

Bukovel

2025

Sustainability Report

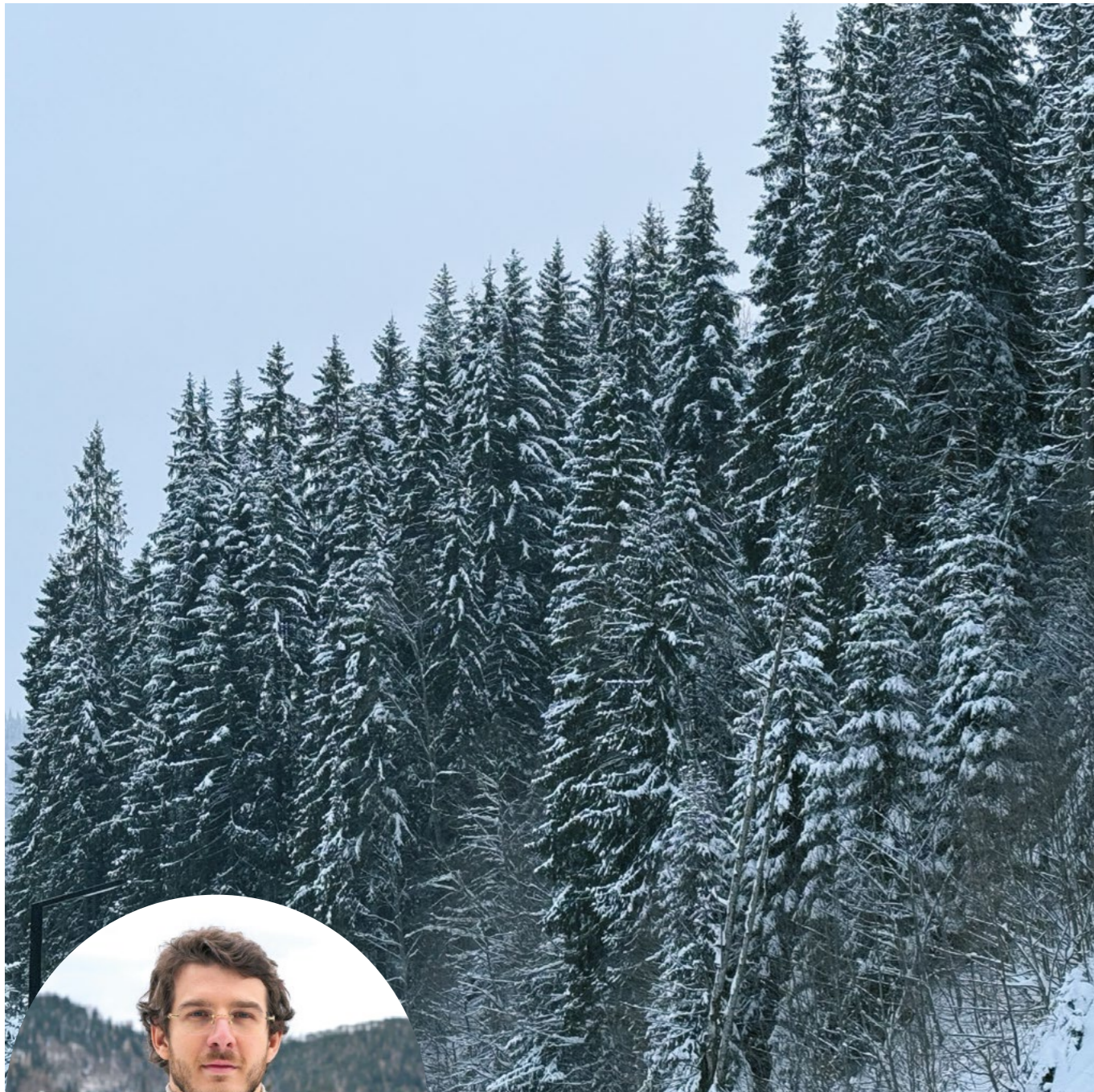




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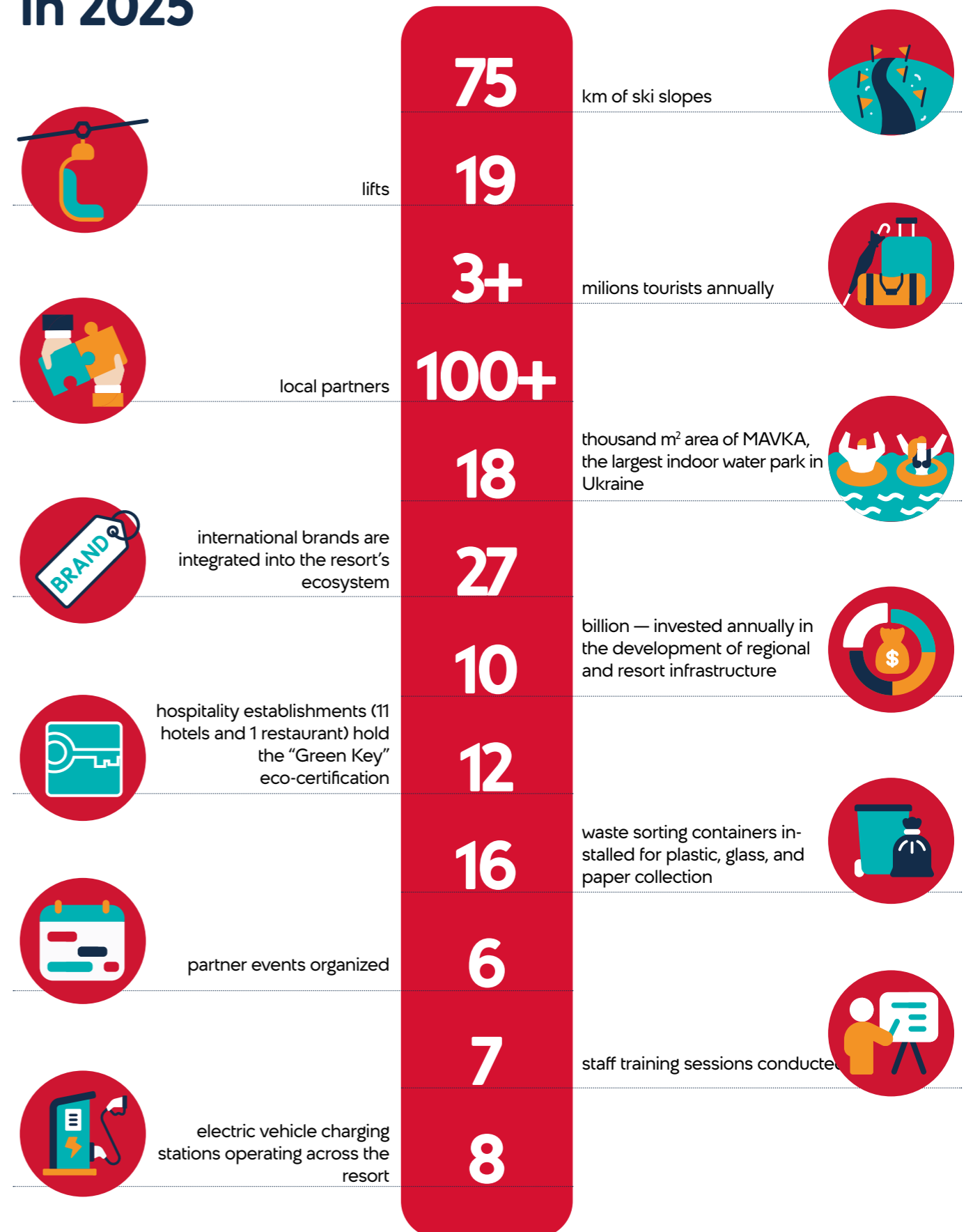
Zakhar Palytsia,
Shareholder of
Bukovel

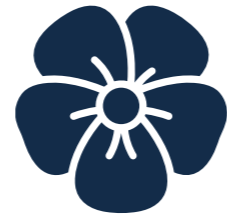
This report marks our first comprehensive step toward transparent sustainability reporting. For us, this is not a matter of formality but a strategic commitment. Sustainable development stands among the core priorities of our transformation, as we are building the resort of the future — one that acts responsibly toward the community, the environment, and future generations.

We consciously integrate European Union standards into our management, environmental practices, and social initiatives. Bukovel is evolving — and these changes are already shaping a new quality of Ukrainian tourism.

Bukovel

in 2025





January / February / March

01/2025	The Sustainability Office Establishment
01/2025	Air quality monitoring sensors Installation
01/2025	The Science Park opening
02/2025	"MAVKA" water park opening
03/2025	Certification of 12 hospitality establishments — Bukovel Hotel, Bukovel Apart, Bukovel Chalet, HAY by EDEM Family, Tavel, Hvoja, Twins, Mountain Residence, Shelter Apart Hotel, Glacier Premium Apartments, Radisson Blu Resort, and NUMO restaurant — under the international Green Key sustainability standard
Throughout the season, Bukovel hosted major national championships in freestyle, snowboarding, and alpine skiing	

April / May / June

04/2025	Participation in the first stage of Young Lake Beach certification under the Blue Flag international standard
05/2025	Bukovel joined the international "Climate Friendly Travel" program
05/2025	Bukovel Sustainability Report 2024 publication
06/2025	Renovation of the Bukovel Hotel reception area
06/2025	Launch of the eco-initiative "Discount for Your Own Cup"

July / August / September

07/2025	Bukovel joined the battery recycling program; a collection box was installed in the central Info Center
07/2025	Bukovel carried out its first large-scale sociological survey on tourism development trends, in partnership with Dnipro University of Technology
07/2025	"Monobank" installment payments became available at the "MAVKA" water park
08/2025	The resort expanded its EV infrastructure by launching the eighth charging station
08/2025	The JET scooter-sharing service began operating across the resort
08/2025	The annual Buko Trail 2025 brought together 800 athletes from across Ukraine and hosted the national Skyrunning Championship
08/2025	All hospitality venues joined the National Moment of Silence initiative
09/2025	The National tryouts for veterans' Strong Spirit's Games were held near the Ferris wheel
09/2025	The medical facility underwent a rebrand as Bukovel Medical Center

October / November / December

10/2025	Bukovel hosted the partner event "Green Future", presenting recycled-plastic awards to proactive hoteliers
10/2025	Veteran Mykhailo Nalyvaiko joined the Sustainability Office to lead accessibility and veterans' initiatives
11/2025	The Bukovel Rehabilitation Program marked a milestone: 26,000+ servicemen have enjoyed week-long recovery stays since 2022
11/2025	Pilot waste sorting program rolled out across the resort
11/2025	Bukovel was recognized among the top case studies for creating green jobs in Ukraine
12/2025	Reconstruction of Parking Lot No. 1: new barrier-free access, automated ticket machines, new seating areas, upgraded ticket offices, and an additional Info Center
12/2025	Opening of the new "Silpo" supermarket
12/2025	Bukovel Hotel reception transformed: new kids' room, lounge seating, and comfortable guest areas
12/2025	Glacier", Ukraine's largest apart-hotel, officially opened
12/2025	Bukovel received a Diploma of Recognition for its "Sustainability Office Launch" project at the 14th CSR Case Competition
12/2025	Official start of the 2025/2026 winter season

INTRODUCTION

Our Mission:

To create world-class, safe, and accessible leisure experiences while preserving natural ecosystems, supporting local culture, and implementing innovative sustainable development practices.



Key Mission Pillars

Environmental Responsibility

We minimize environmental impact, use resources efficiently, reduce emissions, adopt circular economy principles, and preserve Carpathian biodiversity.

Social Value

We empower local communities, create jobs, support education and culture, prioritize safety, and ensure inclusivity and respect for every guest and employee.

Economic Sustainability

We secure long-term competitiveness through innovation, efficient management, and responsible tourism practices.

Partnership and Transparency

We build transparent partnerships with communities and businesses through open dialogue, comprehensive reporting, and continuous improvement.

About Bukovel

Bukovel stands as Ukraine's premier all-season resort and a leading tourist destination in Eastern Europe. It blends ski infrastructure with hospitality, recreation, sports, wellness, and family-friendly tourism.

The resort champions a modern, safe, and eco-conscious destination aligned with European service and management standards. As a thriving ecosystem, Bukovel defines trends, standards, and the very culture of ski-

ing — and Ukrainian hospitality — nationwide. Bukovel is committed to building a modern, safe, and environmentally responsible tourist destination that meets European service and management standards. As a complete ecosystem, Bukovel shapes trends, standards, and culture — not just for skiing, but for hospitality throughout Ukraine.

Bukovel spans five mountains in the Carpathian region and features over 75 km of ski slopes with varying difficulty levels. A significant portion of blue-rated slopes creates ideal conditions for beginners and family skiing, ensuring gradual and safe skill development.

The resort's infrastructure follows an integrated approach — from groomed slopes and sports zones to inclusive skiing programs that broaden access to winter sports for diverse guest categories. All slopes are equipped with snowmaking systems to maintain optimal coverage during periods of insufficient natural snowfall. Select slopes feature lighting for evening skiing.

Bukovel serves as a versatile tourist destination, blending winter and summer pursuits with sports, recreation, wellness, and family amenities. Year-round operations diversify guest flows and ensure operational stability. The resort targets domestic and international markets while advancing a competitive model of sustainable mountain tourism.

Scale of Operation

Bukovel functions as a sophisticated, multifunctional complex that includes:

- A comprehensive network of ski slopes and lifts;
- Engineering systems (power, water, snowmaking);
- Tourist and recreational facilities;
- Hospitality and service infrastructure;
- Transportation and logistics system for guests.

Core Services

Bukovel and its partner operators deliver a wide array of tourist and recreational services, including:

- Skiing and snowboarding;
- Summer activities (bike trails, hiking routes, attractions, Youth Lake);
- Hotel and spa services;
- Sports and wellness programs;
- Family and kids' entertainment;
- Organization of events and competitions;
- Infrastructure maintenance and guest safety services.

Geography

The resort is located in Ukraine's Carpathian region, within a mountainous area of high natural and landscape value. This positioning determines:

- Elevated ecological sensitivity of the territory;
- Dependence on natural and climatic conditions;
- Need for particularly responsible land use, water resource management, and biodiversity preservation.

Management Structure

Bukovel employs a centralized management model with responsibility distributed across key areas:

- Strategic and operational management;
- Technical and engineering infrastructure;
- Safety and occupational health;
- Human resources (HR);
- Finance and administration;
- Sustainability and environmental management;
- Communication and interaction with communities.

The Sustainability Office plays a coordinating role in implementing GRI standards, collecting environmental and social metrics, and integrating sustainable development principles across all resort management processes.

AWARDS 2025



Best All-Season Resort in Ukraine 2025
(Ukrainian Business Award)

Diploma of the 14th CSR Case Competition 2025
for the "Establishment of Bukovel's Sustainability
Office" case study.

Bukovel is recognized among Ukraine's most
successful case studies for creating green jobs
in 2025.

ABOUT THIS REPORT

Bukovel Sustainability Report reflects our vision of responsible tourism and commitment to balanced development that harmonizes economic efficiency, environmental preservation, and social responsibility.

This report aims to ensure transparency and foster open dialogue with our stakeholders — guests, employees, partners, local communities, and authorities. It covers the resort's key environmental, social, and governance (ESG) activities, major achievements during the reporting period, and future development priorities.

This non-financial sustainability report (hereinafter "the Report") shows Bukovel's contributions to environmental conservation, sustainable management of natural recreational resources, regional socio-economic development, and the well-being of guests, employees, and local communities.

Reporting Period: January 1 to December 31, 2025 (calendar year).

Publication Date: 2026. All data reflects status as of December 31, 2025.

POLICIES

In 2025, Bukovel developed and started implementing Sustainability Policy and Climate Policy.

The Sustainability Policy establishes the principles and guidelines for Bukovel's operations, balancing environmental, social, and economic responsibility. It guides management decisions by considering impacts on the environment, communities, and long-term business stability. The policy ensures regulatory compliance, operational transparency, and clear metrics for measuring progress.

The Climate Policy focuses on reducing greenhouse gas emissions and achieving decarbonization. Bukovel works to cut emissions, conserve energy and water, expand renewable energy sources, and promote eco-friendly transport. The resort continuously monitors resource consumption to steadily reduce its carbon footprint. These efforts enhance climate resilience and support responsible regional development.



Bohdan Krasavtsev,
Head of Bukovel's Sustainability Office

For me, this report is more than a yearly summary. It captures profound changes we're experiencing as a team and as a resort. Sustainable development at Bukovel is about daily decisions — from waste sorting and accessibility to a new culture of management and partnerships.

We're laying the foundation for a European-level resort — open, responsible, and future-focused. And personally, I'm proud that this transformation is tangible — embedded in our real processes, people, and meaningful outcomes.

The electronic version is available on the resort's official website.

STAKEHOLDER ENGAGEMENT

Stakeholder engagement forms the foundation of Bukovel Resort's sustainability framework. It ensures alignment with societal expectations, enhances decision-making quality, and builds trust as a responsible contributor to the Carpathian region's development.

Key Stakeholder Groups:

- Guests and tourists
- Employees
- Management and business owners
- Local communities and municipal authorities
- Government agencies and institutions
- Environmental and civic organizations
- Suppliers and contractors
- Educational and research institutions
- Financial partners and investors
- Sustainable tourism and certification partners

Stakeholder engagement occurs continuously through:

- Working meetings with local authorities
- Sociological research and surveys
- Internal staff meetings and polls

Guest communication occurs via:

- Support services and Info Center
- Satisfaction surveys
- Online platforms and social media
- Participation in industry conferences and forums
- Public consultations on environmental and territorial development
- Collaboration with educational and research institutions

INTERNATIONAL COOPERATION AND STUDY VISITS



In November 2025, Bukovel Resort hosted delegations from Moldova and Romania. The groups included representatives from tourism associations, media outlets, and government agencies. Visitors toured the resort's infrastructure, hospitality services, cultural and gastronomic locations, and active leisure opportunities. The visit concluded with praise for Bukovel's advanced development and strong potential for international tourism collaboration.

International Promotion and Participation in Romanian Tourism Exhibition

In 2025, the Bukovel team participated in an international tourism exhibition in Romania to expand market reach and strengthen the Ukrainian Carpathians' appeal as a tourist destination. The presentation showcased resort products, all-season leisure options, infrastructure advantages, and services. The event enabled meetings with tour operators and agencies while generating foreign tourist interest in the Ukrainian Carpathians.



NEW PARTNERSHIPS

In 2025, Bukovel expanded its strategic partnerships by signing cooperation memoranda with key government, academic, and civic institutions. These agreements aim to advance sustainable tourism, preserve Carpathian natural heritage, support local communities, develop regional cultural potential, and integrate sustainability principles into tourist infrastructure.

Polyanytsia Territorial Community – Coordinating territorial development, infrastructure, social and environmental projects, and improving local quality of life.

Regional Development Agency of Ivano-Frankivsk Region – Implementing regional sustainability programs, attracting investments and expertise, building the area's tourism brand.

Carpathian National Nature Park – Collaborating on biodiversity conservation, environmental monitoring, nature protection measures, and eco-education.

The State Agency for Tourism Development of Ukraine – Advancing national sustainable tourism, integrating the resort into state initiatives, and boosting international recognition.

Kosiv Institute of Decorative and Applied Arts – Supporting local culture, crafts, and creative industries; developing cultural projects and authentic regional tourism products.

Memoranda signed in 2025 became key tools for implementing Bukovel's sustainable development strategy and affirming its role as a responsible partner in fostering ecologically, socially, and economically balanced growth in the Carpathian region.

A key element of Bukovel Resort's stakeholder engagement in 2025 was conducting the **first sociological study**

on tourism development trends and destination accessibility levels for "Bukovel" in Polyanytsia village, Nadvirna district, Ivano-Frankivsk oblast. The study was carried out by the National Technical University "Dnipro Polytechnic" in February–March 2025.

The Study included:

- 20 local business representatives,
- 82 residents of Polyanytsia community.

Methodology:

- Online questionnaires.
- Offline surveys (ensuring diverse respondent groups and representative results).

Research Outcomes:

The findings served as a key information source for assessing the resort's socio-economic and environmental impact on the local community. The study enabled Bukovel to:

- Better understand local residents' and businesses' expectations and concerns.

- Gauge community perception of resort operations.
- Identify priority areas requiring enhanced attention in the sustainability strategy.
- Confirm the importance of partnerships with communities and educational institutions.

Key Findings:

- Bukovel drives local entrepreneurial activity, creates jobs, and stimulates business growth.
- 85% of business representatives confirmed the resort helped launch their ventures.
- 60% of community residents agree Bukovel improves their quality of life and comfort.
- 80% of respondents recognize Bukovel's contribution to community economic well-being.

Conducting an independent sociological study with a scientific institution underscores Bukovel's commitment to building its sustainability strategy on objective data, expert evaluation, and genuine feedback from local communities and businesses.

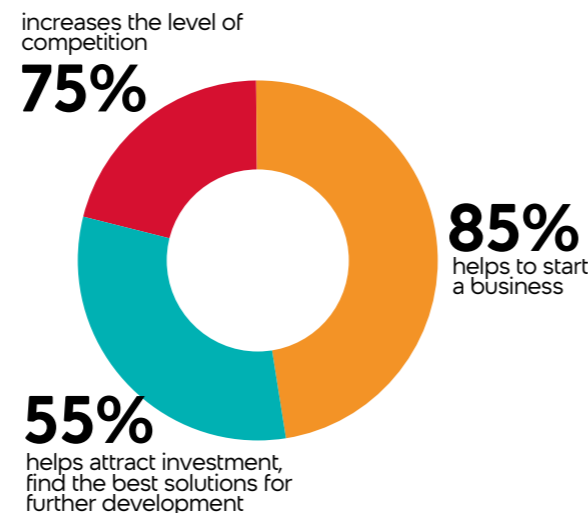
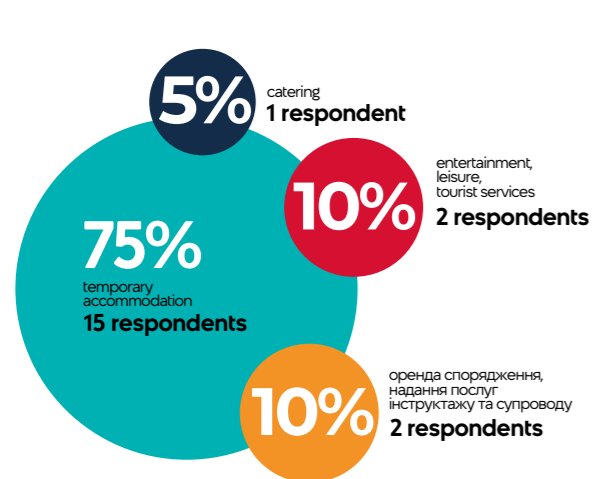


The Bukovel tourist destination is dynamically transforming into a space of responsible resource consumption, inclusive and balanced development, where economic growth harmonizes with care for communities and nature. Investments in green technologies, local supply chains, and cultural initiatives are shaping a new model of tourism growth. Tourism development in Bukovel serves not only as a source of revenue but also as a platform supporting local businesses and employment. Research findings confirm high entrepreneurial activity, emerging partnerships, and readiness to adopt sustainable practices.

This synergy of nature, business, and community underscores Bukovel's potential to become the benchmark for sustainable all-season destinations in Ukraine and Europe.

Liudmyla Bezuhla,

Doctor of Economic Sciences, Professor at Dnipro University of Technology; and Mariia Bieloborodova, Doctor of Economic Sciences, Associate Professor at Dnipro University of Technology.



EVENTS

In 2025, Bukovel served as a platform for professional dialogue on implementing modern environmental and social standards in tourism.

"Tobacco OFF" Forum

The tourist destination hosted the inaugural "Tobacco OFF" forum, focused on smoke-free policies in hospitality venues. Over 30 participants — including the State Service of Ukraine on Food Safety and Consumer Protection in Ivano-Frankivsk oblast, restaurateurs, and hoteliers from Bukovel Resort, Polyanytsia village, and Yaremche — discussed compliance with anti-tobacco legislation and practical measures for creating safe tourist environments.

The event fostered unified standards for healthy, responsible tourism spaces.

"Sustainable Development in Hospitality and Tourism" Event

The event brought together tourism companies, hospitality businesses, local authorities, and experts — with over 60 participants in total. Key discussion topics included:

- Legal requirements for environmental and social responsibility.
- Integrating sustainability principles into operations.
- Emerging trends in responsible tourism.

"Green Future 2025"

Outcomes and Leader Recognition Bukovel's Sustainability Office organized the "GREEN FUTURE 2025" event, bringing together over 50 hotel managers, restaurateurs, and resort partners.

Key highlights:

- Presentation of the Office's 9-month 2025 results.
- Public discussion on implemented sustainable practices.
- Recognition of 10 hospitality venues achieving Green Key international certification.

Special awards, crafted from recycled plastic by "Recast Plastic," underscored circular economy principles.



Regional Economic Development and Partnerships

Bukovel's Sustainability Office team joined the first regional stakeholder meeting of the international "Lead EXPORT" project on July 30, 2025, at the "Dia.Business" center in Ivano-Frankivsk.

Organized by the Ivano-Frankivsk Regional Development Agency, the event focused on unlocking local export potential amid uncertainty. Participation highlights Bukovel's proactive role in sustainable Carpathian economic development and cross-sector partnerships.



Engagement with Tour Operators and Market Partners

In 2025, Bukovel's Sustainability Office hosted an event for Ukrainian tour operators, attended by over 20 tourism industry representatives. The meeting presented the resort's key achievements in environmental, social, and governance responsibility, along with strategic priorities for the coming years. Special focus was placed on climate change adaptation, efficient water resource management, waste management, safe infrastructure development, and creating sustainable tourism products.

These engagement formats reflect Bukovel's systematic stakeholder approach and commitment to not only implementing internal changes but also promoting sustainability principles across partners and the tourism value chain.



SUSTAINABLE DEVELOPMENT MANAGEMENT

For Bukovel Resort, **sustainability** is not a separate initiative but the foundation of its long-term development strategy. The resort operates as part of the sensitive Carpathian ecosystem while serving as a vital socio-economic hub. In this context, responsible natural resource use, guest and employee safety, community support, and management transparency hold equal strategic importance.

Bukovel's sustainability plan is to create a modern European resort that delivers world-class tourist services with minimal environmental impact and maximum regional benefit.

Sustainability Management System

In January 2025, Bukovel's Sustainability Office officially launched, coordinating the integration of sustainability principles across all operational and investment processes.

The Office's mission is to transform Bukovel into a tourist destination meeting international Green Destinations standards. In 2025, the resort developed and approved its Sustainability Policy, outlining key principles, focus areas, and approaches to managing environmental, social, and economic impacts (document available on the official website).

2025 Key Results

2025 marked a pivotal year in systematizing Bukovel's sustainability approach. Key accomplishments included:

- Establishment of environmental and social metrics collection system.
- Development of the Sustainability Strategy, Climate Policy, and Inclusivity & Veterans Support Policy.
- Definition of priority sustainability tasks.
- Creation of a management dashboard for performance monitoring.

Primary focus areas were energy efficiency, water resource management, and waste sorting practices. Parallel efforts advanced environmental education, community engagement, and alignment with international sustainable tourism standards.

Challenges and Future Priorities

Alongside achievements, 2025 clearly identified key challenges:

- High seasonal strain on natural resources.
- Need for more precise and comprehensive greenhouse gas emissions accounting.
- Building a culture of responsible waste management among guests.

The main objectives for 2030, in line with the resort's Sustainable Development Strategy, include: reducing energy and water consumption per guest, increasing the proportion of waste sent for recycling, improving the tracking of CO₂ emissions, and integrating sustainable development principles into all key management decisions.



SUSTAINABILITY STRATEGY AND MATERIAL TOPICS

Bukovel's Sustainability Strategy aligns with the UN Sustainable Development Goals (SDGs) and encompasses environmental, social, economic dimensions, partnerships, and quality governance.

Environmental Dimension

SDG 6 (Water) – Efficient water resource management:

Surface water intake and wastewater discharge comply with special water use permits; water consumption monitoring; modern filtration station (200 m³/hour capacity) and wastewater treatment facilities (4,000 m³/day capacity); regular monitoring of drinking and discharged water quality; installation of water-saving fixtures.

SDG 7 (Energy)

High energy intensity of ski infrastructure (lifts, slope lighting, snowmaking) makes decarbonization strategic: Gradual shift to renewable energy sources; LED lighting for slopes and resort areas; EV charging infrastructure.

SDG 12 (Responsible Consumption and Production)

Waste sorting system (glass, plastic, paper); plastic use

reduction (water coolers installed); "Bring Your Own Cup" discount initiative.

SDGs 13, 15 (Climate Action, Carpathian Ecosystem Preservation)

Protecting Carpathian natural ecosystems (forests, soils, water resources), pollution reduction, and climate adaptation.

Air quality monitoring; noise and light pollution control; biodiversity publications on the website; climate adaptation via seasonal diversification (summer season expansion); carbon footprint assessment and emissions reduction targets; biodiversity preservation through protected area partnerships.

Social Dimension

SDG 3 (Health and Safety)

Promoting guest and employee health and safety, es-



pecially on slopes and through basic medical services: rescue service and medical center operations; regular staff briefings.

SDG 4 (Education and Awareness)

Developing eco-tourism and Carpathian cultural heritage programs for visitors and locals: promoting Hutsul culture; school educational programs; university collaborations on sustainable tourism research.

SDGs 5, 10 (Equality and Decent Working Conditions)

Ensuring equal opportunities, gender equality, and fair working conditions: equal access to jobs and training programs; seasonal staff upskilling initiatives; adequate employee housing.

Economic Dimension

SDG 8 (Decent Work and Economic Growth)

Creating stable, fairly paid jobs; supporting small busi-

nesses and local producer partnerships.

SDG 9 (Sustainable Infrastructure)

Investments in sustainable infrastructure, including transport, digital services, and energy-efficient buildings.

SDG 11 (Sustainable and Safe Tourism Infrastructure)

Developing Bukovel as a safe, inclusive, and resilient tourist destination: inclusive infrastructure expansion; monitoring tourism's community impact.

Partnerships and Governance

SDG 17 (Partnerships for Peace and Sustainable Development)

Collaboration with local communities and authorities; university partnerships; participation in international initiatives.



SUSTAINABLE TOURISM

Bukovel's sustainable tourism products and activities are designed and delivered with consideration for environmental, social, and economic sustainability aspects. The goal is to minimize environmental impact, support local communities, preserve the Carpathians' natural and cultural heritage, and foster responsible guest behavior.

For Bukovel, sustainable tourism means combining premium leisure experiences with stewardship of the Carpathian ecosystem, local economic development, and responsibility toward future generations.

Key Areas of Sustainable Tourism Product Development

1. Ecotourism and Low-Impact Active Rest

Ecotourism products focus on nature discovery while adhering to ecosystem preservation principles and building guest environmental awareness.

Bukovel Tourist Center — the hub of active tourism infrastructure — offers:

- 7 marked hiking trails of varying difficulty, totaling 70 km
- Trail maps (free at the Tourist Center and on the resort website)
- Consultation support from qualified guides and managers

Each trail accommodates different physical training levels, enabling low-impact nature experiences.

In 2025, 3,729 guests used Tourist Center services.

2. Responsible Tourism Concept

In 2025, Bukovel advanced its "Responsible Tourism" concept, grounded in these principles:

- Respect for local communities and hospitality industry workers
- Stewardship of natural resources
- Preservation of regional cultural authenticity
- Promotion of ethical, transparent business supporting the local economy

Responsible tourism is positioned as a tool for territorial sustainable development, not environmental burden.

The resort developed and promotes Responsible Tourist Guidelines, published on its official website. These include recommendations for:

- Compliance with environmental protection norms
- Proper waste management

- Efficient water and energy use
- Respect for local culture and traditions

3. Sustainable Partnerships

Bukovel cultivates collaborations with companies advancing sustainability principles and innovative environmental solutions.

Key Partners:

- Prinoth — manufacturer of modern snow groomers (pistenBullys) with enhanced fuel efficiency and reduced emissions.
- Doppelmayr — global ropeway producer using energy-efficient technologies and top safety standards.
- EcoPrykarpattia LLC — ISO 9001-certified waste management company.

These partnerships embed sustainability into resort operations and ensure compliance with international quality standards.

4. Green Hotels

In 2025, Bukovel achieved a sustainability milestone: 11 hotels (Bukovel Hotel, Bukovel Apart, Bukovel Chalet, HAY by EDEM Family, Tavel, Hvoya, Twins, Mountain Residence, Shelter Apart Hotel, Glacier, Radisson Blu Resort) and NUMO restaurant earned the international Green Key eco-certification.

The certification confirms these establishments meet rigorous environmental responsibility standards in hospitality, specifically:

- Efficient energy and water resource use.
- Waste reduction and sorting practices.
- Eco-friendly cleaning products.
- Greenhouse gas emissions reduction.
- Staff environmental training.



- Guest education on sustainable practices.
- Support for local suppliers.

5. International Certification Standards

In 2025, Young Lake Beach achieved Blue Flag candidate status, the prestigious international eco-label.

Official Blue Flag designation is planned for 2026, confirming compliance with global standards for:

- Water quality
- Environmental management
- Safety and services
- Guest environmental education

This will further validate Bukovel's systematic approach to sustainable natural resource management.



ECO BLOCK

Greenhouse Gas Emissions and Climate Change Adaptation

Bukovel Ski Resort systematically integrates climate considerations into its sustainable development management, combining carbon footprint reduction with adaptation to climate and environmental risks in the Carpathian region.

In 2025, a Climate Policy was developed, outlining approaches to decarbonization, risk management, and emissions monitoring.



Iryna Furdyela,

Ecologist, Deputy Head of Bukovel's Sustainable Development Office

2025 Emissions Profile

Scope 1 emissions include direct emissions from burning diesel and gasoline in resort vehicles and ski slope grooming equipment.

In 2025, direct fuel combustion emissions totaled **1,410 tCO₂e**.

Scope 2 indirect energy emissions stem from electricity consumption, totaling **27,171 tCO₂e** in 2025.

The resort's total carbon footprint in 2025 was **28,581 tCO₂e**.

Electricity consumption remains the primary driver of climate impact, reflecting the resort's energy-intensive infrastructure. Yet this area holds the greatest potential for emissions reductions in the medium term.

Bukovel has set a medium-term climate target: reduce total greenhouse gas emissions by 30% by 2030 compared to 2024 levels. Achievement will focus on decarbonizing electricity use, infrastructure upgrades, and advancing circular waste management practices.

Sustainability reporting isn't just numbers. It's about water flowing from the slopes, forests regenerating after winter, and the air our guests and staff breathe. As Bukovel grows, so does our responsibility. We operate in the Carpathians, where nature doesn't forgive carelessness. Every new facility, every season, every peak tourist load challenges the ecosystem — and our task is to ensure development doesn't mean depletion. The resort leaves an ecological footprint, and our goal is to keep it controlled, measurable, and smaller each year. We're expanding monitoring systems, analyzing metrics, assessing risks, and sharing results. For Bukovel, ecology isn't a separate report section — it's a mindset, because the resort can only thrive in harmony with nature.

One key element of sustainability certification preparation is tourism impact analysis, involving comprehensive studies to build an informational-analytical platform. This assesses compliance with six themes and about 30 primary/secondary criteria of the Green Destination V2 (2021) Standard. Such research was conducted in 2024-2025 by experts of Taras Shevchenko National University of Kyiv and the National Technical University "Dnipro Polytechnic 1899".

It systematized data from 2005-2006, drawing on scientific sources, initial Environmental Impact Assessments (EIAs) from early resort construction, and modern EIAs/Strategic Environmental Assessments for nearby projects. Results emphasize that sustainable growth depends on objective, verified, comprehensive data structured to Green Destination, Blue Flag, GSTC, ETIS, and Carpathian Convention criteria.

The resort impact study identified priority needs and collaboration areas with stakeholders (communities, protected areas, NGOs, monitoring bodies etc.) on protecting natural and socio-cultural environments—forming the basis for Bukovel's sustainable development strategy.

Viktoriia Kiptenko,

PhD in Geography, Associate Professor, Department of Country Studies and Tourism, Faculty of Geography, Taras Shevchenko National University of Kyiv; GSTC-certified sustainable tourism expert. Viktoriia Kiptenko, PhD in Geography, Associate Professor, Department of Country Studies and Tourism, Faculty of Geography, Taras Shevchenko National University of Kyiv; GSTC-certified sustainable tourism expert.

Climate Partnerships

In 2025, the resort joined the international **Climate Friendly Travel** initiative, promoting responsible tourism and climate-focused destinations. Participation underscores Bukovel's commitment to cutting GHG emissions, boosting energy efficiency, and embedding eco-standards in tourism infrastructure.

Bukovel actively participates in sector conferences and educational events with the Carpathian National Nature Park and Carpathian School, fostering knowledge exchange on climate adaptation and ecosystem preservation.

To strengthen cross-sector collaboration, Bukovel and the Carpathian National Nature Park signed a memorandum of cooperation on sustainable development. The agreement aims to align Sustainable Development Goals (SDG) implementation, support conservation initiatives, and preserve Carpathian biodiversity.

Climate and Environmental Risk Management

Resort development planning accounts for existing and potential climate, ecological, and conservation risks. All infrastructure and tourism projects require prior risk analysis and environmental impact assessments.

In 2025, an evaluation of tourism activities was conducted on-site, determining recreational-tourist capacity and permissible ecosystem loads.

Biodiversity and Natural Ecosystem Preservation

Bukovel Ski Resort operates in the Carpathian region — a high-value natural area

with unique mountain ecosystems and high concentrations of rare flora and fauna. Recognizing its responsibility, the resort integrates biodiversity conservation into ecological management and spatial planning.

Assessment and Accounting of Protected Species.

In the reporting period, we compiled a list of Ukraine's Red Data Book plant and animal species potentially occurring or confirmed on resort grounds and nearby natural areas.

The list supports:

- Incorporating conservation restrictions into infrastructure planning
- Adjusting maintenance routes and recreational loads
- Educating staff and guests

It includes 53 fauna species and 17 flora species.

Climate-Friendly Tourism Products

Bukovel offers climate-friendly products and services to cut carbon footprints and adapt to climate change, including:

- Non-motorized activities (hiking, bike routes, trekking, cross-country skiing).
- Electric transport on resort grounds.

Landscaping and Local Producer Support

As part of adaptation and landscape resilience efforts, over 6,000 flower seedlings from local producers were planted in 2025. This improves microclimates, aesthetics, and local economies.

Control of Physical Environmental Impacts

Bukovel measured noise and light pollution levels, which affect ecosystems and guest comfort.

Results from LTD "Center LTD" Company (Lviv):

- Lighting levels comply with DBN (Building Code of Ukraine) V.2.5-28:2018 — no limit breaches.
- Noise levels meet DSN (Sanitary Rule) No. 463 (Feb 22, 2019) — no violations.

These confirm the resort's effective measures to minimize physical environmental and health impacts.

Environmental Education and Awareness Activities

Environmental education is a core part of Bukovel's sustainable development efforts and fostering a responsible tourism culture.

Watching Eco-themed Film with Colleagues

In 2025, Bukovel's Sustainable Development Office hosted a group watching of the eco-documentary "In the Name of the Tisza" by Ukrainian-Hungarian director Dmytro Liashchuk. The film addresses plastic pollution in waterways and Carpathian environmental challenges, including gaps in national systems for eco-education, waste sorting, and recycling.

"Sustainable Development for Kids" Educational Initiative

As part of the long-term "Kids on Sustainable Development" program, the Sustainable Development Office team delivers activities to build eco-awareness among children and youth. These include:

- Interactive lecture series with hands-on tasks.
- Eco-literature shelves in lyceums and libraries.
- Joint "green" events with kids.

In May 2025, the team visited Polyanytsia Lyceum, delivering two interactive lectures for 4th- and 5th-graders on waste sorting and daily eco-habits.

Information and Awareness Activities

The resort's Sustainable Development website section regularly publishes materials to boost eco-literacy for guests and staff. In 2025, over 60 items were posted, including:

- Info on unique Carpathian flora and fauna.
- Content tied to eco-calendar events (e.g., Earth Overshoot Day, Global Recycling Day, World Migratory Bird Day, Look for an Evergreen Day), highlighting Bukovel's global climate and eco-initiatives.

ENERGY CONSUMPTION

Energy Efficiency and Consumption Management

In 2025, Bukovel Ski Resort advanced systematic efforts to boost infrastructure energy efficiency and deploy cutting-edge technologies.

New Energy-Efficient Facilities

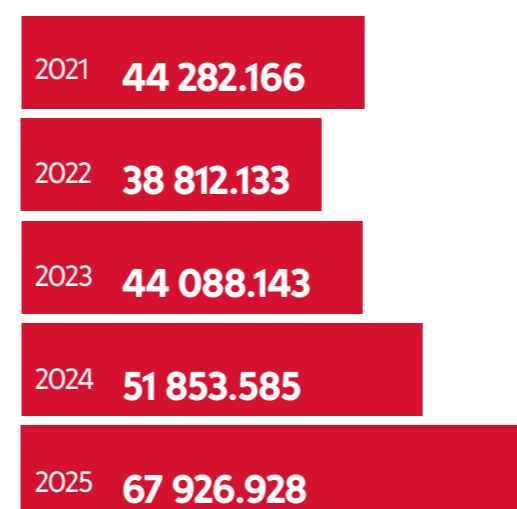
A modern multifunctional complex designed for energy savings and resource optimization — Mavka Water Park — was opened this year.

Key implementations:

- Heat pumps for efficient thermal energy production.
- Advanced ventilation/AC systems optimizing electricity use.
- Pool water storage and recirculation system.
- Automated energy consumption monitoring.

These technologies cut energy use per unit of service, offsetting rises in total consumption from infrastructure expansion.

Electricity Consumption Trends (thousand kWh):



Electricity Consumption Dynamics

In 2025, total resort electricity use reached 67,927 thousand kWh — a 30% increase in comparison with 2024, driven by the water park launch and operational expansion.

After a 2022 dip from reduced operations, consumption steadily rose in 2023-2025, aligning with tourism recovery and new facilities development.

Energy Management Approach

The resort's energy management policy includes:

- Regular monitoring and analysis.
- Energy-efficient equipment in new builds.
- Upgrades to existing systems.
- Staff training on efficient resource use.

Further Steps (2026)

Planned for 2026:

- Detailed energy audits of key facilities.
- Specific consumption metrics (kWh per guest / m²).
- Renewable energy potential assessment (solar, cogeneration).

These steps aim to enhance infrastructure efficiency and minimize the carbon footprint in terms of resort development.



WATER RESOURCE CONSERVATION AND SUPPLY MANAGEMENT

In 2025, Bukovel continued its comprehensive water supply program, ensuring uninterrupted, safe, and high-quality water across all resort infrastructure while promoting rational resource use.

Water Supply Program

The program covers the full water management cycle, including:

- Source identification and protection.
- Centralized water supply and wastewater systems.
- Water treatment system (purification and bringing indicators up to regulatory requirements).
- Pipeline distribution networks.
- Accounting and control of water consumption volumes.
- Drinking water quality monitoring.
- Backup water supply.
- Internal and external reporting.
- Compliance with special water use regulations.

Resort water is sourced from natural surface water. Centralized supply and discharge operations are conducted under a valid license, with water intake and discharges carried out under a special water use permit.

Water Filtration Station

Bukovel's water filtration station, operating at 200 m³/hour, supplies drinking water meeting the State Sanitary Standards DSanPiN 2.2.4-171-10 ("Hygienic Requirements for Drinking Water Intended for Human Consumption"). The station sequentially removes various contaminants to ensure safe, efficient water use across the resort.

Key Water Purification Stages:

- Chemical treatment — addition of inorganic flocculant FLOX 12M and sodium hypochlorite as a disinfectant.
- Filtration — two-stage filtration through sand filters: coarse and fine filtration using quartz sand of varying fractions.
- Disinfection — ultraviolet (UV) irradiation.

Systematic production monitoring covers water safety and quality from the intake to the consumption point.

Quality monitoring at Bukovel is a multi-stage process involving regular laboratory testing at all treatment and distribution stages, in accordance with sanitary standards, with oversight from both the resort and state regulatory authorities.

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Wastewater Treatment Facilities

Bukovel's wastewater treatment facilities, with a capacity of 4,000 m³/day, treat wastewater before returning it to natural water bodies. The facilities provide full biological treatment of domestic wastewater using "C-TECH" technology — a multi-stage process employing microorganisms to break down organic matter. This method effectively treats wastewater to safe discharge standards.



Discharges are carried out under a special water use permit issued by the State Water Resources Agency of Ukraine. The Dnister Basin Water Resources Authority conducts annual monitoring of wastewater quality and treatment efficiency to ensure environmental compliance.

nology — a multi-stage process employing microorganisms to break down organic matter. This method effectively treats wastewater to safe discharge standards.

Water Consumption Dynamics

In 2025, total water intake from natural sources reached 1,237.9 thousand m³ — an 18.4% increase from 2024, driven by infrastructure expansion, higher tourist flows, and new facilities, including Mavka Water Park.

2025 Water Consumption Breakdown:

- Drinking and sanitary needs — 905.9 thousand m³
- Industrial needs — 332.0 thousand m³

Infrastructure Solutions

In 2026, a backup drinking water reservoir of 20,000 m³ is planned, significantly strengthening the supply system's resilience against seasonal demand fluctuations and potential climate risks.

In 2026, a backup drinking water reservoir of 20,000 m³ is planned, significantly strengthening the supply system's resilience against seasonal demand fluctuations and potential climate risks.

Quality Control and Wastewater

In accordance with legal requirements and the special water use permit, the resort regularly monitors wastewater discharge volumes and quality, assessing compliance with established standards.

Monitoring includes:

- Laboratory testing of quality indicators.
- Maximum allowable concentration control.
- Mandatory reporting.

This systematic approach to water resource management enables the resort to balance tourism infrastructure development with the responsible use of the region's natural resources.

In 2025, Bukovel tourist destination continued its systematic efforts to build a responsible waste management culture and reduce environmental impact.

"Bukovel Sorts" Pilot Program

As part of this eco-initiative, the "Bukovel Sorts" pilot program was launched to foster environmentally conscious behavior among both guests and staff.

Sorted waste containers were installed at key locations, covering three fractions:

- Glass
- Paper
- Plastic

Battery Collection under the "Green Bukovel" Program

In 2025, the resort joined the nationwide used battery collection initiative, partnering with the NGO "Batteries,

Surrender!" as part of the Green Bukovel program.

A dedicated battery and accumulator collection box was installed at the Information Center near the observation lift. Once full, collected batteries are sent for licensed recycling in EU countries. This approach prevents heavy metals and toxic substances from entering soil and water resources.

Reducing Single-Use Plastic

In 2025, several resort operational units introduced practical single-use plastic reduction measures:

- Mavka Water Park began phasing out single-use plastic tableware, switching to wooden cutlery and paper straws.
- Bukovel's operational office eliminated plastic water bottles, installing reusable drinking water dispensers —



previously, at least 100 plastic bottles (1.5 kg) were used monthly, adding unnecessary pressure on the waste management system.

In 2025, the Sustainable Development Office expanded its staff training program.

A dedicated training session was held at NUMO restaurant, covering:

- Waste sorting practices.
- Proper disposal procedures.
- Plastic consumption reduction.
- Integrating eco-initiatives into daily operations.

The event formed part of a systematic educational program for resort hotel and restaurant staff.

Plastic Collection Initiative (2021–2025)

From 2021 to 2025, Hutsul Land Ethno-Park, in partnership with Artek-Bukovel children's camp, carried out a plastic waste collection and sorting initiative.

Over the reporting period, 2,889 kg of plastic were collected and transferred for recycling to specialized facilities in Nadvirna and Kalush, Ivano-Frankivsk region.

The initiative aims to reduce waste sent to landfills, build responsible consumption habits among children and youth, and support local recycling infrastructure development.

Waste Generation Dynamics

In 2025, total waste generated reached 11,705 m³, up 11.7% from 2024 (9,952 m³).

This growth stems primarily from infrastructure expansion, more hospitality facilities, and higher tourist flows. Meanwhile, the waste sorting system lays the groundwork for increasing the share of waste sent for recycling in future reporting periods.

Further Steps (2026)

Planned for 2026:

- Develop and implement a food (organic) waste management system.
- Identify composting opportunities or transfer of organic fraction to specialized processing.
- Strengthen awareness and education among guests and staff.

These measures form part of the resort's comprehensive sustainable development strategy, aimed at establishing a new responsible tourism standard in Ukraine — one where economic growth goes hand in hand with respect to environment.



Staff and Social Policy

Bukovel's social policy is integrated into the resort's overall sustainable development strategy, covering employment, wellbeing programs, training, inclusivity, and corporate culture.

People Management Approach

The Bukovel team is a key driver of the resort's sustainable development. We treat our employees as a strategic asset and the foundation of quality service, guest safety, and long-term destination competitiveness.

People management is built on:

- Employment stability and social responsibility.
- Process digitalization.
- Equal opportunities and non-discrimination.
- Professional development and internal mobility.
- Safe and decent working conditions.
- Open dialogue with employees.

Decent Working Conditions and Social Guarantees

Bukovel provides employees with decent and safe working conditions in accordance with Ukrainian legislation and internal company standards.

Staff Housing Improvements

Given the resort's seasonal nature and recruitment from other Ukrainian regions, a staff housing improvement program was launched in 2025.

The program included:

- Full inventory of employee accommodations.
- Technical condition assessment of premises.
- Priority improvements list.
- Modernization plan for 2026–2027.

The program aims to create safe, comfortable, and dignified living conditions for staff, supporting team stability and job satisfaction.

Equal Opportunities and Inclusivity

Bukovel upholds principles of equality, non-discrimination, and respect for diversity.

In 2025, significant focus was placed on inclusive culture development.

Resort staff completed inclusivity training sessions with representatives from NGO "Vidchui", which runs the "Inclusive Friendly" social project.

During training, employees:

- Learned barrier-free environment principles.
- Gained practical skills for interacting with visually impaired individuals.
- Explored communication with people with cognitive disabilities.
- Discussed reducing bias and building a culture of respect.

Four training sessions — with Mavka Water Park staff, the Medical Center, the Information Center, and resort employees and partners — were led by inclusivity and veterans' policy coordinator Mykhailo Nalyvaiko, reflecting a systematic approach to building an inclusive environment.

Bukovel views inclusivity as an integral part of sustainable tourism destination development.



Staff Development and Internal Mobility

Investing in employee professional development is one of the company's strategic priorities.

Internal Opportunities and Retraining

At the end of each season, employees receive an internal vacancy digest to maximize awareness of opportunities to continue working in other departments.

Referral Program

In 2025, a referral program was launched for employees recommending candidates for open positions. The program helps to:

- Reduce vacancy-filling time (40 positions filled).
- Attract high-trust candidates.
- Strengthen corporate cohesion.
- Engage employees in team building.

Training for Resort Department Heads

The Sustainable Development Office organized the first large-scale training for Bukovel's central department heads, led by a training manager. Topics covered:

- Sustainable development principles.
- Responsible tourism.
- Integrating ESG approaches into daily management.

A presentation of the Sustainable Development Office's activities and strategic plans was also delivered, fostering a shared vision of environmental, social, and economic priorities.

Internal Communications and Engagement

Bukovel maintains systematic dialogue with employees.

Staff Survey

An annual internal survey covers:

- Working condition satisfaction
- Corporate culture assessment

- Trust in management
- Improvement suggestions

Survey results inform HR and social policy action plans.

Corporate Communications

In 2025, an online messenger channel was created for employees, featuring:

- Important resort activity updates.
- Internal surveys.
- Employee interviews.
- Departmental achievements.

The resort's official website also publishes employee interviews about their professional journeys, plans, and work experience, fostering a culture of openness and mutual respect.

Wellbeing and Team Collaboration

Bukovel focuses not only on professional development but also on building a cohesive team.

In summer 2025, Bukovel's Tourism Center organized staff trips with excursions, hikes, gastronomic tours, and outdoor activities.

In 2025, Bukovel continued systematically advancing its social policy, combining employment stability, staff development, inclusivity, and corporate culture.

The company treats employees as the strategic foundation of sustainable resort development and plans for 2026 to:

- Continue improving staff working conditions.
- Expand employee education programs, including in sustainable development.
- Introduce additional internal mobility support mechanisms.
- Strengthen inclusivity policies and veterans' initiatives.

Bukovel's sustainable development is impossible without a strong, motivated, and cohesive team — which is why care for employees remains one of the company's key priorities.

GUEST AND STAFF HEALTH & SAFETY

Mountain vacation means activity, movement, and new experiences. At the same time, we recognize that safety and confidence in accessing medical care are essential components of quality service.

At the heart of the resort operates the multidisciplinary Bukovel Medical Center — a modern facility combining a professional medical team, cutting-edge equipment, and evidence-based medicine. The Center offers outpatient and emergency care, diagnostics, and management of injuries and acute conditions, including those that occur during active mountain recreation.

Key Departments

Admissions and Diagnostics Department — family medicine, pediatrics, ultrasound, MRI, CT, X-ray, laboratory, endoscopy.

Polyclinic Department — gynecology, urology, neurology, dermatology, cardiology, gastroenterology, ENT, endocrinology.

Hospital — day and 24-hour, with inclusive rooms and catering.

Surgery — planned and emergency procedures.

Emergency Medical Service — teams operating 24/7.

The Medical Center is integrated into the resort's overall safety system, working alongside the rescue service and operational units. This ensures rapid incident response and maintains high standards of care for guests and staff.

Social Responsibility and Community Support

As part of local community support, around 80 children from the villages of Polyanytsia, Yablunytsia, Voronenko, and Bystrytsia visited Bukovel resort and Mavka Water Park to celebrate the end of the school year.

The event was jointly organized by Bukovel and Mavka Water Park, aiming to create a safe space for children to rest, grow, and enjoy positive experiences. The program included workshops, interactive games, flash mobs, a bubble show, and other entertainment and educational activities.

The initiative strengthens partnerships with local communities and builds trust between the business and regional residents.

New Educational and Social Facilities

Science Park — a space housing world-best-selling puzzles

and installations that allow guests of all ages to have fun, play, and explore, creating unforgettable experiences. The facility brings together all age groups, as everyone finds something they love.

Social Responsibility and Cultural Heritage Preservation

Supporting and Promoting Hutsul Culture

Throughout the 2025 summer season, cultural activities took place every weekend at the Bukovel resort, aimed at preserving and promoting the Hutsul intangible heritage.

Near the resort's Tourism Center, from 12:00 to 13:00, guests could interact with a Hutsul community representative, hear the authentic sound of the trembita, try playing the instrument, and take commemorative photos.

The initiative creates direct contact between tourists and tradition bearers, preserves the region's cultural identity, and enhances the value of local culture within the resort's tourism offering.

Supporting Culture and Young Talent

In 2025, the Bukovel tourist destination continued implementing social initiatives in culture and support for the younger generation.

Cultural Events at the Resort

Guests were treated to exhibitions by decorative and applied arts masters, including representatives of the region's weaving school: Bohdan Hubal, Honored Art Worker of Ukraine, and faculty members of the Kosiv State Institute of Decorative Arts.

During the Christmas holiday period, the band "Shchuka-Ryba" performed at the resort as part of the festive pro-

gram for guests, contributing to the promotion of Ukrainian musical culture.

"Talents of the Nation" Program

As part of the "Talents of the Nation" sustainable development program, the resort supported winners of the All-Ukrainian Children's Music Talent Competition "Dity.Help Music".

Young winners received a weekend stay with a visit to Mavka Water Park as a gift. The "Dity.Help Music" competition is a charitable initiative supporting children's vocal arts.

Digital Promotion of Carpathian Crafts

At the same time, the resort ran a series of social media publications dedicated to traditional Carpathian crafts, including leatherworking, brassmongering, and wood carving.



Oleksandra Mecheva,
Culture Coordinator and
Literary Editor

The content aimed to raise guest awareness of the Carpathians' intangible cultural heritage, spark interest in local artisans, and contribute to preserving traditional crafts.

Pet-friendly initiatives and responsible animal care

During the summer season of 2025, three open sessions with cynologists from the Zachyn animal adoption and training center took place at Bukovel resort.

Training sessions followed a "human & dog" format with individual attention to each pair. Participants learned to better understand animal behavior, develop safe travel habits, and ensure comfort for their pet friends in a tourist environment.

Around 50 guests attended the sessions alongside their pets.

The initiative, implemented in partnership with Zachyn adoption center, aims to:

- Promote a responsible animal care culture.
- Create a safe tourist environment.
- Popularize humane treatment of pets.

The resort also develops pet-friendly infrastructure. In particular, NUMO restaurant is equipped with pet beds and bowls for water and food, ensuring a comfortable experience for visitors with their pet friends.

We know that true human restoration comes from combining movement with the contemplation of beauty. The Ukrainian Carpathians offer this opportunity in every season. Here, you can hike across the Gorgany peaks, take in colorful panoramas, discover local flora and fauna firsthand, and immerse yourself in the life of mountain pastures and alpine legends. In winter, stepping onto a ski slope becomes a journey of conquering personal fears and limitations.

The resort lies within the Hutsulshchyna ethnic region, where calendar rituals are alive, folk crafts and traditions are preserved, and every settlement carries living history — both ancient and modern. The Carpathians' past and contemporary heritage is one of the key factors drawing tourists, creating a unique vacation format that blends sport with ethnographic immersion.

Our mission is to transform this heritage into what we call the ecological soul.

ECONOMIC BLOCK

Economic Impact

Ivano-Frankivsk region's tourist tax revenue in 2025 reached UAH 46.2 million (+40% vs. 2024). Polyanytsia community ranks first in tourist tax collected — UAH 32,648 thousand (+49% vs. 2024), as reported by the Department of International Cooperation and European Integration of Ivano-Frankivsk Regional State Administration.

SME Support Program

The resort operates a local entrepreneur support program for 2025–2030, aimed at supporting small and medium-sized businesses operating under Ukrainian legislation within Polyanytsia territorial community. This strengthens the local economy, attracts tourists, and creates new jobs.

According to the first large-scale sociological study on Bukovel's tourism development trends, conducted with Dniprovsk Polytechnic in February-March 2025:

- Over 60% of residents positively assess the resort's impact on living standards.
- 67% of respondents identified job creation as a significant outcome of tourism.
- Over 70% of business representatives confirm that Bukovel's development contributed to starting or scaling their business.
- 80% of business respondents believe the resort stimulates community economic well-being.

A year-round local products and goods fair operates on

resort grounds, serving as a key component of sustainable development's economic and social dimensions. The initiative supports Carpathian region SMEs, promotes authentic products, and creates added value for local communities.

Fair participants include craft food producers, farms, folk craft artisans, and souvenir and textile manufacturers.

The fair is more than a trading space — it is:

- Support for local businesses and communities.
- An opportunity for guests to discover authentic regional traditions.
- A platform for developing a responsible consumption culture.
- A unique resort atmosphere blending modern tourism with local identity.

The fair also serves as a partnership platform connecting businesses, communities, and the resort. Participation boosts regional brand recognition and strengthens the area's economic resilience.

The initiative aligns with the resort's Sustainable Development Policy and supports SDG 8 "Decent Work and Economic Growth" and SDG 12 "Responsible Consumption and Production" within the global sustainability framework.

New Guest-Drawing Facilities

Silpo — one of Ukraine's most popular grocery chains — is located at Parking Lot No. 1, offering a wide selection



of food products, ready meals, and everyday essentials. The store's highlight is its unique interior designed in Hutsul style, inspired by the iconic film "Shadows of Forgotten Ancestors." The space blends Carpathian authenticity, artistic elements, and modern retail design.

Electric Vehicle Charging

Under the "Green Mobility" program, eight electric vehicle charging stations have been installed across Bukovel, marking a significant step toward responsible tourism.

Improved Logistics for Tourists from Yaremche

In 2025, a free daily bus service to the water park from the city of Yaremche launched.

Schedule:

- Yaremche 09:00 → Water Park 10:15
- Water Park 14:30 → Yaremche 15:45
- Yaremche 16:00 → Water Park 17:15
- Water Park 21:00 → Yaremche 22:15

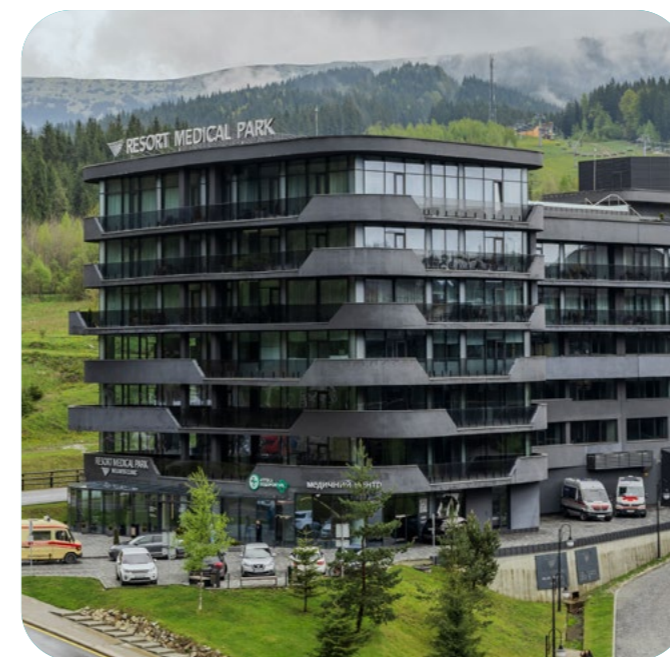
All amenities are on the bus: scan the QR code and buy the water park tickets online instantly.

Digitalization

Through the gradual rollout of electronic document management, Bukovel — in partnership with "Vchasno" service — has signed over 10,000 documents electronically. This helped save approximately 4 trees and 2,000 liters of water per year that would have been consumed in paper production had documents been signed and sent in paper form.

Further Steps (2026)

- Launch of Bukovel ID — a unified digital guest identification system providing personalized access to resort services and enabling infrastructure and resource optimization based on real visitor needs.
- Introduction of a mobile ski pass — a digital ski pass on your smartphone.
- Reconstruction of the central square.



INCLUSIVITY AND VETERANS' POLICY

In 2025, Bukovel continued its systematic work supporting veterans and military personnel, advancing adaptive sports and inclusive infrastructure.

Adaptive Skiing Program

Since January 2024, the resort has run an adaptive skiing program enabling veterans with serious injuries to master alpine skiing.

By 2025, the following equipment was available:

- 7 sit-ski sets.
 - 6 special outrigger sets for standing skiing.
- The program focuses on physical and psychological rehabilitation, socialization, and returning to an active lifestyle.

Adaptive Sports Partnership

In 2025, the resort served as the general partner of the "Zvytyaha Neskorenykh" competition season held in Ivano-Frankivsk, with around 300 veterans from across Ukraine participating.



Mykhailo Nalyvaiko,

Inclusivity and Veterans' Policy Coordinator,
Bukovel Sustainable Development Office

I am a veteran of the Russian-Ukrainian war and a person with a disability who uses a wheelchair — a result of that same war. Since autumn 2025, I have been working at Bukovel resort. Before the winter season began, I managed to inspect 35-40% of the resort's territory and document problem areas, most of which will be addressed in spring, as winter weather conditions prevent outdoor repair works. However, before the snowfall, we still managed to carry out certain improvements to the resort's accessibility. Staff training sessions were also held on ethical communication with veterans and people with disabilities, and on how to assist them. Regarding veterans' policy, in January 2026, together with PROJECT VOLYA, we organized an adaptive skiing camp for 24 veterans. In early March 2026, an event for Ukrainian and American veterans is also planned as part of a joint mental health recovery and rehabilitation experience-sharing project, to be implemented in partnership with the charitable organization 'Limbs for Liberty'. I am thrilled to be making the resort barrier-free for people with disabilities and advancing veterans' policy — supporting the recovery of my fellow veterans. I know firsthand how important these matters are, because I have lived through them myself.



On September 5–7, Bukovel hosted the national selection final for the international "Strong Spirit's Games" competition, also serving as general partner. The event was organized by the Ukrainian Strongman Federation and the Ministry of Veterans Affairs of Ukraine. 220 veterans, military personnel, and law enforcement representatives competed across nine disciplines, demonstrating sport's role in physical and psychological recovery.

Adaptive Infrastructure Development

The resort contributed to building "StrongWorkout" adaptive sports grounds — open training spaces for veterans and the community. The first facility is already operational, with five more planned across the region and potential for scaling to other Ukrainian regions.

Inclusivity at the resort is implemented systematically: audits of routes, navigation, and service solutions are conducted. An inclusivity specialist is involved, testing the infrastructure against the real needs of guests with disabilities.

Support for Military Personnel and Their Families

Within the "Veterans' Support" sustainable development program, the resort — in cooperation with charitable foundations and NGOs — provides military children with free access to resort attractions.

In 2025, a collaboration was implemented with the "Children of Defenders" initiative (chaplaincy service of the 118th Territorial Defense Brigade, Cherkasy).

Inclusive Sports Events

In 2025, the resort hosted the first wakeboarding competition "STAV14 Bukovel Wake Open", bringing together 70 participants across 6 categories in a 10-hour program.

A dedicated adaptive category united 12 veteran riders, marking a significant step in developing inclusive water sports in Ukraine. A similar event is planned for summer 2026.



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