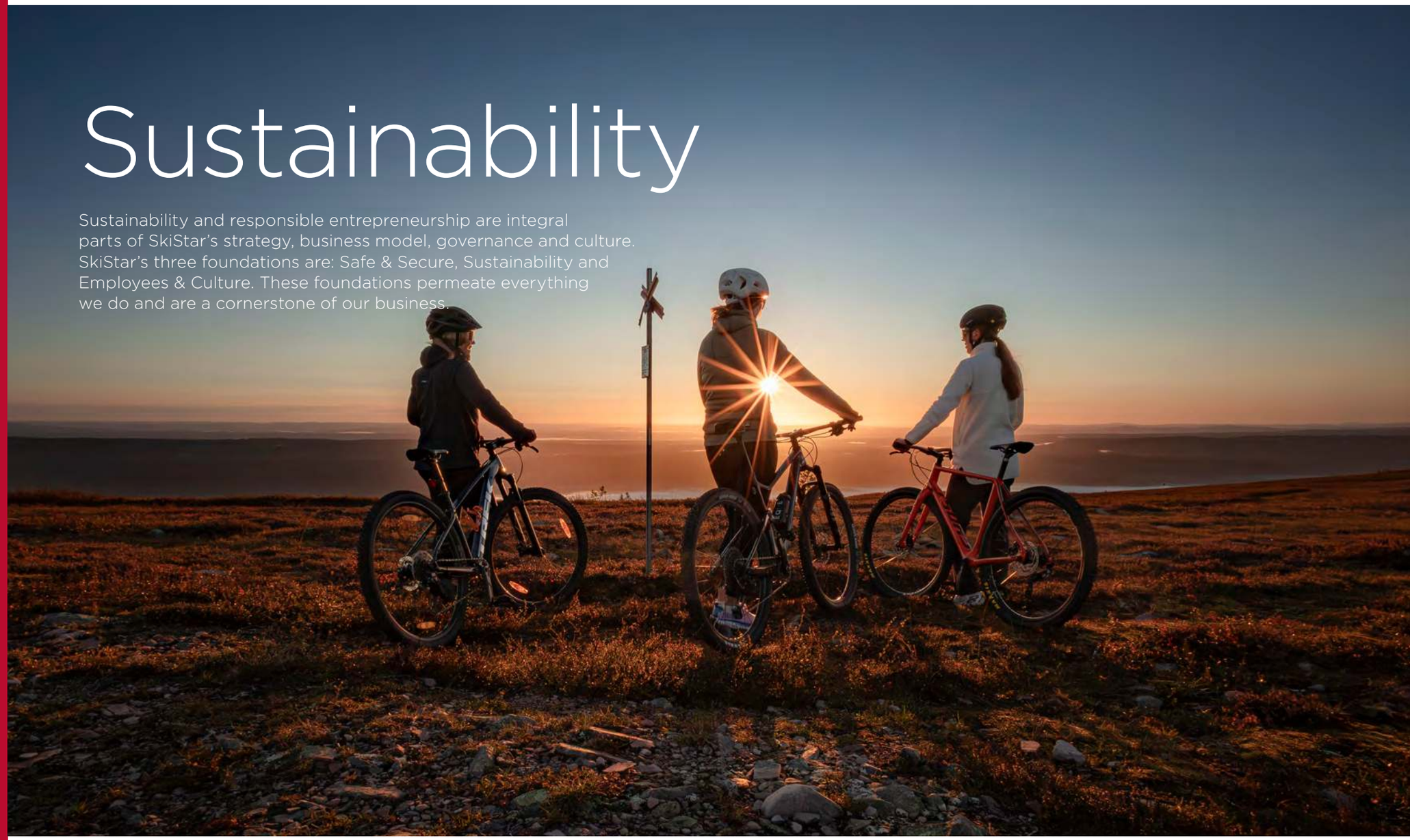
Sustainability

Sustainability and responsible entrepreneurship are integral parts of SkiStar's strategy, business model, governance and culture. SkiStar's three foundations are: Safe & Secure, Sustainability and Employees & Culture. These foundations permeate everything we do and are a cornerstone of our business.



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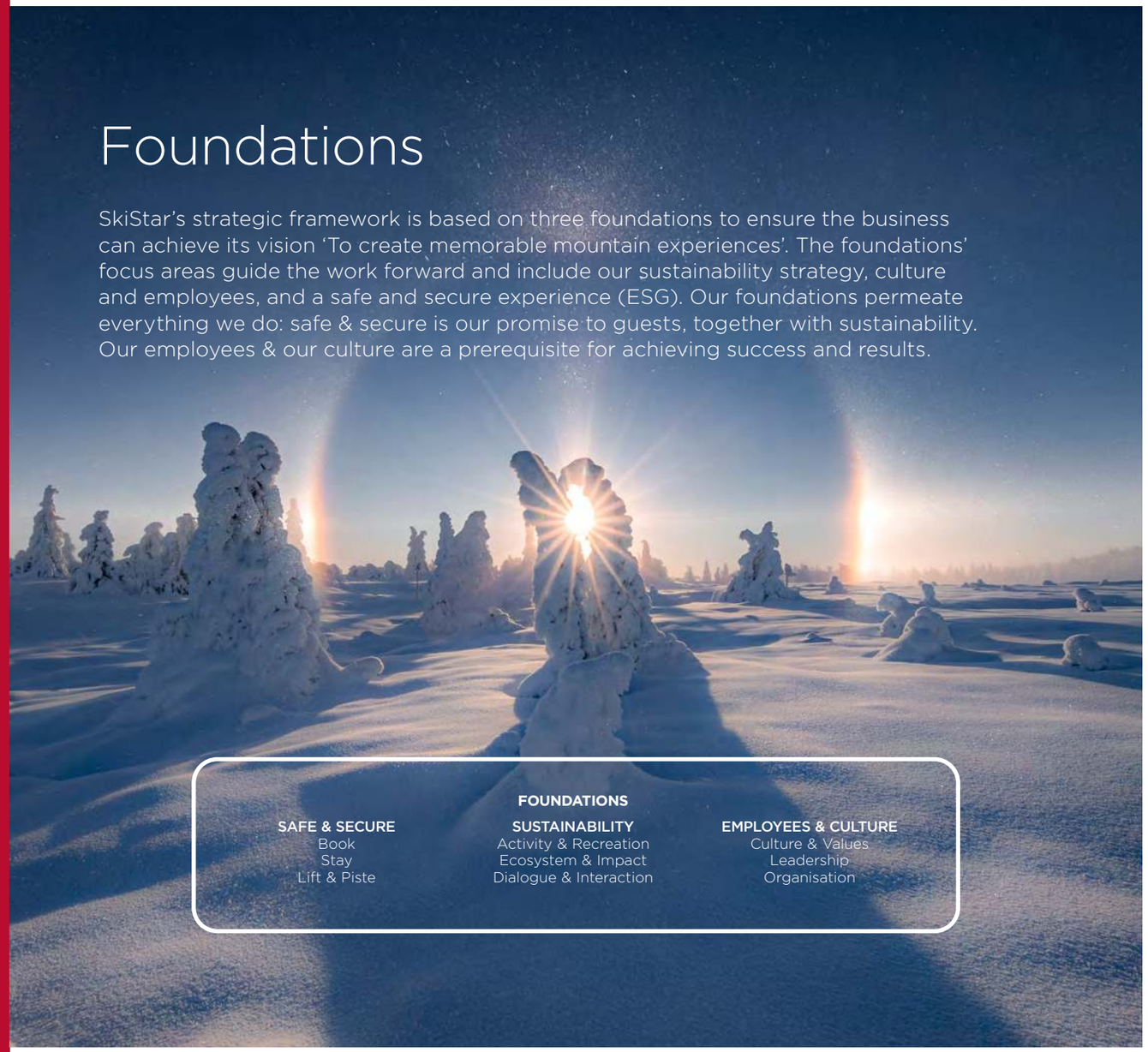
Foundations

SkiStar's strategic framework is based on three foundations to ensure the business can achieve its vision 'To create memorable mountain experiences'. The foundations' focus areas guide the work forward and include our sustainability strategy, culture and employees, and a safe and secure experience (ESG). Our foundations permeate everything we do: safe & secure is our promise to guests, together with sustainability. Our employees & our culture are a prerequisite for achieving success and results.



SAFE & SECURE
Safe & Secure is SkiStar's promise to our guests. We want our guests to feel safe and to guarantee memorable mountain experiences all year round that offer quality, activity, experiences and safety throughout the customer journey. Read more on page 50.

SUSTAINABILITY
Sustainability and responsible entrepreneurship are integral parts of SkiStar's strategy, business model, governance and culture. Through SkiStar's sustainability strategy, we want to get more people moving while our guests get to enjoy our wonderful mountain environment. We want to protect nature and humans in the short and long term, so that more people can enjoy both memorable and sustainable mountain experiences in the future, too. Read more on pages 41–49.

EMPLOYEES & CULTURE
SkiStar's employees are the Company's most important asset, helping drive our development forward. Our foundation enables us to make visible the obvious role that our employees and our culture represent for the business. Shared core values and a strong corporate culture are at the heart of both a positive employee experience and the successful implementation of SkiStar's strategies. Read more on pages 18–19.

SUSTAINABILITY GOVERNANCE
In order to take advantage of opportunities and counteract risks, SkiStar has a clear sustainability governance structure. Responsibility for sustainability-related issues is ultimately held by SkiStar's Board. The CEO and Group Management, who have overall responsibility, report to the Board at least four times a year. The Sustainability Manager is responsible for operational sustainability initiatives. SkiStar also has a special sustainability forum, which is there to support operational sustainability work. The forum meets regularly to discuss the Company's development, and ensure compliance with policies and guidelines and achievement of established goals. Read more about our sustainability governance on pages 67–69.

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SkiStar and sustainable mountain experiences

Fanny Sjödin, Sustainability Manager at SkiStar.

WHAT DOES SUSTAINABILITY MEAN TO SKISTAR?
'From the beginning, SkiStar's foundation has been, and still is, to promote an active lifestyle all year round. Through our sustainability strategy, we want to get more people moving while our guests get to enjoy our wonderful mountain environment. We want to protect nature and humans in the short and long term, so that more people can enjoy both memorable and sustainable mountain experiences in the future, too. Our sustainability strategy is based on Agenda 2030 and the UN's 17 Sustainable Development Goals containing the three perspectives of social, economic and environmental sustainability. The strategy includes issues that have always been important to SkiStar and that we have worked on for a long time, but we are now enhancing it to include long-term goals and clearer ambitions going forward.'

HOW DOES THIS RELATE TO YOUR STRATEGIC FRAMEWORK?
'Sustainability issues affect all three foundations on which SkiStar's strategic framework rests: Safe & Secure, Sustainability and Employees & Culture. These foundations are the cornerstones that should permeate everything we do and that frame much of what we have worked on for a long time: ensuring safe and secure, memorable mountain experiences, and doing so in a sustainable way together with our employees. The sustainability strategy is one of these foundations and consists of three focus areas: promoting an active lifestyle, protecting nature and our mountain environments, and having a close interaction with society and the people who live wherever we operate.'

WHAT HAVE YOU FOCUSED ON THIS YEAR?
'During the financial year, we have continued to work on our sustainability strategy, developed activities associated with our focus areas, integrated the strategy into our daily work and continued to work on clearer goals.

An important milestone has been the approval of our climate targets by Science Based Targets, which means our targets have been scientifically endorsed and are consistent with the Paris Agreement. See also page 43. Climate is an important issue for us, as a change in the climate alters the conditions for our business. At the same time, our operations contribute to a healthy lifestyle and improved public health. We also focused on social sustainability and human rights during the financial year. We have scrutinised our entire value chain using a risk-based approach. See also page 66.'

WHAT IS YOUR AMBITION GOING FORWARD?
'We are continuing to work towards our long-term goals. We will focus on our climate work, guided by our ambitious targets, and we plan to take the next step in terms of biodiversity to create a seamless link between climate and the natural environment. In addition, we are looking to produce renewable electricity and make progress so that our guests can travel fossil free.'

Fanny Sjödin, Sustainability Manager at SkiStar.

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Strategy and sustainability goals

The sustainability strategy consists of three focus areas: promoting an active lifestyle, protecting nature and our mountain environments and having a close interaction with society and the people who live wherever we operate. The strategy and goals are based on SkiStar's mission for 2030: SkiStar will promote an active lifestyle and recreation, while generating financial growth and minimising our climate impact throughout the value chain.

Goal outcome

To follow is a summary of the status and outcome of the goals linked to SkiStar's sustainability strategy. There are comments relating to these outcomes on pages 51–76.

	ACTIVITY & RECREATION	ECOSYSTEM & IMPACT	DIALOGUE & INTERACTION
Targets for 2030	By 2030, SkiStar's ambition is to be the primary choice for guests who prioritise active holidays, and to have 7 million skier days and activity days.	By 2030, SkiStar will reduce its carbon footprint by 50 percent and have a circular approach, while creating financial growth, with 2020/21 as the base year.[1]	SkiStar will contribute to sustainable development along with our stakeholders throughout the value chain.
Performance measures	Seven million skier days and activity days, of which: • 6.4 million skier days • 600,000 activity days • Contribute to increasing the number of new mountain guests.	• Net-zero carbon footprint from our operations (cf. SBT 1). • Top 125 suppliers must have climate targets by 2027/28 (cf. SBT 3). • Halve the carbon footprint from guests' and employees' journeys to our destinations (cf. SBT 5). • Reduce emissions from fuel and energy-related activities, as well as waste, by 25 percent (cf. SBT 4). • Increased proportion of self-produced energy (cf. SBT 2). • Promote biodiversity by including the mitigation hierarchy throughout all projects.	• Increased percentage of overnight stays. • 100 percent of all suppliers approve SkiStar's Code of Conduct. • 0 casualties and serious workplace accidents, and a downward trend for minor workplace accidents[2]. • Aim for 50/50 percent equality in all the Company's professional groups • At least 40 percent female managers in senior executive roles.
Outcome	• 5,682,561 (6,030,660) skier days. • 252,584 (217,785) activity days.	• 56 percent CO_2 reduction in SkiStar's operations compared with base year 2020/21. • 150,466 (127,274) tonnes of CO_2 from SkiStar's entire value chain during the financial year. • SkiStar cut its electricity consumption by 10 percent during the year compared with the previous year. • Four new solar panel installations went into operation in Sälen during the financial year. • During the year we developed our targets in line with Science Based Targets for Nature (SBTN). We plan to begin quantifying and measuring these targets over the coming financial years.	• Overnight stays fell by 10 percent compared with the previous year. • In 2022/23, suppliers who account for 83 percent of SkiStar's total debited amounts approved the Code of Conduct. • 39 (71) serious workplace accidents and 139 (114) less serious workplace accidents. • 46/54 percent even distribution with regard to equality in the Company's professional groups. • 45 (46) percent female managers in senior executive roles.

[1] SkiStar's climate targets were approved by SBTi during the financial year. No changes have been made to the overall 2030 targets presented apart from adjustments to how the targets are presented in the text to bring the performance measures in line with SkiStar's approved SBTs. See page 43 for further details.
[2] The target was defined during the financial year; no changes were implemented.

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Activity & Recreation

Getting people moving has been at the heart of SkiStar's operations since the Company was founded almost 50 years ago. By making an active holiday available to more people, we can help promote a more active and sustainable lifestyle and enhance wellbeing.

MORE ACTIVITY FOR MORE PEOPLE

The core of our business is getting people moving. Research shows that we feel good when moving and spending time in nature – even more so if we are active in nature. This has a positive effect on how we feel, both physically and mentally, by lowering our heart rate and reducing stress. Making it easier for more people to be active on their holiday creates the conditions for a more active lifestyle, even beyond the holiday. This is our way of contributing to better public health and to the UN's Sustainable Development Goal 3 for good health and wellbeing. Alpine skiing forms the basis of our operations and is also an important area for us to continue offering and developing. Our goal is to get more people to take part in our activities, both in summer and winter. SkiStar aims to offer seven million skier days and activity days per year by 2030, including 6.4 million skier days and 600,000 activity days. During the year, we have worked towards this goal by focusing on creating new activities at our destinations all year round.

Schools that teach people for life

We want to help everyone discover the joy of an active life. Through our ski schools, we want more people to be given the opportunity to have fun on the ski slopes and stable, basic training that makes everyone feel safe and secure. In 2022/23, 103,400 (95,000) children and adults took part in our ski schools, which is an eight-percent increase on the previous year. During the summer season, we offer both cycling and summer skiing lessons to enable more people to discover the mountains in the summer. Cycling and summer skiing are available as group lessons and with private guides for beginners and for those who have cycled or skied before, at varying levels of difficulty.

Valle's Winter Weeks

An active life often starts at an early stage. Lowering the threshold for activities for children and young people helps encourage an active lifestyle that continues into adulthood. At Valle's Ski School, children learn how to be safe and confident skiers, with the support of our highly qualified ski instructors and Valle the Snowman. To enable more children to discover the mountains, skiing, the ski school and ski rentals are free for children aged six and under during Valle's Winter Weeks. More than 39,100 (41,000) children attended Valle's Ski School during the 2022/23 winter season.

World Snow Day

Promoting physical activity among children is an increasingly important societal issue. Only two out of ten children currently manage the amount of physical activity recommended according to Generation Pep's annual report. In order to encourage more activity, SkiStar and the Swedish Ski Association renewed their World Snow Day schools initiative. Through World Snow Day, the Swedish Ski Association works with municipalities and resorts to offer pupils the chance to try out skiing and snowboarding during school hours. The winter season got off to a great start with skiing at SkiStar's SummerSki slope at Stockholm Hammarbybacken, and continued during the winter season. In week 7–8, almost 750 children aged 10–11 tried out alpine skiing at Stockholm Hammarbybacken. It was a free activity to give more children the opportunity to have a go at winter sports.

AN ACTIVE SUMMER

We want to encourage more people to be active and experience the mountains during the summer months as well. So SkiStar has launched the concept of 'Active Recreation' as part of our year-round operations. We began during the 2020/21 financial year by expanding our destinations at Åre, Sälen and Trysil to offer a wide variety of summer activities adapted to different levels of difficulty during summer and autumn. The destinations offer multiple activities in the mountains to make them more accessible all year round, such as climbing parks, trail biking and hiking

3 GOOD HEALTH AND WELL-BEING

2030

Target	• SkiStar will be the primary choice for guests who prioritise an active holiday
Performance measures	• Seven million skier days and activity days, of which: • 6.4 million skier days • 600,000 activity days • Help attract more new guests
Outcome 2022/23	• 5,682,561 (6,030,660) skier days • 252,584 (217,785) activity days

VALLE INSPIRES MORE CHILDREN TO BE ADVENTUROUS
SkiStar's snowman Valle is the children's best friend in the mountains, and can be found at all SkiStar's destinations. To get more children discovering even more joy of movement and adventures outdoors, along with their parents or friends, SkiStar launched a new version of the Valle app during the year. The aim of the app is to harness the digiphysical approach with children at a time when an increasing number are adopting a sedentary lifestyle, i.e. to inspire children to spend time outdoors, get active and discover nature and the environment they are in. The mobile phone Valle app is a tool to encourage this.

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trails. There is also the chance to play padel and crazy golf and to enjoy a spa and relaxation centre. During the financial year, all destinations were further developed to include, for example, SkiStar SummerSki in Sälen, Mountain Coaster and Mountain Tube in Trysil.

In 2022/23 we also introduced the concept of 'Active Recreation' at SkiStar Vemdalen with the launch of a new climbing park and new cycle trails.

In the summer, all destinations contributed 252,584 (217,785) activity days, which corresponds to an increase of 16 percent in the number of activity days. SkiStar aims to achieve 600,000 activity days by the year 2030, and during the financial year we achieved 42 percent, compared with 2020/21 as the base year.

AN ACTIVE PRESENCE

SkiStar's goal is to get more people moving and active. By opening up our destinations to local communities, we aim to get more people moving. At all SkiStar destinations, children and young people aged 15 and under who live in the municipality are offered a free SkiPass in winter and a free Bike and TrailPass in summer. In the 2022/23 financial year, 2,443 (2,935) children and young people took advantage of this opportunity, which equates to a value of SEK 13.9 million (12.5). In addition to the free Ski/Bike and TrailPass for children and young people, SkiStar also arranges free annual taster days for all local residents, winter and summer, at all our destinations. These days include free SkiPass, Bike and TrailPass, discounts on ski and bike rentals and much more.

PROMOTING AN INCLUSIVE MOUNTAIN EXPERIENCE

At SkiStar we want to get everyone moving, and we aim to ensure our destinations are accessible for everyone. So, we are constantly looking to create guest experiences where everyone feels welcome, and where there is a range of activities adapted to individual needs. 2022/23 saw the launch of the project 'SkiStar for All', aiming to open up opportunities for more people to experience the mountains. The project encompassed surveys and in-depth interviews with families with differently abled children. Some areas that were identified for improvement included information and communication prior to the trip to the mountains, preparations just before arrival and facilities on site. Alongside this project, a number of workshops were held with SkiStar's employees to come up with suggestions and ideas. This work resulted in a report and activity plan for the next three years. Examples of activities include clearer boarding and opportunities for priority boarding.

SUCCESS CONTINUES FOR TJEJMILEN SÄLEN BY EQPE

In the 2021/22 financial year, SkiStar and Marathongruppen entered into a three-year collaboration, bringing the Tjejmilen race to Sälen. This was the first time that Marathongruppen had organised a race in the mountains, and it was a success. This year, 1,819 women and girls took part in Tjejmilen, which is an increase of 75 percent compared to the previous year. The participants ran five or ten kilometres in Sälen's stunning mountains.

In support of efforts to create sustainable events in the mountains, Tjejmilen Sälen donated SEK 20,000 to Destination Sälenfjällen. All the money will be used to refurbish and develop the trails on the mountain, which will both protect the mountain environment and improve accessibility.

To coincide with Lilla Tjejmilen Stockholm, Valles Minsta Tjejmilen was organised, a run for the very youngest children aged 0–4 years including a 200-metre course. All children were welcome to take part in Valles Lopp, which attracted over 500 children.

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Ecosystem & Impact

At SkiStar, we want to take care of nature, just as nature takes care of us. Through ambitious climate targets and the establishment of more circular systems, we are working to reduce our impact and enable our guests to make climate-smart choices.

CLIMATE

Global warming is occurring at a rapid pace, and the world is heading for a rise in temperature above the two degrees that the Paris Agreement and the United Nations' Intergovernmental Panel on Climate Change (IPCC) consider to be safely within planetary boundaries. For SkiStar, a change in the climate will have a direct and significant impact on our operations. Cold white winters are a prerequisite for our winter operations, and more unstable weather changes our ability to plan and run those operations. It is therefore self-evident that we should reduce our own carbon footprint to ensure that our mountain and natural environments can be enjoyed by future generations. It also means that we need to adapt to the fact that the climate and society will change and start contributing innovative and circular solutions.

CONTINUING WORK ON CLIMATE TARGETS

To ensure that our efforts to reduce our climate impact are sufficient and in line with what is needed to achieve the Paris Agreement's goal of limiting global warming, we have developed our Science Based Targets, i.e. our scientifically endorsed climate targets. SkiStar's climate targets were approved by SBTi during the 2022/23 financial year.

SKISTAR'S SCIENCE BASED TARGETS

Scope 1 + 2

- SBT 1: SkiStar undertakes to reduce its Scope 1 and 2 greenhouse gas emissions in absolute figures by 57.2 percent by the 2030/31 financial year, with 2020/21 as the base year.
- SBT 2: SkiStar undertakes to continue buying 100 percent renewable electricity up to 2030.

Scope 3

- SBT 3: SkiStar commits to ensuring that 66.1 percent (125 suppliers) of its suppliers of purchased goods, services and capital goods have climate targets in place by 2027/28.
- SBT 4: SkiStar undertakes to reduce its emissions from fuel and energy-related activities, as well as waste generated by operations, by 25 percent in absolute figures, with 2020/21 as the base year.

Voluntary target for guests' travel

- SBT 5: SkiStar undertakes as a minimum to reduce its Scope 3 greenhouse gas emissions (downstream transportation and distribution) in absolute figures by 50 percent, with 2020/21 as the base year.

2030

Target	• SkiStar will reduce its carbon footprint by at least 50 percent compared with 2020/21 and have a circular approach, while creating financial growth.
Performance measures[1]	• Net-zero carbon footprint from our operations (cf. SBT 1). • Top 125 suppliers must have climate targets by 2027/28 (cf. SBT 3). • Halve the carbon footprint from guests' and employees' journeys to our destinations (cf. SBT 5). • Reduce emissions from fuel and energy-related activities, as well as waste, by 25 percent (cf. SBT 4). • Increased proportion of self-produced energy (cf. SBT 2). • Promote biodiversity by including the mitigation hierarchy throughout all projects.
Outcome 2022/23	• 56 percent CO_2 reduction in SkiStar's operations compared with base year 2020/21. • 150,466 tonnes of CO_2 from SkiStar's entire value chain during the financial year. • We reduced our electricity consumption during the year by 10 percent compared with the previous year. • Four new solar panel installations went into operation in Sälen during the financial year. • During the year we developed our targets in line with Science Based Targets for Nature (SBTN).

SCIENCE BASED TARGETS

[1] SkiStar's climate targets were approved by SBTi during the financial year. No changes have been made to the overall 2030 targets presented apart from adjustments to how the targets are presented in the text to bring the performance measures in line with SkiStar's approved SBTs.

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SkiStar's carbon footprint

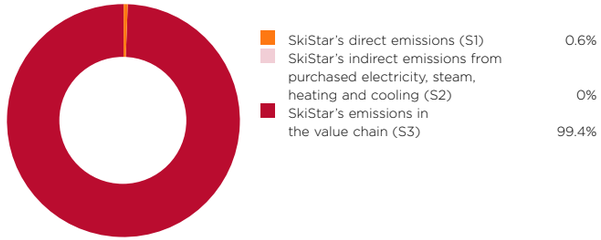
We continued to calculate our total carbon footprint during the year and reported in line with the Greenhouse Gas (GHG) Protocol. For the second year, SkiStar has presented its total carbon footprint with all significant areas included, in accordance with the GHG Protocol. SkiStar's total greenhouse gas emissions in the value chain amounted to approximately 150,466 tonnes for the financial year. 52.1 (51.1) percent of our footprint occurred downstream, primarily from when guests travelled to SkiStar's destinations, while 23.6 (34.5) percent occurred upstream in the supply chain. Scope 1 and 2 emissions constituted less than 0.6 (<1) percent of total emissions. SkiStar is taking action to cut emissions at every stage of the value chain. There is significant potential in supporting our guests to travel more sustainability and reducing emissions in the supply chain via partnerships with our suppliers.

Reduction in direct emissions

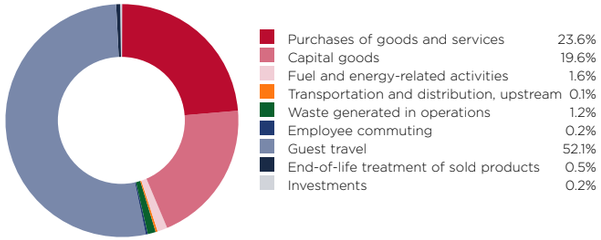
Over the past seven years, we have put a great deal of effort into reducing our own impact. Through new technology to reduce our fuel consumption, energy efficiency improvements and increased resource efficiency, emissions from our own operations have decreased by 86 (84) percent compared with the base year 2015, when our strategic sustainability work started. The reason for this is that most of the ski systems and equipment at our destinations are run on renewable energy and fossil-free fuel. To further reduce emissions from our snow groomers, they all now have snow-depth gauges with GPS devices to optimise and streamline how they drive and make snow. Fossil-free fuel accounts for 91 (88) percent of our total fuel consumption, which is an increase of 3 (25) percent compared with 2021/22. During the financial year, SkiStar's carbon dioxide emissions from operations (S1 and S2) amounted to 901 tonnes (1,002), which is a reduction of 10 percent compared with 2021/22. See Note E2 on page 52–55.

To further reduce the Company's carbon dioxide emissions, work has begun on electrifying our vehicle fleet. A clearer strategy has been adopted to take the next step towards an electrified vehicle fleet, but we are already seeing that larger vehicles will run on other non-fossil alternatives.

TOTAL CARBON FOOTPRINT



BREAKDOWN OF EMISSIONS IN SKISTAR'S VALUE CHAIN



COLLABORATIONS THAT ACCELERATE THE TRANSITION

An important aspect of SkiStar's sustainability journey is contributing to the transition and electrification of our vehicle fleet to cut emissions. In connection with the construction of the new summer initiative at Valleberget in Lindvallen, Sälen, SkiStar teamed up with the Volvo Group and used their electric vehicles.

'We are highly ambitious here at SkiStar when it comes to our sustainability work, and we have already reduced our carbon footprint by 84 percent over the past six years. Our collaboration with Volvo has enabled us to cut CO_2 emissions by 1.7 tonnes and energy costs by 75 percent over a 3.5-week measuring period. This is a great example of how we can work with our partners to reduce emissions, so that our guests also get to enjoy more sustainable mountain experiences both now and in the future,' says Fanny, Sustainability Manager at SkiStar.

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Reduction in indirect emissions

SkiStarshop

To achieve our ambitious climate targets, SkiStar has taken various measures during the year, focusing on areas that generate significant emissions, such as SkiStarshop and our own clothing brand EQPE.

The EQPE brand was launched in 2019 for the Alpine World Championships in Åre and over the past few years has grown to become one of SkiStar's largest brands, both in our own stores and online. SkiStar's business concept with its own brand, EQPE, is to provide the conscious customer with high-quality, functional and affordable products, with a good fit and a design that stands the test of time. The collections are developed to remain in fashion for at least a three-year cycle so they do not need to be sold as clearance items, and to keep production more sustainable. Our suppliers are carefully selected according to exacting requirements in terms of the environment and social responsibility, risk analysis and EQPE's quality and chemical requirements.

Our climate target for the EQPE brand is to reduce EQPE's carbon footprint by 50 percent per product by 2030 compared with the base year 2020. As part of efforts to achieve this target, during the financial year we calculated the entire carbon footprint from our six top-selling products. These products account for over 50 percent of the purchased volume in the 2022 calendar year. We can see from this analysis that the majority of emissions, roughly 77 percent, are attributable to the production of the materials, from raw material to completed material. After that comes the energy consumed to manufacture the products, at around 12 percent.

All our textile products are free from PFCs, phthalates and PVC, and we actively avoid anti-bacterial agents such as silver. All down products are made using down that is sustainably produced and certified, and we never use fur in our products. The wool we buy must be mulesing-free. We will focus on identifying materials that have less of an environmental impact, and we will work alongside our suppliers in making the transition to renewable energy sources in the manufacture of both materials and products, to reduce emissions.

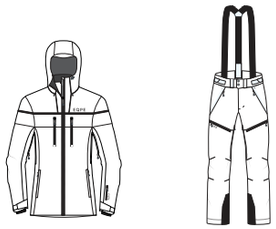
Towards increased reuse

There are several aspects to a mountain trip that consist of reusable resources. For SkiStar, optimisation and reuse of resources is an integral part of our business model. We have a long history of mediating accommodation, whereby we offer accommodation owners the chance to rent via SkiStar, thus increasing the use of available beds at our destinations and reducing the need for new construction. Renting ski and bicycle equipment through SkiStarshop is a natural part of many people's trips to the mountains, and during the financial year we launched SkiStar Pre-Used, selling second-hand skis and bikes. During the year, second-hand sales generated SEK 3 million, and the concept will be expanded for next season.

We believe in sharing as an alternative to ownership. As well as reducing overconsumption, renting is a way of testing whether a product is right for our customers before they buy a new one. In this way, together we can reduce the quantity of products that are not used, which is also a big win for the environment and use of Earth's resources. Renting rather than buying a ski package produces an emissions saving of 11.5 kg. SkiStar rented out 350,000 (360,000) ski packages during the year, representing a total of 4,000 (4,140) tonnes in reduced emissions. During the year we also tested a new concept of hiring out skiwear; we are keen to offer our guests a complete package that includes clothing as well.

HABLLEK men

GIDA women



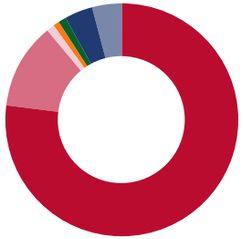
QANUK children

Emissions/product

jacket 38.5 kg CO_2e	trousers 30.2 kg CO_2e	jacket 33.2 kg CO_2e	trousers 25.9 kg CO_2e	jacket 24.5 kg CO_2e	trousers 19.3 kg CO_2e

CO_2e emissions per product are affected by the product's complexity and the number of materials. The more materials and parts that make up the product, the greater the impact.

CO_2e FROM EQPE COLLECTION AW22



Materials	77.0%
Production	12.0%
Packaging	1.0%
Logistics	1.0%
Retailers	1.0%
Product care	4.0%
End-of-life treatment of used products	4.0%

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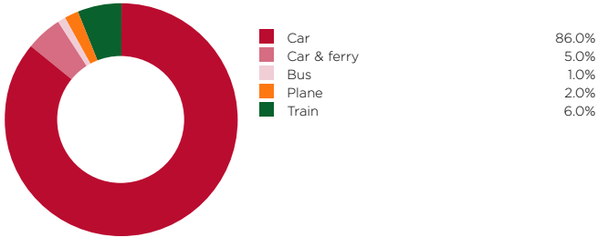
The guest's journey

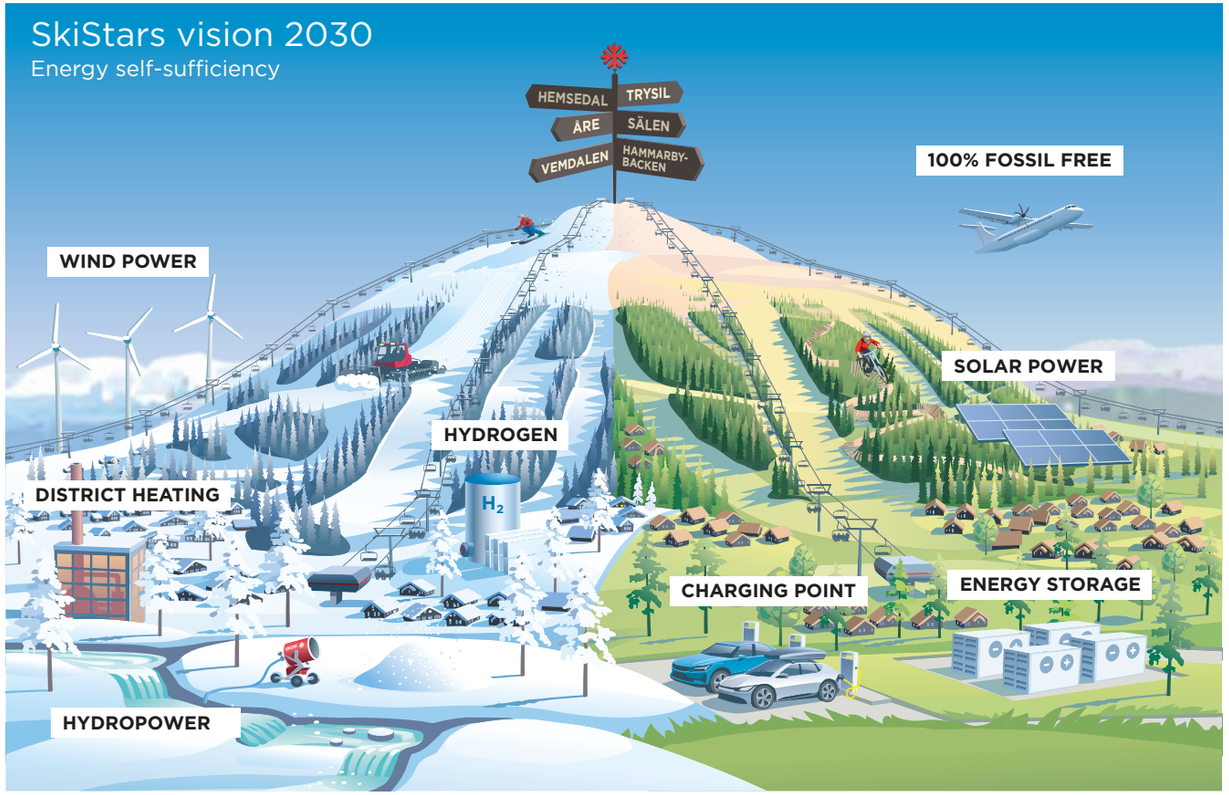
The majority of SkiStar's total emissions are derived from travel to our destinations. 86 percent of SkiStar's guests travel by car, with 26 (18) percent of motorists travelling by electric or hybrid car, which is an increase on the previous financial year. The proportion of guests travelling to our destinations by electric car has doubled, from 5 to 10 percent. As part of our climate ambitions, we want to take responsibility for our indirect emissions and reduce guests' climate impact. We achieve this by reducing the need to use a car at our destinations, for example. We offer free bus transport for our guests with a SkiPass, and ensure that all new construction offers solutions allowing the guest to get from their accommodation to the slopes without a car. We ensure that charging stations are provided for all new construction of accommodation. In addition, we are working to develop infrastructure for electric cars both at our destinations and on the journey to our destinations. For example, SkiStar positioned charging stations in Sveg and Ljusdal during the high season, in partnership with Audi and Jämtkraft. We have also contributed to the green road to Sälen, which means that charging stations have been developed from Västerås and further up through Västerdalarna.

THE GUEST'S JOURNEY



ENERGY

We must clearly aim to use energy efficiently to realise our climate ambitions. SkiStar strives to streamline energy use within its own operations. For several years now, all electricity has been purchased from renewable energy sources. For the most energy-intensive processes such as snow production and the operation of properties and lifts, we systematically chart and analyse our electricity consumption in order to run the processes with as little usage as possible. Energy consumption is also an aspect we take into consideration when making new investments and reinvestments. During the financial year we developed a visionary energy map for 2030, in which it is clear that a system-wide strategy is needed for us to achieve the best results from the transition. Work has begun on incorporating the energy map, and this will continue going forward. As an initial step, we installed solar panels at four properties in Sälen during the year. We have also strengthened our collaboration with Jämtkraft and invested in locally produced wind power in Vemdalen.



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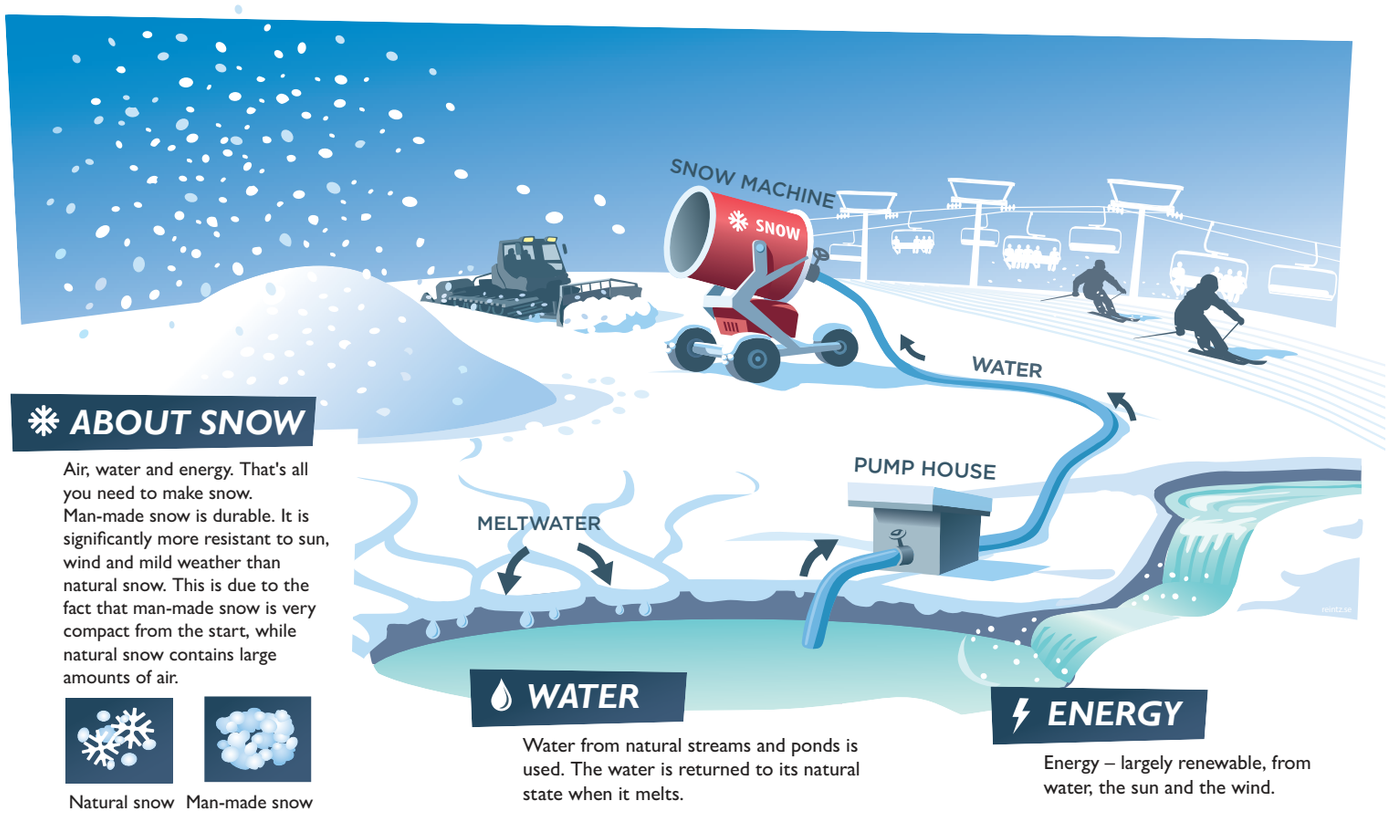
SNOW PRODUCTION

To manage our winter operations and offer skiing at our destinations, there is a recurring need to make snow with cannons. This more durable and robust snow withstands the effects of weather better than natural snow, but cannon snow production is a water- and energy-intensive activity and accounts for the largest proportion of water used in our operations. SkiStar wants to make snow production as resource-efficient as possible. One aspect of this is producing the right amount of snow in the right location. There are snow groomers at all destinations containing GPS equipment that measures snow depth, meaning the snow production is programmed to produce the right amount in the places it is needed. Water consumption during the year amounted to 4.3 million cubic metres, which is a drop of 16 (+13) percent compared with 2021/22. Using an automated system for snow production, the snow is produced when weather conditions are optimal. This means that larger quantities are produced over a shorter period, which in turn means that the energy consumption in snow production has been reduced over the last ten years.

BIODIVERSITY

SkiStar is keen to protect our mountains and the biodiversity that exists in our local environment. SkiStar's business operates in areas that are protected under Natura 2000, which means we are subject to stringent requirements. We therefore aim to implement the mitigation hierarchy in all projects up to 2030. The mitigation hierarchy is a gradual process that is at the heart of our efforts to increase biodiversity. Systematically working with biodiversity based on the mitigation hierarchy means that we look at whether we can:

- firstly, avoid any impact
- secondly, minimise any impact that cannot be avoided using various mitigation measures
- thirdly, restore any impact, for example via ecological aftercare
- as a fourth measure, offset any remaining impact. Offsetting is only considered once all reasonable efforts have been made to avoid and minimise the negative impact.



FROM WATER TO SNOW

During snow production, natural water is extracted from nearby lakes and streams, which in some cases is stored in ponds adjacent to our facilities. Water is collected from these sources in the months before and at the beginning of the winter season, and is regulated for each source by water rights court rulings. When the snow melts in the spring, the water returns to its natural sources.

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Dialogue & Interaction

We take responsibility in the areas in which we operate and throughout the entire value chain by focusing on dialogue and interaction. Collaborations enable us to both accelerate sustainable development together with our stakeholders and create long-term sustainable solutions that contribute to positive trends in business and the wider community.

A PART OF THE LOCAL COMMUNITY

SkiStar will be a driving force for sustainable mountain tourism at our destinations. Part of that commitment is to contribute to the local communities in which we operate through conversations, dialogue and collaborations. We operate in the same place and are all dependent on each other, which is why we want to strengthen our local communities in any way we can. SkiStar's business has an impact on the local economy by creating and generating jobs in sparsely populated areas and in their surrounding areas. It also stimulates more tourism locally, giving other operators the opportunity to work in and around the destinations, such as restaurants and other activities near the mountains. This generates jobs in the local area, meaning more people can stay in sparsely populated areas, thereby increasing the opportunity for capital to be invested and reinvested there.

Initiatives in our municipalities

SkiStar is keen to ensure that residents at our destinations should have access to, and are able to spend time in the mountain environments to which they live so close. In Åre, Sälen and Trysil, we offer a reduced ski school fee for children aged 2–6 who attend preschool there. In Trysil, over 500 children took part in the teacher-led skiing days. This provides greater opportunities for more residents to spend time with us and makes things easier for parents who may otherwise have difficulty taking their children on to the slopes. We offer municipal discounts to adults and have conducted several municipal days during the winter and summer whereby we offered everyone at the resort free activities.

SFI Åre

Making skiing accessible means promoting the opportunity to try out skiing among those who have never done so before. On the initiative of Åre municipality, students from the Swedish for Immigrants courses are offered a day outdoors on the mountain. SkiStar sponsors the day by providing a SkiPass, skiing equipment and ski instructors so that students can experience the nature and activities of the mountain environment in a meaningful way. It is also a way of showcasing the benefits of living in the countryside and the opportunities afforded by living close to nature and the mountains.

SÁPMI

It is important for SkiStar to have a positive dialogue with all stakeholders who are affected by and live in the vicinity of our destinations. As our operations are in a mountain environment, parts of them are run in Sápmi, Lapland, where our destinations Åre and Vemdalen are located. As our summer activities are expanded, it is important to ensure our guests and wildlife can coexist. Respecting native Sami culture and reindeer husbandry is a priority for SkiStar. To provide information and ensure a good symbiosis in the mountains during both the winter and summer season, SkiStar has developed guidelines that constitute rules of etiquette for guests to ensure that they also respect native Sami culture and reindeer husbandry at our destinations. These guidelines clarify how our guests should behave towards the animals and where they can go in the mountains so as not to disturb them. The guidelines are available on skistar.com and guests are informed about them via newsletters and social media, for example.

2030

Target	• SkiStar will contribute to sustainable development along with our stakeholders throughout the value chain
Performance measures	• Increased percentage of overnight stays • 100 percent of all suppliers approve SkiStar's Code of Conduct • 0 casualties and serious workplace accidents, and a downward trend for minor accidents • Aim for 50/50 percent equality in all the Company's professional groups • At least 40 percent female managers in senior executive roles
Outcome 2022/2023	• Overnight stays fell by 10 percent compared with the previous year. • In 2022/23, suppliers who account for 83 (75) percent of SkiStar's total debited amounts approved the Supplier and Partner Code of Conduct. • 39 (71) serious workplace accidents and 139 (114) less serious workplace accidents • 46/54 percent even distribution with regard to equality in the Company's professional groups • 45 (46) percent female managers in senior executive roles

HÄLL SVERIGE RENT.

KEEP THE MOUNTAIN TIDY

Keeping the mountains tidy and doing so with schoolchildren and local people is nothing new to SkiStar, but a commitment that has existed for many years. To highlight the problem, SkiStar works with Keep Sweden Tidy and Keep Norway Beautiful. The initiative is part of the 'Keep the Mountain Tidy' collaboration, which aims to reduce littering and raise awareness of the problem in the mountains. As part of the initiative, SkiStar's staff conducted a litter-picking day at all destinations for the second year running. Despite an information campaign to our guests to discourage littering and encourage more recycling, the amount of litter picked up this year increased from six to almost eight tonnes – an increase of 36 percent compared with the previous year. The most common form of litter was plastic (mainly bag clips and sweet wrappers), cigarette butts and snus pouches.

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SPECIAL COLLABORATIONS

Stefans Stuga, Lindvallen

Next to Experiumtorget in Lindvallen is Stefans Stuga, a specially designed set of accommodation close to the lifts where families affected by cancer can relax and spend precious time together. Every week of the year, two families are offered a free week in Stefans Stuga. The cottage is a result of the commitment of many people and companies, all with a common desire to create a place for positive experiences and good memories. In winter, SkiStar provides a SkiPass, ski equipment, gym and playground during the stay. During the summer months, swimming, bowling and the gym are included. Some 42 families visited Stefans Stuga during the year, and got to experience a mountain holiday.

700,000
RECYCLED PET BOTTLES GENERATED OVER SEK 628,000 FOR KEEP SWEDEN TIDY

PANTA MERA (SWEDISH CAN AND PET BOTTLE RECYCLING CAMPAIGN)

Every year, we collect and donate the money that guests at our Swedish destinations have raised by recycling their PET bottles with us. During the 2022/23 winter season, over 700,000 (671,000) PET bottles were recycled, generating SEK 628,000 (619,600). This year's collection goes to the Keep Sweden Tidy Foundation to support the joint project Keep the Mountain Tidy.

Stefans Stuga, Lindvallen

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Safe & Secure

Safe & Secure is SkiStar's customer promise to our guests. We want our guests to feel safe and to guarantee memorable mountain experiences all year round that offer quality, activity, experiences and safety throughout the customer journey.

80%
OF SKISTAR'S GUESTS FELT SAFE AND SECURE IN THE SKIING AREA

SAFE DESTINATIONS

Offering safe and secure experiences for our guests has been an important aspect of our business over the years. This is why SkiStar developed Safe & Secure, our customer promise that applies from the time of booking through to their stay in our accommodation and ski system. Our customer promise is governed by SkiStar's quality directive, which supports all employees in their efforts to create memorable mountain experiences for our guests, develop sustainable destinations and offer accommodation, activities, products and services of the highest quality. An impressive 80 percent of SkiStar's guests feel safe in the ski area.

BOOK CARE FREE

Protection for cancellation and rescheduling

SkiStar's 'Book Care Free' pledge allows the accommodation to be cancelled up to 21 days before arrival. The SkiPass, ski school and ski rentals can always be cancelled or rescheduled up until the day before arrival. Book Care Free is popular with our guests.

Snow guarantee

SkiStar wants our guests to be able to go alpine skiing on their skiing holiday, but all of the ski resorts have unique geographical locations and differing conditions. Thanks to our snow guarantee, guests at our destinations have the opportunity to reschedule their trip to another of our destinations or get their money back if SkiStar does not deliver the ski product promised during a certain period of time.

LIFT & PISTE

Safe slopes

Our guests should feel safe and confident about skiing and getting involved in activities at our destinations. Having the right judgement, knowledge and equipment minimises the risk of accidents and injuries during a holiday. At our destinations in Norway and Sweden, we collaborate with the ski industry organisations SLAO and ALF to secure our slopes, both in summer and winter. Together with SLAO and ALF, we have also developed rules of conduct that all guests are obliged to follow at our destinations. These are available to download from our website. They describe our rules on the slopes during summer and winter, as well as consequences if the rules are broken. Safe behaviour is particularly important for the youngest skiers. This is why we also have our own Valle's skiing rules, which teach young skiers about the importance of good supervision, skiing together on the slopes and where it is safe to stop. The rules are an important part of our ski school for children and are available to all guests on our website.

Every year we submit reports to our skiing associations SLAO and ALF on the total number of near misses and accidents that have occurred among our guests. The statistics are compiled, and feedback is provided annually to improve, prevent and create safer mountain experiences for our guests. During the financial year, we reported 4,511 near misses and accidents relating to guests. This should be viewed in relation to the fact that 51 million runs were completed on the slopes at our destinations during the same period.

Internal procedures and processes

We make every effort on a daily basis to create a safe product for our guests, in order to keep our customer promise. We conduct daily, monthly, half-yearly and annual checks on our operations. We have annual independent audits that ensure we are following the laws and regulations that relate to running mountain resorts.

We work proactively and preventively to reduce the risk of an incident, and training and safety drills play a key role in this work. We train our staff on an ongoing basis and carry out planned safety exercises, as well as spontaneous drills, for example to practise our response to lift stoppages, avalanches, fire drills and various injury scenarios.

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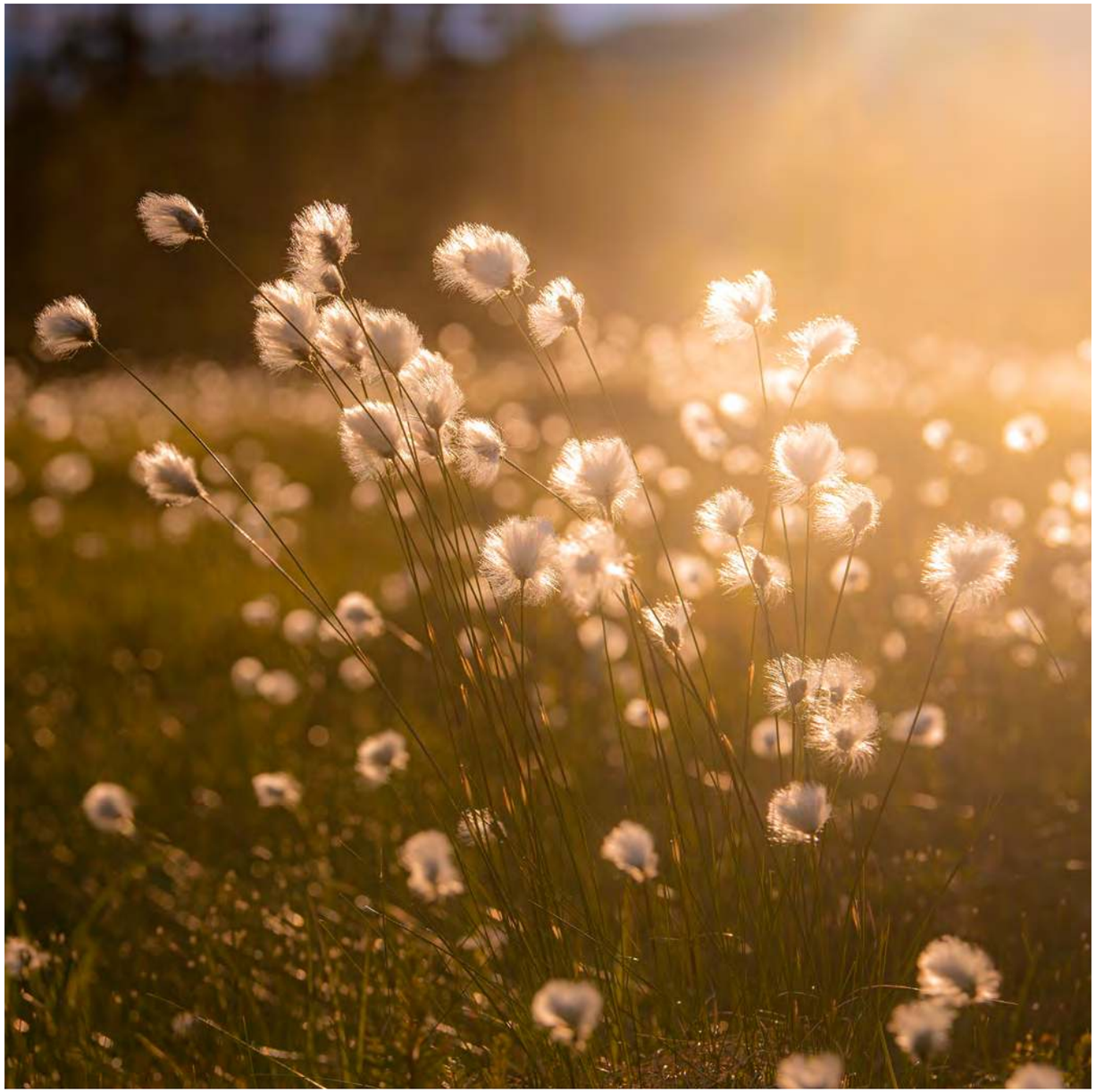
G3 The supply chain and responsible purchasing
G4 Security and data protection

OTHER – BASIS FOR THE REPORT
O1 Stakeholder engagement and materiality
O2 Accounting policies, scope and external assurance



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Section E – Environment

E1 INTERACTION WITH WATER AS A SHARED RESOURCE

KEY IMPACTS, RISKS AND OPPORTUNITIES

SkiStar uses water from rivers, streams and dams near SkiStar's destinations for snow production. The water that is used at SkiStar's resorts is mainly for SkiStar's snow production. Access to water for snow production is determined based on local water sources at the destination, surrounding factors that may be of significance and prevailing water rights court rulings. SkiStar aims to identify long-term solutions regarding its water supply, using storage ponds where there is a need and opportunity. Efforts are continually being made to prevent any negative impact on the surrounding natural environment, including small watercourses and streams. SkiStar sees opportunities to preserve and develop biodiversity through its water consumption, and has launched an initiative to set frameworks and targets via SBTN.

GOVERNANCE AND MONITORING

Water consumption is governed by SkiStar's sustainability policy. We comply with current legislative requirements relating to water withdrawal via water rights court rulings. These are followed carefully when withdrawing water, and all the water SkiStar withdraws is documented for up to ten years. SkiStar is subject to regular checks by authorities. Water rights court rulings have been reviewed, and new rulings are sought as required. SkiStar has also built and is building new water storage ponds and is focusing on reducing water withdrawal (more efficient snowmaking). We monitor any changes to the relevant regulations.

Checks are built into our automatic snowmaking systems, which monitor withdrawal over a full year, periods when SkiStar can withdraw water, water withdrawal per day and water levels in water sources. SkiStar is making every effort to automate its snowmaking systems at all destinations.

RESULT INDICATORS

The total amount of water used in 2022/23 was 4,354,031 (5,165,564) m³. This is a reduction of 16 (+13) percent year-on-year. During the financial year, SkiStar has actively engaged in streamlining snow production to reduce water usage, but also to save on electricity.

WATER USE

m³	2022/23	2021/22	2020/21	2019/20	2018/19
Snow production					
Sälen	1,073,013	1,534,578	1,048,515	1,212,308	1,273,001
Åre	1,572,250	1,614,392	1,597,960	1,611,204	2,008,217
Vemdalen	795,961	827,729	825,595	850,782	817,609
Trysil	563,277	550,960	741,164	806,775	720,000
Hemsedal	277,668	556,468	367,465	404,908	484,000
Stockholm Hammarbybacken[1]	10,000	10,000	8,000	1,000	
Operation of Hotels[2]	61,862	71,437			
Total water use	**4,354,031**	**5,165,564**	**4,588,699**	**4,885,977**	**5,302,827**

[1] The data for Stockholm Hammarbybacken is estimated as no measurements have been taken.
[2] 2021/22 was the first time that water use in SkiStar's Operation of Hotels was reported.

E2 MITIGATING CLIMATE CHANGE

KEY IMPACTS, RISKS AND OPPORTUNITIES

Global warming is occurring at a rapid pace, and the world is heading for a rise in temperature above the two degrees that the Paris Agreement and the United Nations' Intergovernmental Panel on Climate Change (IPCC) consider to be safely within planetary boundaries. For SkiStar, a change in the climate will have a direct and considerable impact on our operations. Cold white winters are a prerequisite for our winter operations, and more unstable weather changes our ability to plan and run those operations. SkiStar has always been dependent on nature and the weather. From the very beginning, we identified the climate as an important external factor and a significant issue for our operations. For SkiStar, the business benefits of working on climate issues are clear, and we do not see any conflict between profitability and sustainability. Over seven years ago, we began an extensive transformation in our own operations, which made us pioneers in our industry in terms of converting to fossil-free fuel. Over the past seven years, SkiStar has reduced its own carbon footprint by 86 (84) percent. As part of its efforts, SkiStar has also carried out climate analyses throughout our entire value chain, which indicate that the majority of emissions, roughly 52.1 (51.1) percent, occur downstream when our guests travel to our destinations, while 23.6 (34.5) percent occurred upstream in the supply chain. Scope 1 and 2 emissions, which are direct emissions from SkiStar's operations, constituted less than 0.6 (<1) percent of total emissions.

For further information on climate-related risks and opportunities, based on SkiStar's climate scenarios, see Note E4 on pages 57–58.

GOVERNANCE AND MONITORING

SkiStar uses a value-chain perspective in its efforts to limit greenhouse gas emissions. The strategy is to reduce both direct and indirect emissions in line with the Paris Agreement's ambition to limit global warming to 1.5 degrees.

To ensure our efforts to reduce our climate impact are sufficient, we have developed our Science Based Targets, i.e. our scientifically endorsed climate targets, which were approved by Science Based Targets during the financial year. See page 43 for further information about SkiStar's approved targets.

SkiStar's target is to achieve a 50-percent reduction throughout the value chain by the year 2030. A description follows of the most significant measures that SkiStar plans to take to reach this target.

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NOTE E2, CONT.

Scope 1 – Direct emissions

SkiStar's vehicle fleet currently runs mainly on the renewable fuel HVO100. During the 2021/22 financial year, SkiStar reorganised operations in Norway so that all snow groomers run on HVO100. The climate investments alone were responsible for SkiStar reducing its direct CO_2 emissions by 57 percent during the previous financial year. This was a milestone in achieving our targets.

SkiStar regards renewable fuel as a short-term solution during a period of transition. We are actively engaged in replacing combustion engines with a low-emissions fleet. The transition will take place gradually, with certain types of vehicle being replaced quickly while others will need to await technological advances. Furthermore, SkiStar plans to increase the scope and use of systems to manage and optimise its vehicle fleet.

Scope 2 – Indirect emissions

SkiStar currently buys 100 percent renewable electricity for its resorts, and aims to continue doing so up to 2030. In addition, we aim to increase the proportion of self-produced electricity. During the financial year, we began working towards this goal, and have installed solar panels on four roofs in Sälen. SkiStar has also drawn up a vision of our energy map for 2030.

Furthermore, SkiStar is introducing energy efficiency improvements within all its business areas. In SkiStar's property operations, the aim is to achieve an annual reduction of four percent by 2030. District heating consumption is governed by SkiStar's sustainability policy and overall energy strategy. SkiStar is a partner in Fjällvarme i Sälen AB and Hemsedal Bioenergi AS, both of which operate district heating plants. SkiStar does not have operational control over these district heating companies as they are associates. The plants are local and are run on the biomaterial wood chips.

Scope 3 – Upstream: Suppliers

SkiStar's aim is for its 125 biggest suppliers in terms of emissions impact to have climate targets in place by 2027/28. This corresponds to 66.1 percent of the emissions impact from our suppliers. We encourage all suppliers to set their own emission reduction targets in line with the Paris Agreement's 1.5-degree target, and we are actively engaged in influencing strategically important suppliers on the issue. SkiStar is also actively involved with suppliers in creating change in our value chain, our partnership with the Volvo Group being one example. Read more on page 44.

Scope 3 – Downstream: Guest journey

The majority of SkiStar's total emissions are derived from travel to our destinations. As part of our climate ambitions, we want to take responsibility for our indirect emissions and reduce guests' climate impact. That is why SkiStar aims to reduce its Scope 3 greenhouse gas emissions (downstream transportation and distribution) in absolute figures by 50 percent by 2030. It is an ambitious objective as SkiStar has no control over how guests opt to travel to our destinations. But we have created partnerships to facilitate journeys using low-emissions vehicles by, for example, expanding the charging infrastructure at and to our destinations, developing opportunities for shared journeys via SkiStar's buses, operating as an active shareholder in Scandinavian Mountains Airport and evaluating new opportunities within the area.

RESULT INDICATORS

ELECTRICITY CONSUMPTION

MWh	2022/23	2021/22	2020/21	2019/20	2018/19
Sälen	26,085	27,902			
Vemdalen	8,870	9,465			
Åre	18,865	20,106			
Trysil	16,372	19,116			
Hemsedal	6,674	8,276			
Total, Sweden	**53,820**	**57,473***			
Total, Norway	**23,046**	**27,392**			
Total electricity	**76,866**	**84,865***	**72,606**	**72,369**	**82,169**

*A minor adjustment has been made to the figures for 2021/22
During the year we have succeeded in cutting our total electricity consumption in operations by 10 percent compared with the previous year. A reduction of 6.2 percent per m^2 has been achieved in SkiStar's property operations.

DISTRICT HEATING CONSUMPTION WITHIN THE ORGANISATION

MWh	2022/23	2021/22	2020/21	2019/20	2018/19
Sälen property	10,331				
Åre property	1,253				
Operation of Hotels	9,623				
Total district heating	**21,207**	**21,461**	**9,482**	**7,977**	**10,168**

The reported amounts of district heating are actual consumption values. During the year we have allocated district heating per destination that uses district heating. We reduced district heating consumption by one percent during the financial year.

FUEL CONSUMPTION WITHIN THE ORGANISATION

Litres	2022/23	2021/22	2020/21	2019/20	2018/19
Consumption of HVO100	2,539,321	2,176,058	1,450,281	1,417,129	1,518,380
Consumption of diesel	42,254	65,254	656,521	772,632	966,817
Consumption of petrol	216,596	232,430	134,641	166,497	98,718
Total fuel	**2,798,171**	**2,473,742**	**2,241,443**	**2,356,258**	**2,583,914**

Total consumption of fuels increased by 13 percent year-on-year. SkiStar has increased its HVO 100 consumption by 17 percent year-on-year. We have cut our diesel consumption by 35 percent and petrol consumption by 7 percent. The decrease in fossil fuel consumption is due to our switch to HVO100 and electrified vehicles. During the financial year, 91 (88) percent of SkiStar's vehicle fleet ran on renewable fuels. For the remaining 9 (12) percent we are looking to switch to electric snowmobiles, for example.

PROPANE

	2022/23	2021/22
Propane, Operations, kg	20,217	5,602
Propane, Hotels, kWh	619,216	548,153

REFRIGERANTS

Co2	2022/23	2021/22
R134a	6.3	2.5
R410a	0	3.8
R452a	6.4	
R448a	5.5	

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NOTE E2, CONT.

Environmentally certified buildings

Earlier in the year, to reduce the impact of our new construction, SkiStar decided that all larger newly constructed buildings must be environmentally certified according to BREEAM's 'very good' status. This certification ensures that sustainability issues are highlighted throughout the work process and that the building's environmental performance meets requirements for energy use, indoor climate, water management and waste management. For smaller buildings, the minimum requirement is SGBC Silver environmental certification, which sets requirements for energy use, indoor environment and materials.

Training and increased awareness

A framework has been developed to improve skills and increase awareness among all employees based on the requirements of their respective roles and responsibilities. The training is at various levels, from introductory to advanced courses in snow production and climate-smart destination. SkiStar also endeavours via its communication to raise awareness among our guests of the fact that we need to work together to preserve white winters for the future.

SUMMARY OF TOTAL GHG EMISSIONS (CO_2e)

CO_2 in tonnes	2022/23	2021/22	Comments
SCOPE 1	**852**	**871**	
Mobile combustion, m³	**-630**	**725**	Diesel and petrol figures currently reported also include private journeys for SkiStar's company cars. This will be excluded and recalculated for the next financial year.
Diesel	63	122	
Petrol	477	525	
HVO100	90	77	We updated the emissions factors for HVO100 in 2021/22. Figures from previous years have also been adjusted. The increase in emissions from HVO100 is consistent with increased consumption.
Stationary combustion	**203**	**134**	The increase is consistent with increased consumption of propane.
Propane, kg	203	134	
Refrigerants	**18**	**12**	
SCOPE 2	**49**	**131**	
Electricity, mWh	**49**	**131**	
Renewable electricity	0	0	
District heating	49	131	
SCOPE 3	**149,566**	**126,272**	
1. Purchased goods and services*	**35,574**	**43,560**	
2. Capital goods*	**29,505**	**10,826**	The increase is consistent with increased investments.
3. Fuel and energy-related activities	**2,474**	**2,488**	
Diesel	16	15	
Petrol	47	54	
HVO100	1,320	1,164	
Propane, kg	34	28	
Renewable electricity, kWh	1,039	996	
District heating, kWh	17	231	
4. Upstream transportation and distribution*	**123**	**98**	
5. Waste generated in operations*	**1,815**	**2,526**	
6. Business travel*	**17**	**4**	The increase is due to enhanced data reporting.
7. Employee commuting*	**266**	**400**	
9. Downstream transportation and distribution*	**78,439**	**65,806**	SkiStar guests' journeys to destinations have a major climate impact. The figures are estimated based on various relevant parameters, e.g. customer surveys, travel patterns, SkiPasses sold, number of rides completed. An adjustment has been made to the calculations during the year, and as of 2022/23 the calculation includes summer guests as well.
11. Use of sold products*	**729**	**30**	During the year, SkiStar has also included electricity consumption from our accommodation operations. This has meant an increase compared with the previous year.
12. End-of-life treatment of sold products*	**249**	**199**	
15. Investments*	**373**	**335**	Includes SkiStar's associates and JV.

* Reported for first time in 2021/22. Data for previous years not reported.

	2022/23	2021/22	Comments
Biogenic emissions*			
Wood chips, m³	0	0	
HVO100 m³	6,144	5,287	The increase is consistent with increased consumption of HVO100.
Diesel	44		Reported for the first time in 2022/23.
Petrol	28		Reported for the first time in 2022/23.

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NOTE E2, CONT.

TOTAL GHG EMISSIONS, TONNES OF CO_2

	2022/23	2021/22**	2020/21*	2019/20*	2018/19	2017/18	2016/17
Scope 1	852	871	2,021	2,489	3,954	4,406	5,860
Scope 2	49	131	32	9	205.8	243.17	129
Scope 3	149,566	126,272	2,222	4,159	–	–	–
Total	**150,466**	**127,274**	**4,274**	**6,657**	**4,160**	**4,649.42**	**5,989**
Total S1+2	**901**	**1,002**	**2,052**	**2,498**	**4,160**	**4,649**	**5,989**
Change year-on-year (S1+2)	-10%	-51%	-19%	-37%	-10%	-25%	-8%
Change compared with base year 2020/21 (S1+2)	-56%	-51%					
Emissions intensity (tonnes CO_2e/ SEK m revenue)**	**0.8**	**1**	**2**	**2.4**	**–**	**–**	**–**

* During 2020/21, SkiStar carried out an overall analysis of its carbon footprint, resulting in broader reporting of climate data in 2020/21. The climate data for 2019/20 has been recalculated to produce comparative figures.
**SkiStar expanded its emissions for scope 3 in 2021/22, which is why the figures year-on-year are not comparable. For the outcome for emissions intensity to be comparable between years, only S 1 + 2 and the category 'Fuel and energy-related activities' from scope 3 have been included in the calculation.
The following Scope 3 emissions are not considered relevant to SkiStar: 8. Upstream leased assets, 10. Processing of sold products, 13. Downstream leased assets, 14. Franchises.

Significant assumptions and extrapolations	• Emissions from electricity for rented cabins and apartments are included for the 2022/23 calculation. • Emissions from heating in Sälen are set to 0. According to information from SkiStar, all heating used in Sälen, both at hotels and in operational activities, comes from Fjällvärme AB, whose emissions are included in Scope 3, category 15. • The absence of new data led to fuel consumption figures for 2021/22 being used for 2022/23 as well with Hemsedal Bioenergi. • It is assumed that waste in the form of paper, plastic, cardboard, glass and metal has been recycled. • SkiStar owns 50 percent of Fjällvärme i Sälen AB but has no operational control over Fjällvärme i Sälen AB. Thus, only 50 percent of emissions from Tandådalen's and Lindvallen's heating plants, which are run by Fjällvärme in Sälen AB, are allocated in line with the operational management approach. • Other companies over which SkiStar has no operational control: Lima Transtrand Fastighets AB, Scandinavian Mountains AB, Skiab Invest AB, Hemsedal Bioenergi AS, Skitorget AS, Åre Destination AB, Björnrike Torg AB • Hotels in Sälen: Hotels in Sälen have 0 district heating consumption to avoid double counting, as the district heating consumption was already included in Scope 1 stationary combustion. **Guest travel:** The figures are estimated based on customer surveys sent to SkiStar's guests following their stay, with a response rate of over 15 percent, which is the equivalent of over 39,000 responses. Looking at data relating to travel patterns and market share, emissions per guest are calculated based on distance, mode of transport and fuel. These emissions were extrapolated to the number of SkiPasses sold. The extrapolation takes account of visiting guests from the local area, with an estimation that 50 percent visit our destinations. **Purchased goods and services and capital goods:** The majority of purchased goods and services and capital goods are calculated using a cost-based approach. Significant investments were allocated to capital goods, while smaller investments are allocated to purchased goods and services. Products sold via SkiStarshop are calculated based on the material composition method, which gives a more exact emissions calculation than a cost-based calculation. For upstream transportation, the products' country of origin for Skistar Conceptstore is assumed to be the same as for EQPE, due to lack of information.
Methodology	The calculation of greenhouse gas reporting is based on The Greenhouse Gas Protocol: GHG Protocol: A Corporate Accounting and Reporting Standard and its revised edition, GHG Protocol and the complementary 'Corporate Value Chain' (Scope 3). Greenhouse gas reporting is based on the GHG Protocol's principles of: • Relevance: Ensure the GHG inventory appropriately reflects the GHG emissions of the company and serves the decision-making needs of users. • Completeness: Account for and report on all GHG emission sources and activities within the chosen inventory boundary. Disclose and justify any specific exclusions. • Consistency: Use consistent methodologies to allow for meaningful comparisons of emissions over time. Transparently document any changes to the data. • Transparency: Address all relevant issues in a factual and coherent manner, based on a clear audit trail. • Accuracy: Ensure that the quantification of GHG emissions is systematically neither over nor under actual emissions, as far as can be judged, and that uncertainties are reduced as far as practicable.
Limitations	**Organisational boundaries:** GHG reporting covered SkiStar AB and its subsidiaries. The reporting period covered 1 September 2022 to 31 August 2023. The GHG reporting followed an operational control method. **Operational boundaries:** This calculation includes SkiStar AB's Scope 1 and Scope 2 emissions, as well as all applicable Scope 3 categories (purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, use of sold products, end-of-life treatment of sold products and investments). Scope 1 included mobile combustion, stationary combustions and emissions from refrigerants. Scope 2 included emissions from purchased electricity and purchased heating that were not included in Scope 1. In addition, biogenic emissions were calculated.

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NOTE E2, CONT.

SOURCE OF EMISSION FACTOR

Scope 1	Source	Emission factor
Diesel	Emission value according to South Pole's calculation procedure based on producer information and Swedish mixture	South Pole emission factor
Petrol	Emission value according to South Pole's calculation procedure based on producer information and Swedish mixture	South Pole emission factor
HVO100	Swedish Environmental Protection Agency	HVO100: 35.58 $kgCO_2e/m^3$
Propane	ADEME, 2022; BEIS, 2022	Propane: 2.9976 $kgCO_2e/kg$
Refrigerants	IPCC, AR 5; BEIS 2022	R134: 1,100 $kgCO_2e/kg$ R410a: 2,088 $kgCO_2e/kg$
Scope 2		
Electricity	Ecoinvent v.3.9.1.; EI 2022; IEA, 2022	Renewable electricity: 0.0 $kgCO_2e/kWh$; Location-based electricity: licensed emission factor
District heating	SE: Sweco, 2018; Swedenergy, 2021 NO: Eidsiva Bioenergi.	SE: South Pole emission factor NO: South Pole emission factor
Scope 3		
Purchased goods and services	CEDA 6, 2022; BEIS, 2022	
Capital goods	CEDA 6, 2022; BEIS, 2022	
Fuel and energy-related activities	BEIS, 2022; IEA, 2021; IPCC	
Upstream transportation and distribution	BEIS, 2022	
Waste generated in operations	BEIS, 2022; Ecoinvent version 3.9, 2022, World Bank.	
Business travel	BEIS; 2022	
Employee commuting	BEIS, 2022; Swedish Environmental Protection Agency, 2021; Swedish Transport Administration, 2019; EI 2022, Ecoinvent v.3.9.1., 2022; SJ/SBB, 2011	
Downstream transportation and distribution	BEIS, 2022; Swedish Environmental Protection Agency, 2021; Swedish Transport Administration, 2019; EI 2022, Ecoinvent v.3.9.1., 2022; SJ/SBB, 2011	
Use of sold products	OSRAM, 2021; Apple, 2023; GoPro, 2023	
End-of-life treatment of sold products	Ecoinvent 3.8, 2021; BEIS, 2022; World Bank waste statistics	

E3 BIODIVERSITY

KEY IMPACTS, RISKS AND OPPORTUNITIES

The diversity of life on Earth is diminishing at a rate faster than ever before in the history of the human race. This rapid decline in biodiversity is one of the biggest threats to our future. Biodiversity is also in decline in Sweden. Meanwhile, pressure is increasing on natural resources both on land, in freshwater habitats and in our seas. The preservation of biodiversity does not have an intrinsic value, but is important because it provides clean air and pure water, good soil quality and pollination. It helps us combat climate change and adapt accordingly.

SkiStar has year-round operations, which means that preserving our nature and fantastic mountain environment is a business-critical undertaking. We want our guests to enjoy the natural environment for generations to come. SkiStar's work with biodiversity is governed by our sustainability policy and Supplier and Partner Code of Conduct. SkiStar complies with current legislation and uses the mitigation hierarchy as a framework for preserving and promoting biodiversity. SkiStar's aim is to implement the mitigation hierarchy in all projects up to 2030.

GOVERNANCE AND MONITORING

During the year we developed our targets in line with Science Based Targets for Nature (SBTN). Using a sector analysis, we gained an overall picture of the potential impact of factors driving the loss of biodiversity. The analysis is built on three business codes that encompass SkiStar's operations: skiing/activity resorts (land use and maintenance), trading (resource management), and accommodation and food. The analysis indicates, for example, that SkiStar's biggest impact is in changes to land and water use for snow production. Work will continue during this financial year and the subsequent year.

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E4 SCENARIO ANALYSIS FOR CLIMATE-RELATED RISKS AND OPPORTUNITIES

During the previous financial year, SkiStar began reporting on financial climate risks in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The primary aim is to provide information about the risks and opportunities associated with the transition to a low-carbon society with a changing climate. TCFD's recommendations involve reporting in four areas: governance, strategy, risk management and performance measures and targets. Our ambition is to report in line with the recommendations as far as possible to clarify how our operations will be affected by climate change, based on two different future scenarios.

Our account of how we conduct this work in these four areas today appears below, as well as references to other parts of the annual report where more detailed information is available.

BACKGROUND

SkiStar has always been dependent on nature and the weather. From the very beginning, we identified the climate as an important external factor and a significant issue for our operations. Over seven years ago, we began an extensive transformation in our own operations, which made us pioneers in our industry in terms of converting to fossil-free fuel. Over the past seven years, SkiStar has reduced its own carbon footprint by 86 (84) percent.

For SkiStar, the business benefits of working on climate issues are clear, and we do not see any conflict between profitability and sustainability. On the contrary, we can see that climate initiatives have historically been a success factor, both driving and responding to market demand for more climate-smart solutions. However, SkiStar has not only worked to reduce its own impact on the climate, but has also endeavoured to adapt its operations to manage a changing climate.

GOVERNANCE

Planning, management and monitoring of sustainability initiatives follow the organisational structure with a clear delegation of responsibilities and powers. This consists of policies, directives, procedures and overall goals. Furthermore, our work is governed by laws, guidelines and regulations, including the UN Sustainable Development Goals. See pages 67–69 for further information about SkiStar's sustainability governance.

STRATEGY

SkiStar is a long-term operator. It is therefore important for the business strategy to take into account the areas that are expected to have a major impact in the long term, including the climate issue. SkiStar's sustainability strategy is part of the Company's strategic plan. It means, among other things, that our business will be run sustainably and that our sustainability ambitions will influence all the Company's decisions.

For Sweden as a nation, climate work is regulated in the Climate Act of 2018. The overall goal is to achieve zero GHG emissions in Sweden by 2045. SkiStar has adopted an ambitious climate strategy, and has therefore decided that the Company will be climate neutral in all its own operations by 2030, and will have halved its carbon footprint throughout the value chain within the same period. In 2020/21, we therefore updated our strategy model, developing our vision and more concrete targets and strategies. For more information about how we govern our operations, see pages 67–69.

To get the business moving in the right direction, each year we set ambitious short and long-term environmental targets in areas that generate emissions, such as purchasing and guests' travel to and from our destinations.

To ensure that our efforts to reduce our climate impact are sufficient and in line with what is needed to achieve the Paris Agreement's goal of limiting global warming, we have developed our Science Based Targets, i.e. our scientifically endorsed climate targets. These targets were approved by SBTi during the 2022/23 financial year.

RISK MANAGEMENT

Identifying, analysing, managing and monitoring climate risks are a priority area for SkiStar. SkiStar is exposed to various risks related to the business and the business model. To manage and work on the risks faced by the Company, SkiStar engages systematically with risk assessment and risk management, covering all areas. SkiStar's Board of Directors has overall responsibility for ensuring risk management is conducted, as well as managed efficiently and purposefully. In addition, sustainability risks are evaluated separately, including these areas: climate/environment, human rights, labour law and anti-corruption. SkiStar's risk management relates to all risks associated with the Company's sustainability work and the Company's materiality analysis.

SkiStar's risk management is described in the administration report on pages 94–96.

TARGETS AND PERFORMANCE MEASURES

A summary of SkiStar's greenhouse gas emissions for 2016/17 to 2022/23 can be found in sustainability Note E2 on page 55. We have tried to follow TCFD's recommendations as far as possible. Work to further quantify these aspects is in progress.

SCENARIO ANALYSIS

Climate scenarios help us understand what our climate may look like in the future and how it is affected by global issues such as politics, technology, economics and societal change. By analysing the possible effects on operations in different climate scenarios, we are able to identify both transition risks and physical risks. These can then help us to adapt our future strategy. This includes preparing the business for a low-carbon economy, legislation and society. It also includes preparing for the physical impact the changing climate will have on our destinations, visitors and suppliers' operations. SkiStar's aim is to carry out an updated scenario analysis every five years. The last one was carried out in 2020/21.

Risks and opportunities

Based on the climate scenarios, we have identified our financial climate risks as physical risks and transition risks. Physical risks are risks that may involve direct damage to assets or indirect damage, such as interruptions to lift operations. Transition risks are the risks associated with a move to a society with lower carbon emissions. The transition to a low-carbon society may also provide opportunities for businesses. Using only renewable energy, increasing the amount of self-produced energy and continuing to work on energy efficiency means that GHG emissions are reduced, while operating costs are cut.

Analyses have been done on the basis of two possible scenarios – RCP 2.6 and RCP 8.5 – which correspond to the best and worst future scenario identified by the UN Climate Panel, IPCC. The analysis is based on SMHI's reports for Dalarna and Jämtland County, the Norwegian Climate Service Centre and other relevant reports, and covers the period until 2050. The impact of global warming will be similar at each of SkiStar's destinations. Based on the climate scenarios, we have identified our financial climate risks according to the Task Force on Climate-related Financial Disclosures framework.

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NOTE E4, CONT.

EXAMPLES OF MEASURES TO TACKLE FUTURE CLIMATE CHANGE

- Streamline and expand snow production
- Weatherproof exposed resorts
- Develop a more weather-resistant range of activities
- Produce sustainable travel alternatives to our destinations
- Convert from winter destination to year-round destination
- Build sustainable properties and accommodation in the mountain world

SCENARIO 1: WE MAKE THE TRANSITION (RCP 2.6)

Assumption

The world's greenhouse gas emissions are halved by 2050, and the temperature increase is limited to 1.5–3 degrees in Sweden. Renewable energy technology is introduced on a large scale and energy intensity is low. Major adjustments to society, infrastructure and buildings are made, and greenhouse gases are subject to taxes and regulations. Land use and building standards have stricter sustainability requirements. There are good conditions for natural snow and skiing, with less need for snow from cannons.

Risks

- Carbon emissions are regulated: Increased regulation, taxes and fees on carbon emissions affect land use and building standards. Requirements for zero emissions throughout the value chain.
- New business models: Circular economy requires changes in the business model.
- Energy: Increased volatility and higher prices.
- New technology: Requires increased investments.
- Biofuel: Altered and expanded instruments for biofuels may affect the supply of biofuels, and shortages may arise.

Opportunities

- SkiStar continues to run mountain destinations of the future. More tourism, skiing safeguarded for the long term.
- Increased use of renewable energy and self-produced solar energy.
- Greater demand for innovation and new technology.

SCENARIO 2: WE CONTINUE AS NORMAL (RCP 8.5)

Assumption

Emissions of greenhouse gases continue to increase at the same rate as now. Political climate initiatives and collaborations fail, and the worsened climate affects human health through an increased risk of pandemics. The temperature in Sweden and Norway increases by 3–7 degrees, with winters becoming up to 10 degrees warmer in northern Sweden. There are more days with extreme weather, floods and strong winds, and the number of forest fires increases. Annual precipitation increases by 10–35 percent, especially in northern Sweden. There are fewer snow-covered days, which results in poorer skiing conditions.

Risks

- Warmer winters: The average temperature increases by 2–3 degrees at all destinations. Fewer days with natural snow cover, more melting during the operating season, snowfall turns into rain.
- Shorter winter season: The winter cold comes a month later, the start of snow production is delayed and it becomes less possible to guarantee a complete ski resort open for Christmas/New Year.
- Stronger winds: The number of days with outages increases, more wear and tear on infrastructure, worse weather for guests.
- Warmer summers, more precipitation: Poorer guest experience in the exposed areas of the destinations.
- Risk that resources become strained as a result of increased tourism: Increased temperatures will lead to reduced snowfall in the Alps. Changed travel patterns in Europe may in turn lead to increased tourism at SkiStar's destinations to begin with.

Opportunities

- The effect of climate change on human movement patterns.
- Increased tourism in the short term as Scandinavian resorts have a geographical advantage.
- Increased summer tourism with long-term favourable conditions.
- Expand snow production both in terms of scope and capacity.

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E5 REPORTING ACCORDING TO ARTICLE 8 OF THE EU TAXONOMY REGULATION

INTRODUCTION

The EU Taxonomy creates a common language for investors and companies referring to products and services that make a substantial positive contribution to our environment and represents an important tool for achieving the EU's climate targets and green growth strategy.

SkiStar has a positive attitude towards the objectives of the Taxonomy and must report the proportion of SkiStar's economic activities that are eligible under and aligned with the Taxonomy based on turnover, capital expenditure and operating expenditure. At present, SkiStar reports a low level of Taxonomy eligibility, as the Operation of Mountain Resorts and Operation of Hotels are economic activities that are not yet included in our reporting requirements for taxonomy for 2022/23. Technical screening criteria have not yet been drawn up for all economic activities in the sector. The European Commission has stated that additional technical screening criteria may be developed in the future.

An economic activity is considered to be environmentally sustainable according to the Taxonomy Regulation if it makes a substantial contribution to one of the taxonomy's six environmental objectives, while not causing significant harm to any of the other objectives, and fulfils minimum safeguards as regards social and governance issues. The following six environmental objectives have been laid down in the Taxonomy Regulation:

1. Climate change mitigation
2. Climate change adaptation
3. The sustainable use and protection of water and marine resources
4. The transition to a circular economy
5. Pollution prevention and control
6. The protection and restoration of biodiversity and ecosystems

For 2022/23, SkiStar is reporting on the first two climate-related objectives and will in future report on other environmental objectives adopted by the European Commission in June 2023.

EVALUATION OF SCOPE

Based on our evaluation during 2022/23 of relevant economic activities for the climate-related objectives, we have identified that the following economic activities are relevant:

Sector	Economic activity	Description
6. Transport	6.4 – Operation of personal mobility devices, cycle logistics	Relates to our bicycle rentals.
	6.5 – Transport by motorbikes, passenger cars and commercial vehicles	Relates to leasing of electric vehicles.
7. Construction and real estate	7.1 – Construction of new buildings	Relates to our new buildings.
	7.3 – Installation, maintenance and repair of energy efficiency equipment	Relates to our ongoing energy efficiency projects in our properties.
	7.4 – Installation, maintenance and repair	Covers the installation of charging stations at our properties.
	7.6 – Installation, maintenance and repair of renewable energy technologies	Covers the installation of solar panels on our properties.
	7.7 – Acquisition and ownership of buildings	Relates to properties that we own and the acquisition of new properties during the financial year that are considered to be covered by the Taxonomy.
9. Professional, scientific and technical activities	9.3 – Professional services related to energy performance of buildings	Includes consultants that we have engaged in energy efficiency projects.

Associates and joint ventures co-owned by SkiStar are not included in the assessment in accordance with the Taxonomy.

39 percent of SkiStar's turnover comes from sales of SkiPass, and although the economic activities 6.3 (*Urban and suburban transport, road passenger transport*) and 6.5 (*Transport by motorbikes, passenger cars and commercial vehicles*) refer to a NACE code that includes lifts, following an evaluation, SkiStar's lifts were not deemed to be eligible, as they are not part of any urban or suburban transport system or motor vehicle.

SkiStar's ski rental is also not deemed to be eligible under the Taxonomy based on the fact that the economic activity 6.4 (*Operation of personal mobility devices, cycle logistics*) refers to vehicles, which is not considered to include skis.

SkiStar considers that the renting out of staff accommodation is not covered by the Taxonomy in our report for 2022/23 based on the fact that it is not described as an economic activity, nor is it deemed to fall within the economic activity under 7.7 (*Acquisition and ownership of buildings*).

ACCOUNTING POLICIES

The following section describes our calculations of turnover, capital expenditure and operating expenditure for economic activities that are covered by the Taxonomy.

Double counting in reports of economic activities that are eligible under and aligned with the Taxonomy has been avoided by only using external turnover in the evaluation. Turnover, capital expenditure and operating expenditure that are eligible and aligned with the Taxonomy have also been allocated to the respective relevant economic activities defined in the Taxonomy.

Turnover

Net turnover (see Note 2 on page 115) has been used as a denominator in the calculation of turnover that is Taxonomy-eligible.

The numerator includes external rental income (7.7) and revenue from bike rentals (6.4).

Capital expenditure

The denominator for capital expenditure includes SkiStar's additions to property, plant and equipment and intangible assets in the financial year before depreciation/amortisation and all types of revaluation, including those deriving from impairment and excluding changes in fair value for the financial year. This includes costs under the categories IAS 16 Property, plant and equipment (see Note 14 on page 122), IAS 38 Intangible assets (see Note 13 on page 121) and IFRS 16 Right-of-use assets and Leases (see Note 7 on page 117). The numerator includes the installation of charging stations (7.1), leasing of electric vehicles (6.5) and acquisition of properties (7.7).

During 2022/23, SkiStar did not adopt a capital expenditure plan for expanding economic activities that are aligned with the Taxonomy requirements or enable economic activities that are eligible under the Taxonomy to become eligible within five years. No plan has therefore been reported.

Operating expenditure

The denominator in the calculation of Taxonomy-eligible operating expenditure includes direct costs that are not recognised as assets and that refer to building renovation, short-term leases, maintenance and repairs and all other direct expenditure concerning day-to-day maintenance of property, plant and equipment necessary to ensure the continued and effective function of these assets.

The numerator includes consultant costs linked to projects for energy efficiency (9.3), purchase of electric bicycles for rental (6.4), and maintenance and repair of properties (7.7).

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NOTE E5, CONT.

EVALUATION OF ALIGNMENT

During 2022/23, we focused on evaluating alignment with the Taxonomy for limiting climate change as we consider this to be of greatest relevance to the environmental objective based on SkiStar's economic activities. The evaluation of alignment has been carried out as a project with the involvement of a number of internal experts and external consultants. The central sustainability and economy/finance functions have been responsible for interpretation and evaluation with the support of external consultants.

6.4 – Operation of personal mobility devices, cycle logistics

SkiStar aims to encourage more people to be active and experience the mountains during the summer months as well. So SkiStar has launched the concept of 'Active Recreation' as part of our year-round operations. We want to encourage more people to be active and experience the mountains during the summer months as well. The destinations offer multiple activities in the mountains to make them more accessible all year round, such as climbing parks, trail biking and hiking trails. SkiStar generates revenue from the rental of bicycles/electric bicycles and costs (OPEX) from purchases of bicycles for rental. SkiStar considers this to be a growing business and aims to have 600,000 activity days from the summer by 2030.

Renting ski and bicycle equipment through SkiStarshop is a natural part of many people's trips to the mountains, and during the financial year we launched SkiStar Pre-Used, selling second-hand skis and bikes. During the year, second-hand sales generated SEK 3 million, and the concept will be expanded for next season.

During the 2022/23 financial year, we carried out a physical climate adaptation assessment which corresponds with DNSH's criteria for adaptation to climate change of all personal mobility devices.

6.5 – Transport by motorbikes, passenger cars and light commercial vehicles

SkiStar's vehicle fleet currently runs mainly on the renewable fuel HVO100. SkiStar regards renewable fuel as a short-term solution during a period of transition. A clearer strategy has been adopted to take the next step towards an electrified vehicle fleet, and we are already seeing that larger vehicles will run on other non-fossil alternatives. We are actively engaged in replacing combustion engines with a low-emissions fleet. The transition will take place gradually, with certain types of vehicle being replaced quickly while others will need to await technological advances. Furthermore, SkiStar plans to increase the scope and use of systems to manage and optimise its vehicle fleet.

During the financial year, SkiStar's vehicle fleet was expanded through the addition of 22 electric vehicles.

Despite the fact that a high proportion of the vehicle fleet fulfils the substantial contribution criteria, we have 0% CapEx for economic activity 6.5 because we do not have any information from suppliers for the DNSH criteria for the prevention of pollution.

7.1 – Construction of new buildings

One of SkiStar's business areas is Property Development and Exploitation. SkiStar develops and purchases buildings within this business area. SkiStar defines new buildings in accordance with the following criterion: properties with a building area greater than 150 square metres. During the 2022/23 financial year, SkiStar did not establish any new properties that are classified under this criterion. The economic activity is relevant, but was not applicable during the financial year.

7.3 - Installation, maintenance and repair of energy-efficient equipment

SkiStar aims to reduce its emissions from fuel- and energy-related activities, as well as waste generated by operations, by 25 percent in absolute figures, with 2020/21 as the base year. During the 2022/23 financial year, we identified a number of projects concerning energy efficiency in our properties. These projects have included, for example, the installation and replacement of energy-efficient light sources, the maintenance and repair of air-conditioning systems, and water-saving and energy-efficient fittings. In many cases, the analyses of the projects indicated that it would be difficult to achieve the detailed DNSH criteria that apply because we have no information concerning the prevention and control of pollutants. SkiStar is therefore unable to consider the economic activity as being aligned with the Taxonomy.

7.4 – Installation, maintenance and repair

During the financial year, SkiStar invested in the installation of 186 charging stations for electric vehicles, which is an enabling activity to limit climate change in accordance with the Taxonomy.

SkiStar believes that this activity contributes to the limiting of climate change. SkiStar has carried out physical climate adaptation assessments that are compatible with the DNSH criteria for our charging stations.

During 2022/23, we carried out a physical climate adaptation assessment that corresponds with DNSH's criteria for adaptation to climate change of all charging stations. A physical climate risk analysis has been carried out, which covers the locations of the charging stations and relevant risks.

For economic activity 7.4, the necessary assessments have been carried out, and we are therefore able to claim compliance.

7.6 – Installation, maintenance and repair of renewable energy technologies

The technical criterion for economic activity 7.6 is the installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings. CapEx for this activity is applicable to the activity 'installation of solar panels'. As part of this activity, SkiStar has installed four new solar panels systems and has a long-term plan for all of its destinations. SkiStar believes that this activity contributes to the limiting of climate change. SkiStar has carried out a physical climate risk analysis for the installation sites, and relevant risks have been taken into account.

For activity 7.6, we have carried out physical climate adaptation assessments that correspond with DNSH's criteria for adaptation to climate change.

For economic activity 7.6, the necessary assessments have been carried out, and we are therefore able to claim compliance.

7.7 – Acquisition and ownership of buildings

The technical requirement for activity 7.7 Acquisition and ownership of properties. During the 2022/23 financial year, SkiStar acquired two properties: Hovde Hotell in Vemdalen and the Platåkåtan restaurant in Åre. Neither of these acquisitions is aligned with the Taxonomy. However, we are working on a number of projects within the field of energy efficiency with the aim of achieving alignment with the Taxonomy.

9.3 – Professional services related to energy performance of buildings

The technical criterion for activity 9.3 Professional services related to energy performance of buildings SkiStar has engaged consultants to provide technical advice in connection with the energy efficiency projects. This has included project management, training, energy simulation and the provision of energy advice.

Minimum safeguards

'Minimum safeguards' means that the company has processes in place to ensure that the business is operated in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct and the UN Guiding Principles for Business and Human Rights throughout the value chain. This means, for example, that companies must have conducted a risk review, adopted policies, implemented risk mitigation measures, followed up outcomes and have transparent communication. SkiStar respects and supports internationally declared human rights and labour law. Based on internal and external expertise, stakeholder consultation and risk analyses of business relationships, SkiStar has identified the most important issues connected to human rights through the value chain. The Code incorporates the UN Global Compact's ten principles regarding human rights, working conditions, the environment and anti-corruption, as well as the ILO's eight fundamental conventions concerning minimum standards for working conditions. Read more about SkiStar's work relating to human rights, anti-corruption, taxation, fair competition and sustainable management on pages 65 to 68 and Note 1 on page 108.

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Proportion of turnover deriving from products or services associated with economic activities that are aligned with the Taxonomy requirements – information covering the year 2022/23

Economic activities (1)				Criteria for substantial contribution							Criteria concerning Do No Significant Harm (DNSH)										
	Code/codes (2)	Absolute operating expenditure (3)	Proportion of operating expenditure (4)	Climate change limitation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution prevention and control (9)	Biodiversity and ecosystems (10)	Climate change limitation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution prevention and control (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of operating expenditure, year 2022/23 N (18)	Taxonomy-aligned proportion of operating expenditure, year 2021/22 N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
		SEK million	%	%						Yes/No							Percent	Percent	Enabling	Transitional
A. Activities eligible under the Taxonomy																				
A.1. Environmentally sustainable (Taxonomy-aligned) activities																				
Operation of personal mobility devices, cycle logistics	6.4	11	0%	100%						-	Y	-	Y	-	-	Y	0%		-	-
Turnover by environmentally sustainable activities (not Taxonomy-aligned) (A.1)		11	0%														0%			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		0	0%																	
Acquisition and ownership of buildings	7.7	79	2%																	
Turnover by Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		79	2%																	
Total (A.1+A.2)		90	2%														0%			
B. Taxonomy-non-eligible activities																				
Turnover by Taxonomy-non-eligible activities (B)		4,192	98%																	
Total (A+B)		4,281	100%																	

Proportion of capital expenditure deriving from products or services associated with economic activities that are aligned with the Taxonomy requirements – information covering the year 2022/23

Economic activities (1)				Criteria for substantial contribution							Criteria concerning Do No Significant Harm (DNSH)										
	Code/codes (2)	Absolute operating expenditure (3)	Proportion of operating expenditure (4)	Climate change limitation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution prevention and control (9)	Biodiversity and ecosystems (10)	Climate change limitation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution prevention and control (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of operating expenditure, year 2022/23 N (18)	Taxonomy-aligned proportion of operating expenditure, year 2021/22 N-1 (19)	Category (enabling activity or) (20)	Category (transitional activity) (21)
		SEK million	%	%						Yes/No							Percent	Percent	Enabling	Transitional
A. Activities eligible under the Taxonomy																				
A.1. Environmentally sustainable (Taxonomy-aligned) activities																				
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)*	7.4	4	0%	100%						-	Y	-	-	-	-	Y	0%		E	-
Installation, maintenance and repair of renewable energy technologies	7.6	4	0%	100%						-	Y	-	-	-	-	Y	0%		E	-
Capital expenditure by environmentally sustainable (Taxonomy-aligned) activities (A.1)		8	1%														1%			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	20	2%																	
Acquisition and ownership of buildings	7.7	20	2%																	
Capital expenditure by Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		40	4%																	
Total (A.1+A.2)		48	4%														1%			
B. Taxonomy-non-eligible activities																				
Capital expenditure by Taxonomy-non-eligible activities (B)		1,116	95%																	
Total (A+B)		1,164	100%																	

NOTE E5, CONT.

Proportion of operating expenditure deriving from products or services that are associated with economic activities that are aligned with the Taxonomy requirements – information covering the year 2022/23

Economic activities (1)				Criteria for substantial contribution						Criteria concerning Do No Significant Harm (DNSH)										
	Code/codes (2)	Absolute operating expenditure (3)	Proportion of operating expenditure (4)	Climate change limitation (5)	Climate change adaptation (6)	Water and marine resources (7)	Circular economy (8)	Pollution prevention and control (9)	Biodiversity and eco-systems (10)	Climate change limitation (11)	Climate change adaptation (12)	Water and marine resources (13)	Circular economy (14)	Pollution prevention and control (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy-aligned proportion of operating expenditure, year 2022/23 N (18)	Taxonomy-aligned proportion of operating expenditure, year 2021/22 N-1 (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
		SEK million	%	%						Yes/No							Percent	Percent	Enabling	Tran sitional
A. Activities eligible under the Taxonomy																				
A.1. Environmentally sustainable (Taxonomy-aligned) activities																				
Professional services related to energy performance of buildings	9.3	1	0%	100%						–	Y	–	–	–	–	Y	0%		E	–
Operation of personal mobility devices, cycle logistics	6.4	7	2%	100%						–	Y	–	Y	–	–	Y	2%		–	–
Operating expenditure by environmentally sustainable activities (not Taxonomy-aligned) (A.1)		8	2%														2%			
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
Installation, maintenance and repair of energy efficiency equipment	7.3	5	1%																	
Acquisition and ownership of buildings	7.7	14	3%																	
Operating expenditure by Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		19	4%																	
Total (A.1+A.2)		27	6%														2%			
B. Taxonomy-non-eligible activities																				
Operating expenditure by Taxonomy-non-eligible activities (B)		376	93%																	
Total (A+B)		403	100%																	

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Section S – Social factors

S1 ACTIVITY AND RECREATION

KEY IMPACTS, RISKS AND OPPORTUNITIES

Getting people moving has been at the heart of SkiStar's operations since the Company was founded more than 45 years ago. By making an active holiday available to more people, we can help promote a more active and sustainable lifestyle and enhance wellbeing. Alpine skiing forms the basis of our operations and is also an important area for us to continue offering and developing. Our goal is to get more people to take part in our activities, both in summer and winter. SkiStar aims to offer seven million skier days and activity days per year by 2030, including 6.4 million skier days and 600,000 activity days. During the year, we have worked towards this goal by focusing on creating new activities at our destinations all year round.

GOVERNANCE AND MONITORING

SkiStar wants to be at the cutting edge and further develop operations with a focus on increasing the number of guests and activity days at our destinations. We create new products and experiences that enable our guests to get active in our beautiful mountain environment. Alpine skiing is SkiStar's core business, which we track through sold SkiPasses and number of runs carried out on our slopes. Activity days are an activity linked to movement that generates income. We follow the development on an ongoing basis and have clear targets that we monitor.

RESULT INDICATORS

	2022/23	2021/22
Skier days	5,682,561	6,030,660
Activity days*	252,584	217,785

During the financial year, the number of skier days amounted to 5,682,561, the second best in the Company's history, after last year's record (6,031,000). The decline is due to the calendar effect and the fact that we have had fewer visitors during the final part of the winter season. Activity days have increased by 16 percent compared with the previous year. The biggest development has taken place in Sälen and Trysil where we have further developed our operations, as well as in Vemdalen where we have launched new summer activities.

* Definition and figures have been adjusted during the financial year. See page 141 for definition.

S2 HUMAN CAPITAL

KEY IMPACTS, RISKS AND OPPORTUNITIES

Our employees are our greatest asset by far. A common commitment and a quest to create a memorable mountain experience for our guests is a large part of our success. SkiStar is a major employer of young people that offers them a start in the labour market. SkiStar recruits around 3,000 young people aged 18–24 annually. In the last ten years, nearly 14,000 young people have been given the opportunity to gain a foothold in the labour market by working for us at our destinations. This also entails enormous responsibility for us as an employer. For many, a job with SkiStar means moving away from home and being thrown into a new world. To support and help our employees, we are also taking responsibility for their well-being through health and climate-promoting activities.

SkiStar is also a major employer in sparsely populated areas – and in some cases the largest employer in the area. We try to recruit and attract employees from local areas to enable more people in sparsely populated areas to work where they live and have the opportunity to stay there.

POLICY

SkiStar's employee strategy is guided by frameworks such as employee, diversity and work environment policy. SkiStar's HR function works both strategically and operationally in competence provision and work environment. Furthermore, the HR function develops ongoing procedures and ways of working to create secure leaders and employees. The HR function is led by the HR Director who is a member of SkiStar's Group Management.

GOVERNANCE AND MONITORING

Compliance with the above policies and related documents must be regularly monitored by both the responsible manager and the HR Director. The review must include an assessment of SkiStar's opportunities for improvement in the organisation's approach based on changes in the world around us, business conditions and legal requirements. Furthermore, the HR Director must report the situation and status regarding compliance with internal approaches and routines to Group Management and the Board of Directors annually. Special reasons, such as serious incidents, deficiencies or needs, may justify additional reporting.

CULTURE AND LEADERSHIP

Shared core values and a strong corporate culture are at the heart of both a positive employee experience and the successful implementation of business strategies. SkiStar's vision is: We create memorable mountain experiences. By welcoming people from all age groups, with different abilities, backgrounds, functional ability, conditions and experiences, SkiStar aims to offer a workplace where everyone can be themselves. SkiStar's core values, which all employees and managers are expected to live by, are:

- Together: We take joint responsibility
- Credible: Attitude makes a difference
- Commitment: Movement takes us forward
- Simple: If it is easy, we do it right

During the last financial year, SkiStar developed its values and in the coming financial year major work will be carried out based on these. SkiStar's cultural transformation aims to strengthen the behaviours needed for the Company to be able to implement its strategies and create a work environment where employees can achieve their full potential.

Employee surveys are conducted several times a year in order to understand how employees experience their work and how they perceive SkiStar as an employer. The results are compiled at Group, departmental and unit level so that managers and leaders can act when and where needed.

EQUALITY, DIVERSITY AND INCLUSIVENESS

SkiStar is engaged in creating a corporate culture that values equality, diversity and inclusion at all levels and gives all employees equal opportunities. All employees have the same rights and the right to equal treatment regardless of gender, sexual orientation, ethnicity, beliefs, functional variation or age. We have a policy of zero tolerance for any form of discrimination and take strong action in response to incidents and conduct that contravene SkiStar's policies and directives. We value and welcome our differences and aim to increase diversity.

The diversity policy applies to all employees in the Group, regardless of their type of employment. It is also a natural part of the Company's leadership programme and employee induction. Employee surveys are conducted annually and include work environment and diversity issues. The results are a measure of SkiStar's success in this area but are also a source for continued improvements.

In close cooperation with the work environment organisations at each destination, the responsibility for operational management of diversity work and implementation of defined procedures lies with each department/business area manager. The HR function is responsible for ensuring that recruitment processes within the Company are ingrained with values and attitudes that are in line with the diversity policy. It is

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important that all employees share and live up to our values in order for SkiStar to have a culture where equality, diversity and inclusion are present.

SkiStar's diversity policy is revised annually and approved by SkiStar's Board of Directors. The policy includes aspects such as processes for recruitment, training, development opportunities and SkiStar in the community. SkiStar aims to have a 50/50 gender distribution in all employee groups and at least 40 percent female managers in senior executive positions. Through the Nomination Committee, SkiStar applies Rule 4.1 of the Swedish Corporate Governance Code as its diversity policy when preparing nominations for the election of Board members.

RECRUITMENT

SkiStar operates a seasonal business and has a significant need for seasonal employees. Before each season, a major recruitment effort is undertaken to find new staff, with thousands of applications being received. This requires a positive and efficient recruitment process that ensures we have the right skills in place before each season, as well as for future needs. Our values are always integrated into our recruitment processes, and we look for diversity in both experience and qualities when engaging new staff. We conduct digital group interviews for our seasonal recruitment, and throughout the rest of the year as needed.

RESULT INDICATORS

EMPLOYEES

	2022/23						2021/22				
	Permanent employees[1]			Seasonal employees[2]				Permanent employees[1]		Seasonal employees[2]	
Number of employees[3]	Men	Women	Proportion women, %	Men	Women	Proportion women, %		Men	Women	Men	Women
Vemdalen	51	10	16	153	148	49	Sweden	278	193	881	933
Sälen	98	54	36	360	475	57	Norway	136	92	444	259
Åre	86	26	23	270	264	49					
Hammarbybacken	4	1	20	19	19	50					
Trysil	78	30	28	209	135	39					
Hemsedal	33	18	35	117	85	42					
Central	44	105	70	1	9	90					
Hotell Norge	33	30	48	74	106	59					
Sweden	**283**	**196**	**41**	**803**	**915**	**53**					
Norway	**144**	**78**	**35**	**400**	**326**	**45**					

[1] Permanent employees refers to those employed as at 31 August 2023.
[2] Seasonal employees refers to the number of seasonal employees as at 28 February 2023.
[3] Information on number of employees, age, gender is retrieved from SkiStar's salary system.
Limitation: Impact occurs internally when recruiting new employees. Reporting only covers individuals employed by SkiStar and Board members. Reporting by destination and professional categories is included for the first time in 2022/23.

DIVERSITY

2022/23	Women	Men	< 29 years	30–50 years	> 50 years	Women, %	Men, %
Board of Directors	3	6	0	2	7	33	67
Group Management	3	5	0	4	4	38	63
Management teams destination	25	30	0	33	22	45	55
Employees[1]	16	16	2	16	14	50	50

[1] Employees here refer to people who report to someone in Group Management. All figures are as at 31 August 2023.
The distribution regarding equality, diversity and inclusion in the Company's professional groups is 46 percent female and 54 percent male.

COLLECTIVE BARGAINING AGREEMENT AND WORKING CONDITIONS

All of SkiStar's destinations are covered by collective agreements that regulate minimum wages and employee rights, with the exception of the CEO. All employees receive a written employment contract and working hours are regulated by the applicable collective agreement in Sweden and Norway. Working conditions are regulated both on the basis of the Work Environment Act and working hours agreements. Through scheduling, which is done according to the relevant rules and regulations linked to the applicable collective bargaining agreements, it is checked that no deviations are made and that all employees work the correct number of hours based on what the collective agreements allow. Close collaboration with our local union representatives ensures that we work together for good employment conditions and work environment based on the needs of both the employer and the employees.

CODE OF CONDUCT

SkiStar's Code of Conduct describes the basic values that form the basis for how our employees should act towards one another and the people they meet. The Code incorporates the UN Global Compact's ten principles regarding human rights, working conditions, the environment and anti-corruption, as well as the ILO's eight fundamental conventions concerning minimum standards for working conditions. The Code is revised annually. The Code is available to all employees via SkiStar's intranet. SkiStar takes violations of the Code of Conduct seriously. A risk that has been identified linked to SkiStar's Code of Conduct is deviation from conflicts of interest. As SkiStar exists in smaller towns and communities, this can happen. We work actively to inform and identify cases. A whistleblower service is available to everyone with a work-related relationship with SkiStar to enable anonymous reporting of violations. Training is governed by several policies such as employee policy, sustainability policy and diversity policy. All new employees undergo online training.

CAREER AND DEVELOPMENT

SkiStar attaches great importance to the training of new and returning seasonal employees and must offer all employees development and training opportunities. Every year we receive a large volume of seasonal employees, and we have a systematic induction and training programme to create good conditions for them to take on their tasks and feel comfortable with us. Our goal is for all employees to also be trained in relevant areas of sustainability. Every year, all employees undergo an online training course that includes the work environment, sustainability and GDPR. We are also working to broaden our training offering to increase opportunities for professional development within the Company. Our employees completed an average of ten training hours during the year.

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S3 HEALTH, SAFETY AND WELLBEING

KEY IMPACTS, RISKS AND OPPORTUNITIES

Employers are responsible for ensuring a good physical and psychosocial work environment. The impact on our own employees occurs within the organisation. The greatest risk for serious accidents is in our Operation of Mountain Resorts and Property Development and Exploitation business areas. In our Operation of Mountain Resorts business area, we work systematically and actively to ensure the safety of our employees and guests. In the Property Development and Exploitation business area, the risk for serious accidents lies outside the organisation among the people managing our properties and working on our construction sites. However, we are aware that, as the purchaser of these services, we should do everything we can to improve the workplaces of these people as well.

GOVERNANCE AND MONITORING

SkiStar's health and safety initiatives are based on the work environment legislation and are described in several governance documents, such as our work environment policy and work environment handbook. SkiStar AB's Board of Directors has overall responsibility for ensuring that the SkiStar Group's work environment initiatives are conducted in accordance with the policy. With the support of Group Management, it is the responsibility of the CEO to ensure that there is an appropriate organisational structure, delegated tasks and sufficient resources for work environment initiatives in accordance with the policy. More detailed instructions that describe our systematic health and safety initiatives can be found in the work environment handbook, which serves as a daily aid. Employees' voices are heard via employee surveys, employee dialogues, work environment meetings and safety representatives. All employees at SkiStar are covered by systematic work environment initiatives.

SkiStar trains managers and supervisors with the right knowledge, skills, resources and powers to be able to work towards maintaining a good and safe work environment and ensures that all employees receive the induction and training they need to be able to work safely and healthily.

We conduct annual employee surveys to ensure a positive and healthy work environment and identify opportunities for improvement. Each employee undergoes at least one performance review per year to ensure a good work situation. Health checks are conducted regularly to prevent risks at work and ensure that our employees are well.

INCIDENT REPORTING AND INVESTIGATION

Reporting and monitoring of deviations is an important part of our systematic work environment management. All deviations linked to the work environment area must be reported according to internal procedures. The internal procedure is based on legal requirements for Sweden and Norway regarding monitoring and investigation of work environment deviations. Managers and leaders with work environment responsibility are responsible for working with deviations that are received. The Central Safety Committee is responsible for following up and monitoring deviations received. Deviations are monitored continuously and reported on a monthly basis. The difference in the number of reported accidents/near misses between SkiStar's countries is due to different reporting requirements among the countries. There is also variation between destinations due to different work procedures and processes. Efforts are being made to enhance reporting of the number of accidents and near misses.

GOOD HEALTH/WELLBEING

As a company, SkiStar wants to be able to inspire an active lifestyle. We want to get more people moving, and this also includes our employees. That is why it makes perfect sense to be able to offer benefits on products that promote an active life for our employees. All employees receive a SkiPass/LiftPass during their employment. All employees are regularly invited to participate in staff promotion activities such as training activities, skiing, mountain tours and socialising. Healthcare is provided in the form of health checks every two years and also access to occupational healthcare if necessary. In addition to this, SkiStar also works through the health initiative 'Live as we learn' by inspiring and making it possible for all employees to participate in various health-promoting activities both during and outside working hours.

RESULT INDICATORS

Work environment, health and safety[1)]

SkiStar's vision is zero casualties and serious workplace accidents, and a downward trend for minor accidents. Furthermore, SkiStar takes a positive view of a rising trend regarding the reporting of near misses, as the right action can be taken to prevent an accident. During the financial year, 290 (163) accidents/near misses occurred among SkiStar's employees. Of these accidents, 39 were classified as serious workplace accidents and reported to the relevant authorities. In addition, 139 (114) were classified as minor workplace accidents. No casualties have occurred during the financial year.

	2022/23		2021/22	
	Sweden	Norway	Sweden	Norway
Casualties	0	0	0	0
Accidents (serious)	37	2	69	2
Accidents (less serious)	121	18	100	14
Near misses	35	86	21	28

[1)] Figures refer to SkiStar employees.

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S4 HUMAN RIGHTS

KEY IMPACTS, RISKS AND OPPORTUNITIES

For SkiStar, it is self-evident that all people are equal. We must interact with and treat our fellow human beings equally, regardless of gender, ethnicity, religion or other belief, functional variation or age. SkiStar respects and supports internationally declared human rights and labour law.

Based on internal and external expertise, stakeholder consultation and risk analyses of business relationships, SkiStar has identified the most important issues connected to human rights through the value chain. The risk of human rights violations is assessed to be primarily found in SkiStar's supply chain, in the areas of trade union rights, forced labour, occupational health and safety, discrimination, long working hours and conflict-related effects.

SkiStar's Supplier and Partner Code of Conduct has its roots in SkiStar's values, the UN Global Impact's 10 principles regarding human rights, working conditions, the environment and anti-corruption, the UN Declaration of Human Rights, the UN Convention on the Rights of the Child, the UN Declaration on the Right of Indigenous Peoples, the OECD Guidelines for Multinational Enterprises and ILO's eight fundamental conventions. Issues the Code covers include environmental responsibility, forced labour, child labour, freedom of association and anti-corruption. In addition to complying with the provisions of the Code of Conduct, SkiStar's suppliers must apply national legislation. In the situations where the Code of Conduct and national legislation indicate provisions related to the same area, the one with the highest standard should apply. Should the Code of Conduct be in direct conflict with the current laws and constitute a breach of applicable legislation, the highest standards apply that are in compliance with current legislation. Suspected violations of human rights are reported and dealt with in line with current legislation.

GOVERNANCE AND MONITORING

SkiStar's Supplier and Partner Code of Conduct must be regularly monitored by the supplier's contact person at SkiStar. If deviations from the Code are identified, SkiStar should ensure that measures are taken by the supplier. Reporting the violation should also be done by the supplier's contact person at SkiStar to SkiStar's Sustainability Manager. Monitoring of compliance with the governance document must be reported to the Group Management and the Board of Directors through the Audit Committee in connection with the annual update of the governance document.

RESULT INDICATORS

During the year, SkiStar noted a possible departure from SkiStar's Supplier and Partner Code of Conduct. Incoming information and deviations are discussed on an ongoing basis in SkiStar's Group Management and measures decided on. In the specific case, a further dialogue was taken up with the supplier as feedback with adequate answers.

S5 TRAINING

KEY IMPACTS, RISKS AND OPPORTUNITIES

Many of SkiStar's employees remain with the Company and often change positions and/or destination. We encourage our employees in their professional development and help them climb the career ladder internally by providing many different opportunities. Good examples of this are SkiStar's internal leadership and trainee programmes, along with various combination positions that have varied tasks. The training is adapted according to professional category, form of employment and security/authorisation requirements. During the financial year, we adapted the training offering in more digital formats in order to become more sustainable based on geographical spread between the destinations. Within the SkiStar Academy, we want to train and inspire within a wide range of topics, from rhetoric and leadership development to employee engagement. The programme covers all managers and leadership roles, be they full-time or seasonal employees. During the financial year, we also carried out a project linked to digitalisation of all onboarding and offboarding processes for all professional groups that will be implemented during the coming year. We do this to simplify the induction phase further by creating the opportunity to acquire knowledge and create security at the start of employment.

GOVERNANCE AND MONITORING

Training is governed by several policies such as employee policy, sustainability policy and diversity policy. We are also working to broaden our training offering to increase opportunities for professional development within the Company. Our employees completed an average of ten training hours during the year.

The training hours are estimated based on planned training hours. The figures for the sustainability training course are the actual outcome. Figures are not broken down by employee due to system limitations. Efforts to eventually be able to collect and report this information are in progress.

RESULT INDICATORS

TRAINING HOURS PER EMPLOYEE

	2022/23	
	Women	Men
Permanent employees	10	10
Employees on fixed-term contracts	25	25

Sustainability training	% of employees
Basic Sustainability	70
Climate-smart at the ski resorts	65

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Section G – Governance

G1 GOVERNANCE OF SUSTAINABILITY WORK

Sustainability is an integral part of SkiStar's governance and reporting. An understanding of and commitment to challenges such as climate change and the use of natural resources are of particular importance to SkiStar. Responsibility is thus important both at Group level and at the destinations.

Responsibility for sustainability-related issues is ultimately held by SkiStar's Board of Directors. SkiStar's Board approves all of SkiStar's policies annually. Reporting of SkiStar's sustainability goals to SkiStar's Board takes place twice a year. SkiStar's CEO bears overall responsibility for evaluating and managing sustainability issues, including climate-related issues, which are well integrated in SkiStar's operations.

Operational responsibility for sustainability and climate-related issues at Group level is led by the Sustainability Manager, who during the financial year reported to the Communications and Sustainability Director[1], a member of Group Management. The Sustainability Manager is responsible for defining, proposing and supporting implementation and communicates decisions made in connection with the sustainability strategy and established goals. Planning, management and monitoring of sustainability initiatives follow the organisational structure with a clear delegation of responsibilities and powers. This consists of policies, directives, procedures and overall goals. Furthermore, our work is governed by laws, guidelines and regulations, including the UN Sustainable Development Goals.

Sustainability forum

SkiStar has a dedicated Sustainability Forum, chaired by the CEO, with the Sustainability Manager as secretary. In addition to the CEO and Sustainability Manager, the forum consists of representatives from the core business: the Communications and Sustainability Director, Property Development Director, HR Director and CEO of SkiStar Norge AS. Two members were added to the forum during the year: the Business Development Manager and the SkiStarshop Manager. The forum meets regularly to discuss the Company's development, and ensure compliance with policies and guidelines and achievement of established goals.

GOVERNANCE AND MONITORING

In addition to the general Code of Conduct, SkiStar works in line with a range of policies and governance documents that clarify the Company's risks, risk management strategy and approach to achieving its objectives. The purpose of these policies is to create transparency and clarify how we intend to pursue operations with a long-term, sustainable approach to generate growth and develop the Company. All policies are reviewed annually and constitute a basic tool to ensure each employee at SkiStar can easily access information regarding how they are expected to act, when and for what reason. The policy owner designs the policy, which is then approved by SkiStar's Group Management and Board of Directors.

Annual online training is provided to increase awareness and understanding of how SkiStar is expected to act and respond to its operating environment. The training covers all policies including the Code of Conduct. It is also aimed at increasing understanding of how sustainability aspects should be observed in all areas of the business, and how they should be a natural consideration for every employee at all levels and in all decisions. All the Company's policies are available to SkiStar's employees via the intranet.

SkiStar aims to achieve full compliance with the Company's policies and other internal governing documents. For everyone to feel confident that the Company is working towards the same goals, and identify all possible policy breaches, SkiStar has established a whistleblower function. The service is designed to give all employees and others who have a work-related relationship with SkiStar the opportunity to anonymously report any suspicions of serious irregularities. The whistleblower function is a warning system aimed at reducing risks, preferably at an early stage in the chain of events. A whistleblower function is an important aspect of effective corporate governance and maintains public confidence in us as a company. Directives and procedures for reporting are available to all employees and others with a work-related relationship with SkiStar.

[1] Reporting from 1 September 2023 will be directed to the CFO.

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G2 COMPLIANCE AND BUSINESS ETHICS

KEY IMPACTS, RISKS AND OPPORTUNITIES

Corruption and unethical business methods are a hindrance to economic and social development, and often very disproportionally affect fragile communities and undermine democratic institutions. Both stakeholders and rules and regulations impose increasingly greater demands for more transparency concerning working methods and for the Company to have policies of zero tolerance for corruption, as well as implementing robust programmes for ethics and regulatory compliance to ensure a culture of compliance. Furthermore, competition rules in the jurisdictions where the business may have anti-competitive effects must be taken into account and followed.

SkiStar's business is associated with risks related to work environment, corruption and human rights. These risks are partly within the Company and partly with suppliers and partners working on assignments for SkiStar. SkiStar has a policy of zero tolerance for bribery and corruption both in our operations and in our business relationships. Corruption issues are dealt with within the framework of SkiStar's risk management, with policy documents reinforcing efforts to prevent and identify instances of corruption, as well as risks attributable to restrictions on competition. There are also clear guidelines and procedures clarifying what is expected of our employees in the areas of purchasing and procurement. If corruption is suspected or uncovered, there are guidelines governing how such cases should be handled.

To manage the risks, SkiStar has adopted an internal Code of Conduct and a Supplier and Partner Code of Conduct. Violations of the Code of Conduct are difficult to detect, and SkiStar's focus is therefore on minimising the risks of corruption and human rights violations. Training and induction programmes provide SkiStar's employees with knowledge about how the Company's policies and other governing documents are structured and how employees are expected to act in the event of suspected violation of the Code of Conduct. The management have been trained in matters relating to competition, which the employees responsible for the Company's purchasing will also do at regular intervals in the future.

GOVERNANCE AND MONITORING

Effective governance, risk management and regulatory compliance are supported by a strong corporate culture where all of SkiStar's employees use good judgement and act with integrity and in accordance with the Code of Conduct. SkiStar has an anonymous whistleblower function for cases of suspected corruption, other irregularities or violation of our Code of Conduct. The whistleblower function is available to all employees and others who have a work-related relationship with SkiStar. The whistleblower function is anonymous.

Cases reported via the whistleblower function go to an external, independent party. The external recipient carries out an initial assessment of the case. The reported case and the initial assessment are forwarded to a designated individual from among a group of contacts selected by SkiStar (chair of the Board of SkiStar AB, chair of the Board of SkiStar Norge AS, CEO, General Counsel, HR Director) for further processing and planning of action to take. The external recipient decides who is to be contacted for the case in question to ensure that such individual is independent and unconnected to the case and/or person/people affected by the case. At least once a year, cases reported via the whistleblower function and any associated issues are reported back to Group Management and the Board via the Audit Committee. Special reasons, such as serious incidents, deficiencies or needs, may justify additional reporting.

CONFLICTS OF INTEREST

SkiStar applies external rules as well as internal provisions regarding conflicts of interest. Board members may not participate in any decisions concerning agreements between them and SkiStar. The same also applies to agreements between SkiStar and third parties or legal entities in which a Board member has an interest that may be in conflict with SkiStar's interests. Management, including the CEO, may not participate in the Remuneration Committee's or the Board's processing of questions about remuneration for them.

Furthermore, SkiStar's employees are always expected to use good judgement and great integrity concerning SkiStar's business. Agreements concluded on behalf of SkiStar must always be imbued with commercialism and work in the best interests of SkiStar. If an agreement is to be entered into with a party that has any form of close relationship to the person who intends to enter into an agreement on behalf of SkiStar, directly or indirectly, the agreement must be approved and signed by a senior manager.

The Company's Code of Conduct, as well as underlying directives regarding purchases and procedures for related party transactions, include instructions for handling situations where conflicts of interest may arise. SkiStar works to ensure that effective measures are taken to avoid, or where necessary counteract, potential and actual conflicts of interest. Furthermore, the rules of procedure established by the Board, as well as for the work of the committees, include rules on handling situations where conflicts of interest may arise and how these should be dealt with. The Audit Committee has also implemented a process for approving services other than audit services performed by an external auditor to secure the auditor's independent status.

CODE OF CONDUCT

SkiStar's Code of Conduct describes the guidelines and values that form the basis for how our employees should behave towards one another and the people they meet. The Code incorporates the UN Global Compact's ten principles regarding human rights, working conditions, the environment and anti-corruption, as well as the ILO's eight fundamental conventions concerning minimum standards for working conditions. The Code is revised annually. The Code is available to all employees via SkiStar's intranet. SkiStar takes violations of the Code of Conduct seriously.

RESULT INDICATORS

During the 2022/23 financial year, eight cases of suspected violation of SkiStar's Code of Conduct were reported and investigated. At the end of the year, an investigation into one case is in progress.

REPORTING, INVESTIGATING AND CONFIRMING MATTERS REGARDING VIOLATION OF SKISTAR'S CODE OF CONDUCT

number	2022/23	2021/22
Reported cases	8	0

STATUS AT YEAR-END

	2022/23	2021/22
Terminated cases	7	0
Cases in progress	1	0

REPORTED CASES PER CATEGORY

	2022/23	2021/22
Corruption and violations of laws and regulations	0	0
Conflicts of interest	0	0
Employee issues	5	0
Human rights	0	0
Business-related	3	0

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G3 THE SUPPLY CHAIN AND RESPONSIBLE PURCHASING

KEY IMPACTS, RISKS AND OPPORTUNITIES

Effective partnerships and responsible procurement of suppliers are an important factor in the ongoing sustainable development of operational activities. SkiStar works with many different suppliers within the Company's various business areas. Most of SkiStar's suppliers come from Scandinavia and Europe. SkiStar's biggest suppliers are in the Operation of Mountain Resorts and Property Development and Exploitation business areas.

SkiStar's own brand EQPE is mostly produced in China. Production of selected parts of the range have been moved to Sweden and Lithuania during the financial year. The textile industry is characterised by a complex and global supply chain with actors who collaborate across country borders. High risks occur in the areas of human rights and workers' rights in both the production of raw materials and at the manufacturing stage. In the area of the environment, the risks are also considered to be of a serious nature, with potentially far-reaching effects throughout the supply chain. SkiStar has assessed the production of EQPE clothing as one of the highest risks of human rights violations in the SkiStar supplier chain. SkiStar has annual dialogues and reviews with these suppliers to minimise the risks.

SkiStar applies a Supplier and Partner Code of Conduct, which sets out the expectations SkiStar has of them. SkiStar has also worked actively with its suppliers and evaluated them all according to social and environmental requirements. SkiStar's Supplier and Partner Code of Conduct includes respect for human rights, among other areas. It requires suppliers to be familiar with basic human rights and labour conditions, and to respect and comply with them. All SkiStar's suppliers and business partners are expected to accept this Code of Conduct. In the event of any violations, SkiStar will take action.

In order to ensure secure procurement, SkiStar works based on established directives for purchasing, which take into account several perspectives in procurement and purchasing such as availability, price, quality as well as sustainability and competition laws aspects.

GOVERNANCE AND MONITORING

To enhance transparency and control at the supplier level, SkiStar launched a risk assessment of the Company's supplier base during the year. The work has been based on new legal requirements for SkiStar's Norwegian operations. The suppliers are assessed based on five risk parameters to identify possible risks linked to products, areas and industries, for example. The risk of human rights violations is principally deemed to be at the supplier level. Based on the risk analysis, seven areas were prioritised as medium/high risk. These areas are:

- purchase of construction materials and machine parts
- purchase of IT products for own operations
- purchase of cleaning services
- purchase of food and drink
- purchases for EQPE, our own brand

SkiStar did not identify any actual negative consequences in the risk analysis.

The Company's expectations are described in our Supplier and Partner Code of Conduct, which is included as an appendix in the majority of all agreements entered into with SkiStar. The code was updated during the year to clarify SkiStar's expectations and requirements regarding respect for human rights. The right to review suppliers was also added. SkiStar's goal is for all suppliers to sign the Code of Conduct. SkiStar's Supplier and Partner Code of Conduct is available on SkiStar's website, skistar.com/en/corporate.

RESULT INDICATORS

During 2022/23, all new suppliers approved SkiStar's Supplier and Partner Code of Conduct. The suppliers of 83 (75) percent of SkiStar's total debited purchase amounts approved the Code of Conduct during the year.

G4 SECURITY AND DATA PROTECTION

KEY IMPACTS, RISKS AND OPPORTUNITIES

As security threats become more sophisticated, they mean an increased risk of incidents that could have a significant negative impact on companies, society and individuals. The increased prevalence of cybersecurity threats creates both risk and opportunity because effective security can constitute a competitive advantage, while lack of action may risk damaging customer confidence. Stricter rules for security, data protection and data localisation have been introduced, and will be introduced on an ongoing basis. Continuous risk analyses are conducted at all destinations by the Company to minimise the various types of risks and to be sure to have the correct insurance cover in place. SkiStar also has an extensive crisis plan to ensure that the Company is well prepared in the event of any accidents or near misses. Information security is an area requiring more and more resources, due to a negative trend globally involving various types of attacks and intrusions. SkiStar follows established procedures for the development and introduction of new infrastructure and systems. The risk of intrusion, loss of information and business interruption is reduced by focusing on information security, cooperation with suppliers and development of working practices and procedures.

GOVERNANCE AND MONITORING

At SkiStar, we follow our information policy with, inter alia, associated directives, directives for processing of personal data and directives for information security. Furthermore, we work actively on safety and security issues by means of collaboration with trade organisations and unions, regular training, reporting of near misses and a systematic health and safety programme. At SkiStar, we have a data protection group that works with data protection issues according to a set circular planner. The circular planner is meant to promote a proactive way of working and helping the organisation to continuously improve and answer data protection questions. The circular planner reflects the data protection regulation's requirements, and the results of the Group's work are reported annually to both Group Management and Board of Directors through the Audit Committee. We also train our employees in data protection issues annually.

In the area of information security, continuous training takes place for all of the organisation's employees to constantly increase awareness and understanding of the importance of information security work. The staff are trained by means of short, recurring training sessions, and since the turn of the year we have achieved an implementation rate of just under 80 percent. It is worth noting that employees who only work recurrently during the winter season are included in these statistics, which is why the numbers are slightly misleading when this part of the workforce is not working (from May to about mid-November).

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Section O – Other – Basis for the report

O1 STAKEHOLDER ENGAGEMENT AND MATERIALITY

Charting and analysing stakeholders' expectations of our operations is a prerequisite for creating sustainable value. That is why we have ongoing dialogue with our stakeholders.

In addition to this ongoing engagement with stakeholders, in-depth interviews with a selection of representatives from our various stakeholder groups were conducted in the previous year. The purpose was to identify SkiStar's most important sustainability issues now and in the future, and to gain an understanding of which issues create significant value for our stakeholders. The stakeholder engagement formed the basis of SkiStar's sustainability strategy.

Dialogue with stakeholders provides insights into the expectations of different stakeholder groups and contributes to the development of long-term relationships and continuous improvement of SkiStar's operations. The engagement also provides valuable information when SkiStar evaluates its sustainability work and prioritises initiatives in the area of sustainability.

Stakeholder engagement included a targeted survey to which approximately 4,050 guests and 500 employees responded. In addition, in-depth interviews were conducted with selected stakeholder groups, such as municipalities, regions, shareholders and destination companies. This was done to get a picture of the stakeholder groups' priorities, and it formed the basis for SkiStar's materiality analysis and sustainability strategy.

Two areas of increasing importance to our stakeholders and our operating environment are 'Biodiversity' and 'Integration'. In terms of biodiversity, the expectation is that stakeholders want more information about SkiStar's impact on biodiversity at our destinations. They also want to know how other places are affected as a result of the Company's purchases of goods and services.

MATERIAL ISSUES

SkiStar conducts surveys with stakeholders annually with the focus on guests and employees. SkiStar holds ongoing dialogues and in-depth interviews with other stakeholders such as suppliers, municipalities and politicians, land owners and industry organisations. These dialogues are processed and included in SkiStar's materiality analysis.

SkiStar revises its materiality analysis on an ongoing basis, as dialogues with a number of stakeholders take place, and will result in updating during the coming financial year in line with the forthcoming framework.

Two areas identified during the financial year as being of increasing importance to our stakeholders and our operating environment are 'Biodiversity', 'Energy Conservation' and 'Integration'. Read more about our work on pages 41–50 and about stakeholder engagement and the materiality analysis on pages 70–71 Note O1.

STAKEHOLDER ENGAGEMENT

Stakeholders	Dialogue	Material issues
Guests/Customers/ Accommodation Owners	• Weekly guest surveys • Daily meetings with guests	• Waste and recycling • Sustainable tourism • Health and safety • Circular economy • Energy conservation
Employees	• Annual employee survey on sustainability • Regular employee surveys • Individual dialogues	• Sustainable working life • Climate and mountain environment • Waste and recycling
Shareholders	• Investor meetings • ESG surveys and assessments	• Climate-related risks and opportunities • Activity days • Biodiversity • New business opportunities: all-year-round operation
SOCIETY		
Suppliers	• One-off meetings • Purchasing dialogue • Collaborations	• Compliance with SkiStar's Supplier Code of Conduct • Working hours and working conditions • Long-term collaborations
Sector organisation	• Board meetings • Forum members • Continuous dialogue	• Climate and mountain environment • Biodiversity • Integration and work environment
Landowners	• One-off meetings • Continuous dialogue	• Protection of mountain environment • Exploitation and development of mountain destination
Municipalities & Politicians	• One-off meetings • Consultation meetings • Continuous dialogue	• Public health and inclusiveness • Sustainable development of destinations
Local businesses	• One-off meetings • Consultation meetings • Continuous dialogue	• Booking conditions and interest in mountain holidays • Sustainable development of destinations
Media	• Interviews • Continuous dialogue	• Climate change • Booking conditions and interest in mountain holidays • Incidents at mountain resorts (avalanche/accidents)

SKISTAR'S STAKEHOLDERS

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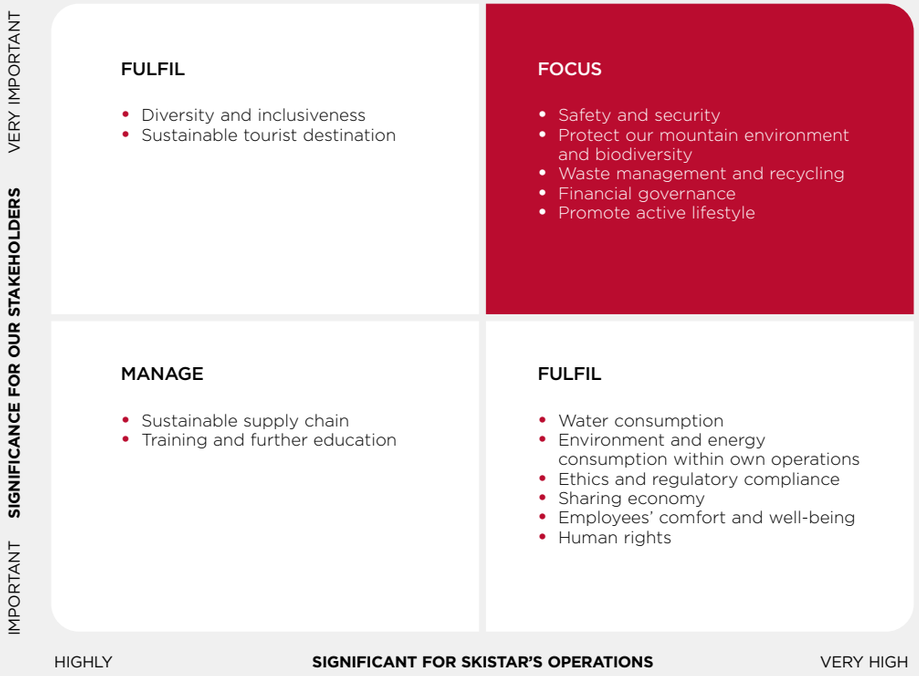
NOTE 01, CONT.

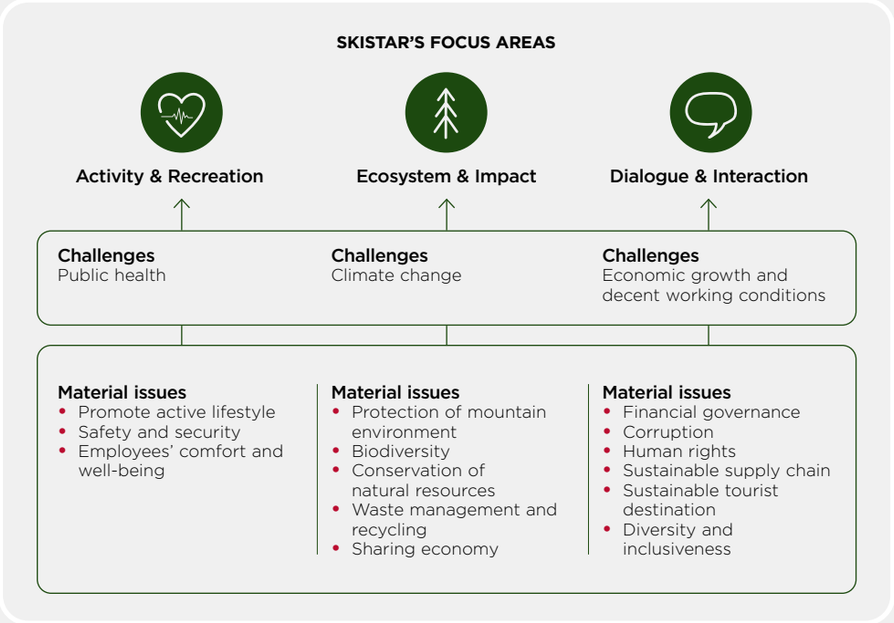
MATERIALITY ANALYSIS

SkiStar's materiality analysis is based on several different areas: stakeholder engagement, external trends and the Company's and Group Management's strategic priorities. The analysis forms the basis of SkiStar's strategic focus and prioritisation of sustainability initiatives.

Based on the survey of stakeholders' expectations and external monitoring, internal priorities have been established, of which sustainability issues are deemed the most significant. When establishing these priorities, SkiStar's actual impact on people, the environment, the economy and society was considered.

SkiStar conducts a materiality analysis every two years. A review of and update to the materiality analysis was carried out during the year, the conclusions of which are shown below. The results show the areas that are most important for SkiStar's business and value initiatives as based on the analysis. SkiStar's contributions and challenges linked to the UN's 17 Sustainable Development Goals also formed part of the analysis.





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O2 ACCOUNTING POLICIES, SCOPE AND EXTERNAL ASSURANCE

SkiStar's sustainability initiatives are reported annually. This report is for the period 1 September 2022 – 31 August 2023. SkiStar's sustainability work is initiated by Group Management and endorsed by the Board of Directors as a priority area for SkiStar. The objective is to run the entire business in a sustainable way. This is why the description of sustainability initiatives is integrated into the Company's annual report.

The sustainability report has been prepared in accordance with GRI Standards, Core Option. The GRI index on pages 73–76 contains references to where the information can be found in the annual report.

By applying the international GRI guidelines, SkiStar strives to provide transparent and balanced reporting of sustainability-related content relevant for our stakeholders.

The EU Taxonomy for Green Investment is part of the EU Action Plan on Sustainable Finance and is aimed at defining environmentally sustainable investments. For an activity to be considered sustainable under the Taxonomy Regulation, it must make a substantial contribution to at least one of the EU's six established environmental objectives and do no significant harm to any of the other environmental objectives. In addition, there are requirements regarding social aspects such as human rights and work environment.

On page 59 is a description of the information to be provided in the 2022/23 annual report regarding the proportion of taxonomy-eligible activities.

The report has been reviewed by SkiStar's auditors, and their statement can be found on page 76.

LIMITATIONS AND CHANGES FROM THE PREVIOUS YEAR

The sustainability report includes the Parent Company and wholly-owned subsidiaries. It has been determined that co-owned associates do not constitute a significant portion of operations, which is why they are not included in the report. Joint-venture companies co-owned by SkiStar are not considered to be a significant part of the operations for the purposes of the sustainability report. In preparing SkiStar's climate report, assessments have been made in accordance with the GHG Protocol. In the climate report, see Note E5, joint ventures and associated companies with a high climate impact have been included as they have been considered significant to SkiStar's climate initiatives. The figures reported in the sustainability notes have been collected from each destination and relevant business areas. Conversion to climate data has been carried out by an external supplier, and SkiStar conducts a reasonability assessment and follows up any differences compared with the previous year. Calculation of SkiStar's total climate data has continued to be carried out with an external supplier during the year. There have been no major updates to the conversion factors used during the financial year compared with the previous year. During the year, SkiStar has continued reporting scope 3 data, with the most relevant categories having been evaluated and calculated. The associated company Fjärrvärme i Sälen AB was reclassified during the previous financial year. SkiStar does not have operational control over the company and the emissions from Fjärrvärme i Sälen AB have therefore been reclassified as indirect climate impact (S3).

GOVERNANCE DOCUMENTS FOR SUSTAINABILITY WORK

Regulations governing SkiStar's sustainability work:

External laws and regulations
- Swedish Companies Act
- Swedish Annual Accounts Act
- Swedish Environmental Code
- Swedish Work Environment Act
- BBR requirements (Boverket – the Swedish National Board of Housing, Building and Planning – Building Regulations)
- UN Guiding Principles on Business and Human Rights
- UN Convention on the Rights of the Child
- EU Taxonomy Regulation
- Other applicable laws and regulations

External initiatives
- GRI Standards
- UN Global Sustainable Development Goals
- Paris Agreement
- Swedish Roadmap for Fossil Free Sweden
- Global Compact
- OECD Guidelines for Multinational Enterprises
- TCFD
- Science Based Targets
- CDP

Key internal rules and regulations
- Supplier and Partner Code of Conduct
- Sustainability Policy
- Work Environment Policy
- Code of Conduct
- Employee Policy
- Diversity Policy
- Quality Directive
- Purchasing Directive

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GRI index

SkiStar's sustainability report for the 2022/23 financial year has been prepared in accordance with Global Reporting Initiative (GRI) Standards guidelines, Core application level. SkiStar's GRI index contains references to where the information can be found in the annual report. To prepare a sustainability report in accordance with the GRI guidelines, SkiStar is required to complete three steps: identification, prioritisation and validation.

Notification of use	SkiStar AB in accordance with GRI standards for the period 01/09/2022 – 21/08/2023
GRI 1 is used	GRI 1: Foundation (2021)

GRI STANDARD	Disclosure	Page reference	Exceptions
GRI 2: General Disclosures 2021	2-1 Organisational details	82, 94	
	2-2 Entities included in the organisation's sustainability reporting	72	
	2-3 Reporting period, frequency and contact point	72, 142	
	2-4 Restatements of information	72	
	2-5 External assurance	76	
	2-6 Activities, value chain and other business relationships	15–17, 20, 23–25	
	2-7 Employees	18–19, 63–66	
	2-8 Workers who are not employees	64–66	SkiStar has no control over employees outside its own operations.
	2-9 Governance structure and composition	82–87, 88–89	
	2-10 Nomination and selection of the highest governance body	82–87	
	2-11 Chair of the highest governance body	82	
	2-12 Role of the highest governance body in overseeing the management of impacts	82–87	
	2-13 Delegation of responsibility for managing impacts	82–87	
	2-14 Role of the highest governance body in sustainability reporting	67	
	2-15 Conflicts of interest	68	
	2-16 Communication of critical concerns	66, 68	
	2-17 Collective knowledge of the highest governance body	84	
	2-18 Evaluation of the performance of the highest governance body	84	
	2-19 Remuneration policies	96–98	
	2-20 Process to determine remuneration	96–98	
	2-21 Annual total compensation ratio	87, 118	No comparisons are reported against median salary.
	2-22 Statement on sustainable development strategy	6–7, 39, 82	
	2-23 Policy commitments	85	
	2-24 Embedding policy commitments	85	
	2-25 Processes to remediate negative impacts	68, 85–86	
	2-26 Mechanisms for seeking advice and raising concerns	67, 68, 85	
	2-27 Compliance with laws and regulations	72, 68	
	2-28 Membership of associations	72	
	2-29 Approach to stakeholder engagement	70–71	
	2-30 Collective bargaining agreements	64	

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GRI STANDARD	Disclosure	Page reference	Exceptions
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	70–71	
	3-2 List of material topics	70–71	
RESPONSIBLE FINANCING			
GRI 3: Material Topics 2021	3-3 Management of material topics	70–71	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	14, 21, 94, 79–80	
	201-2 Financial implications and other risks and opportunities due to climate change	79–80	
REDUCTION IN CARBON FOOTPRINT			
GRI 3: Material Topics 2021	3-3 Management of material topics	70–71	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	53	
	302-4 Reduction of energy consumption	53	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	54–55	
	305-2 Energy indirect (Scope 2) GHG emissions	54–56	
	305-3 Other indirect (Scope 3) GHG emissions	54–56	
	305-4 GHG emissions intensity	55	
	305-5 Reduction of GHG emissions	55	
MINIMISE WATER AND WASTE			
GRI 3: Material Topics 2021	3-3 Management of material topics	70–71	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	47, 52	
	303-5 Water consumption	47, 52	
IMPROVE IMPACT ON BIODIVERSITY			
GRI 3: Material Topics 2021	3-3 Management of material topics	70–71	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	56	
ETHICAL LEADERSHIP			
GRI 3: Material Topics 2021	3-3 Management of material topics	70–71	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	68–69	
	205-2 Communication and training about anti-corruption policies and procedures	68–69	
	205-3 Confirmed incidents of corruption and actions taken	68–69	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	69	

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GRI STANDARD	Disclosure	Page reference	Exceptions
RESPONSIBLE PURCHASING			
GRI 3: Material Topics 2021	3-3 Management of material topics	70–71	
GRI 206: Anti-competitive behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	68	
TRAINING AND EDUCATION			
GRI 3: Material Topics 2021	3-3 Management of material topics	70–71	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	66	
SUSTAINABLE WORKING LIFE			
GRI 3: Material Topics 2021	3-3 Management of material topics	70–71	
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Auditor's Limited Assurance Report on SkiStar AB (publ)'s Sustainability Report and statement on the Statutory Sustainability Report

To SkiStar AB (publ), corporate identity number 556093-6949

INTRODUCTION

We have been engaged by the Management of SkiStar AB (publ) to undertake a limited assurance engagement of the SkiStar AB Sustainability Report for the year 2022/2023. The Company has defined the scope of the Sustainability Report on page 37–75 in this report of which the statutory sustainability report is defined on page 98.

RESPONSIBILITIES OF THE BOARD OF DIRECTORS AND THE EXECUTIVE MANAGEMENT FOR THE SUSTAINABILITY REPORT

The Board of Directors and the Executive Management are responsible for the preparation of the Sustainability Report in accordance with the applicable criteria, as explained on page 72 in the Sustainability Report, and are the parts of the Sustainability Reporting Guidelines published by GRI (Global Reporting Initiative) which are applicable to the Sustainability Report, as well as the accounting and calculation principles that the Company has developed. This responsibility also includes the internal control relevant to the preparation of a Sustainability Report that is free from material misstatements, whether due to fraud or error.

RESPONSIBILITIES OF THE AUDITOR

Our responsibility is to express a conclusion on the Sustainability Report based on the limited assurance procedures we have performed. Our engagement is limited to historical information presented and does therefore not cover future-oriented information.

We conducted our limited assurance engagement in accordance with ISAE 3000 (revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information. A limited assurance engagement consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report and applying analytical and other limited assurance procedures. The procedures performed in a limited assurance engagement vary in nature from, and are less in extent than for, a reasonable assurance engagement conducted in accordance with International Standards on Auditing and other generally accepted auditing standards in Sweden.

The firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We are independent of SkiStar AB (publ) in accordance with professional ethics for accountants in Sweden and have otherwise fulfilled our ethical responsibilities in accordance with these requirements.

The procedures performed consequently do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement.

Accordingly, the conclusion of the procedures performed do not express a reasonable assurance conclusion.

Our procedures are based on the criteria defined by the Board of Directors and the Executive Management as described above. We consider these criteria suitable for the preparation of the Sustainability Report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion below.

CONCLUSION

Based on the limited assurance procedures we have performed, nothing has come to our attention that causes us to believe that the Sustainability Report, is not prepared, in all material respects, in accordance with the criteria defined by the Board of Directors and Executive Management.

A Statutory Sustainability Report has been prepared.
Stockholm, 8 November 2023
Deloitte AB

Kent Åkerlund
Authorized Public Accountant

Lennart Nordqvist
Expert Member of FAR

This is a translation of the Swedish language original. In the event of any differences between this translation and the Swedish language original, the latter shall prevail.