

# Sustainability

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## Overview

### Introduction

Around the globe, the tourism industry has a special responsibility in the field of environment and society. With its brand “Jungfrau – Top of Europe”, Jungfrau Railway Group welcomes guests from the world over and stands in the limelight. The goal of the Board of Directors and the Executive Board is to make sure that Jungfrau Railway Group engages in integrated sustainability management as an exemplary enterprise. The provisions of the counterproposal to the corporate responsibility initiative have been in force since 1 January 2022. The new due diligence and reporting obligations will apply from the financial year 2023 and will be implemented for the first time in the annual report 2023. Furthermore, the implementing ordinance on climate disclosures will enter into force on 1 January 2024.

For many decades, the company has been committed to responsibly implementing efforts for more ecological sustainability. The company’s own run-of-the-river hydroelectric plant, the recuperation of power by the cogwheel railways and the Eiger Express, the extensive greening of the roofs of the Grindelwald terminal, which includes a concept for the promotion of biodiversity, the wastewater collection and disposal at all destinations and the advancement of public transportation are just some of the examples of how Jungfrau Railway Group promotes sustainability in its daily operations.

The promotion of rail instead of road is a key element of the sustainability strategy of the Jungfrau Railway Group. The goal is to achieve integrated sustainability management for the seven sustainable development goals (SDGs) relevant to the company. At the same time, the reporting is being expanded in line with the standards of the Global Reporting Initiative (GRI). In 2022, the measures in connection with the seven selected SDGs were thus refined and specified in workshops and implemented in all business areas.

For the first time, a carbon footprint of the company was prepared for the financial year 2022. At the same time, the cooperation with the University of Bern continued as part of the project “Carbon-neutral tourism region Oberland East”. Together with various stakeholders (companies, municipalities, associations and other organisations), strategies and projects are being developed and pursued there in order to render the tourism region carbon-neutral by 2035. As early as 2023, the ISO 14001 certification will take place in environmental management by means of a maintenance audit. The participation in the sustainability programme Swisustainable of Switzerland Tourism addresses guests who want to travel with a good conscience during their holidays.

When determining its SDGs, the company took subjects of special relevance to Jungfrau Railway Group into account. Under consideration of the business operations, seven goals that Jungfrau Railway Group is capable of making a significant contribution to were selected from the 17 SDGs of the United Nations. These are: Gender equality; clean water and sanitation; decent work and economic growth; industry, innovation and infrastructure; responsible consumption and production; climate action; and life on land.

In 2022, Jungfrau Railway Group further intensified, specified and duly implemented the management of sustainability topics in the individual business areas. With a view to the expansion of the reporting according to the GRI standards and the new guidelines of the federal government as of 2024, the company is presenting a stakeholder analysis for the first time. The following table lists key stakeholders, the various forms of dialogue and the most important affected ESG areas (environmental, social and governance-related aspects). This stakeholder analysis is checked once a year and updated if necessary.

**Stakeholder analysis/engagement**

Stakeholders	Dialogue	Key ESG Points
Guest	<ul style="list-style-type: none"> <li>- Guest survey/every year by "Best Ski Resort", Michael Partel, Mountain Management Consulting</li> <li>- Regular meetings with guests</li> </ul>	<ul style="list-style-type: none"> <li>- Sustainable tourism</li> <li>- Waste/recycling</li> <li>- Circular economy</li> <li>- Biodiversity</li> </ul>
Employees	<ul style="list-style-type: none"> <li>- Employee survey (planned for 2023 and every third year)</li> <li>- Individual employee meetings (development meetings/yearly)</li> <li>- Bike to work challenge</li> </ul>	<ul style="list-style-type: none"> <li>- Sustainable work environment</li> <li>- Climate/mountain development</li> <li>- Waste/recycling</li> <li>- Development plan for employees</li> <li>- Employee satisfaction and security</li> </ul>
Shareholders	<ul style="list-style-type: none"> <li>- Investor meetings (periodically, e.g. Investora, Stifel Swiss equity conference)</li> <li>- Balance sheet press conferences</li> <li>- ESG survey/assessment (planned for 2024)</li> <li>- Investor calls (regularly)</li> </ul>	<ul style="list-style-type: none"> <li>- Climate-relevant risks/opportunities</li> <li>- Initiatives for sustainable developments</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>- Regular talks/ongoing sustainability enquiries</li> <li>- Cooperation with energy suppliers (IBI, BKW, EWL)</li> <li>- Ongoing cooperation with suppliers</li> </ul>	<ul style="list-style-type: none"> <li>- Code of conduct for suppliers?</li> <li>- Long-term collaboration agreements</li> </ul>
Landowners	<ul style="list-style-type: none"> <li>- Regular talks</li> <li>- Meetings with mountain communities</li> </ul>	<ul style="list-style-type: none"> <li>- Conservation of the mountain landscape</li> <li>- Further development of the destination</li> <li>- Biodiversity</li> </ul>
Authorities/ politicians	<ul style="list-style-type: none"> <li>- Regular talks</li> <li>- Cooperation in committees</li> <li>- Compliance with laws/regulations</li> </ul>	<ul style="list-style-type: none"> <li>- Sustainable development of the destination</li> <li>- COVID-19 and measures</li> <li>- ESG/legal</li> </ul>
Local businesses	<ul style="list-style-type: none"> <li>- Regular talks</li> <li>- Cooperation in committees</li> </ul>	<ul style="list-style-type: none"> <li>- Sustainable development of the destination</li> <li>- COVID-19 and measures</li> <li>- Booking behaviour/performance</li> </ul>
Media	<ul style="list-style-type: none"> <li>- Press releases and conferences</li> <li>- Interviews/statement</li> <li>- Regular enquiries/regular interaction</li> </ul>	<ul style="list-style-type: none"> <li>- Booking behaviour/performance</li> <li>- COVID-19 and measures</li> <li>- Sustainable tourism</li> </ul>
Industry associations/ organisations	<ul style="list-style-type: none"> <li>- Involvement in projects</li> </ul>	<ul style="list-style-type: none"> <li>- Sustainable development of the destination</li> <li>- Conservation of the landscape</li> </ul>
Buyers	<ul style="list-style-type: none"> <li>- Orders for public transportation offerings and infrastructure financing on lines eligible for compensation/regular interaction</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance, corruption</li> </ul>

In addition to the stakeholder analysis, a materiality analysis will also be conducted in the financial year 2023 and be presented in a materiality matrix. In order to increase the significance of the subject of sustainability in the company, a new specialist unit has been created. The sustainability officer reports to the CEO and the Executive Board.

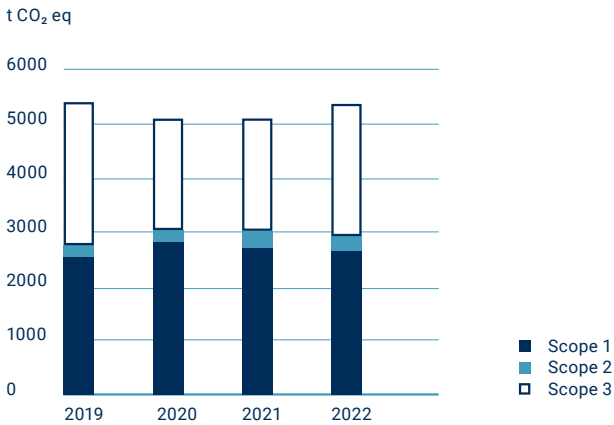
**Carbon footprint Jungfrau Railway Group**

With a view to sustainability reporting according to GRI standards, a carbon footprint was prepared for the entire company for the first time in 2022. For this, division into various scopes according to the Greenhouse Gas Protocol was taken into consideration. Scope 1 emissions are direct emissions in the organisation, i.e. especially the combustion of fossil fuel in heaters and vehicles. Scope 2 emissions comprise the direct emissions of the energy purchased from the energy provider. Scope 3 emissions arise in the supply chain or in downstream processes.

The calculation of the footprint focused on the scope 1 and scope 2 emissions. So far, scope 3 emissions comprise the fields of energy provision, purchased food and part of the goods and services procured. In the coming years, once a reliable data basis has been elaborated, other emissions relevant to scope 3 will be added.

Generally, it is obvious that analysing the climate burden alone does not yield a complete picture. Therefore, other environmental factors, such as waste, could also play a role for overall assessment in the future. In 2021, for example, the electricity procurement was changed from energy from non-renewable resources to energy from renewable resources (especially hydropower).

**Total climate footprint by scope – 2019 to 2022**





### High Altitude Research Station Jungfrauoch

Jungfraubahn Holding AG is a member of the international foundation High Altitude Research Station Jungfrauoch and Gornergrat (HFSJG), which was founded in 1930. The research station and the Jungfrau Railway Group cooperate in various areas in order to ensure sustainability. This includes creating more awareness of sustainability research and drawing attention to the issues of permafrost and glacier thawing. Another goal is to minimise the number of helicopter flights to Jungfrauoch.

The measurement series for the temperature, air pollution, wind direction and wind speed serve as an important basis for the environment and climate research, which plays an increasingly important role at the research station. Some of the projects in 2022:

- Involvement of the Swiss consortium in the European network for carbon research, e.g. with measurements at the Jungfrauoch research station, which serves as an atmosphere station. Greenhouse gas concentration measurements are also performed here. The objective of these coordinated, highly precise measurements is to gain an improved understanding of the carbon cycle, especially with regard to the distribution of human-produced carbon in the atmosphere, biosphere and ocean, which serve as carbon reservoirs. This additional knowledge is then used in models that calculate scenarios for the development of the climate of planet Earth.
- Quality control and assurance of carbon observations (Swiss Federal Laboratories for Materials Science and Technology (Empa))
- Part of the Global Atmosphere Watch Aerosol Programme (Paul Scherrer Institute)
- Long-term survey "14CO<sub>2</sub>" on Jungfrauoch (University of Bern together with Heidelberg University)
- Atmosphere and solar physics, spectroscopy via Fourier transform interferometry (Department for Astrophysics, Geophysics and Oceanology, University of Liège, Belgium)
- Glaciological research on the Great Aletsch Glacier and Jungfrauoch

### UNESCO World Heritage Site Jungfrau-Aletsch

The Jungfrau Railway Group is a co-initiator of UNESCO World Heritage Jungfrau-Aletsch. Every year the Swiss Alps Jungfrau-Aletsch (SAJA) Foundation is financially supported with contributions for joint and sustainable projects at UNESCO World Heritage Jungfrau-Aletsch. This includes:

- Landscape maintenance work and civilian service mission to combat forest ingrowth and invasive plant species in Grindelwald
- Stocktaking of spring habitats in Lauterbrunnen
- Sycamore planting campaign in various locations in the Bernese Oberland
- Landscape maintenance work for the Sudeten ringlet in Grindelwald
- Repair of dry-stone walls as a characteristic landscape element in the Aletsch Arena
- Numerous education units in Grindelwald and Lauterbrunnen for students from the region (Grindelwald/Lauterbrunnen/Gündlischwand/Wilderswil) and from other parts of Switzerland for raising awareness.

### Sustainability Fund of the V-Cableway

Jungfraubahn Holding AG has undertaken to top up a sustainability fund supporting sustainable projects in the municipal districts of Grindelwald and Lauterbrunnen with CHF 200,000 a year for 10 years from 2021. Moreover, in close cooperation with the UNESCO World Heritage Site Jungfrau-Aletsch, projects for the four elements water, air, earth and fire will be rolled out in the next few years around the Eigergletscher and at many locations in the municipal districts of Grindelwald and Lauterbrunnen. The range of projects supported since the fund started making payments includes the following:

- Renovation of the Lauterbrunnental Alp building (2021)
- Botanical walks with the "Flower Walks" app (2022)
- Grindelwald Grund, a place to meet and spend time (2022)
- Clean-up campaign Alte Strahlegg hut (2022)
- Renewal of Mönchsloch hut metallurgy (2022)
- Replacement of public wells in Lauterbrunnen village (2022)

## Sustainable Development Goals



### Gender equality

Gender equality and opportunities for all, regardless of their gender, are fundamental values of Jungfrau Railway Group.

#### What was achieved in 2022?

- Development meetings were held for all employees (recurring goal).
- Female employees were expressly addressed for the purpose of staffing executive positions.
- Perspectives were created for women in technical professions: During visits to schools and universities, information was provided about various professions available at the Jungfrau Railway Group.
- A future day was held for girls and boys.
- The proportion of women on the Board of Directors of Jungfraubahn Holding AG was increased from one woman as of the end of 2021 to two women as of the end of 2022.
- Age structure:
  - The majority of employees without management functions (2021: 660; 2022: 699), in lower management (2021: 51; 2022: 49) and in middle management (2021: 43; 2022: 45) belong to the 30 to 50 age group.
  - The proportion of over 50-year-olds is highest in senior management (2021: 13; 2022: 13).

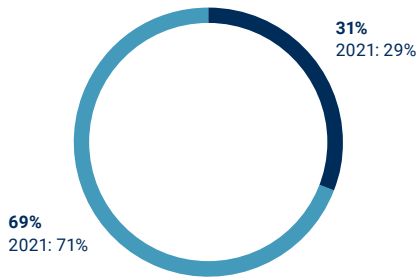
#### Goals

- The proportion of women throughout the company is to increase from 29% (2022) to 35% in 2030 in all areas where qualified personnel are available.
- In accordance with the gender figures that went into force in Switzerland in 2021, the proportion of women on the Executive Board (EB) is to be increased to 20% by 2031.
- Based on the findings of the employee survey 2023, suitable measures are to be taken by 2024.

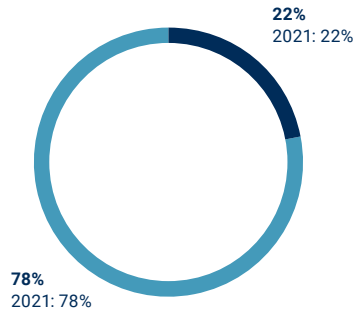
#### Measures

- Women are offered perspective in technical professions: HR in schools/systematic targeting of women in recruiting campaigns.
- Employee surveys every three years: Under consideration of the company's basic values, explicit questions concerning sustainability and gender equality are included in the final questions (e.g. whether to recommend Jungfrau Railway Group as an employer).

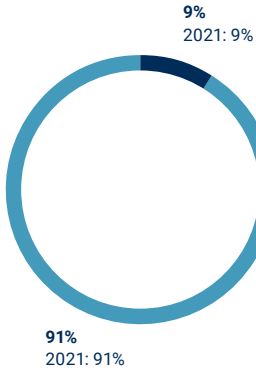
Percentage of people without a managerial function by gender



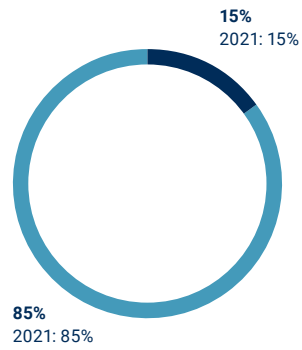
Percentage of people in lower management by gender



Percentage of people in middle management by gender

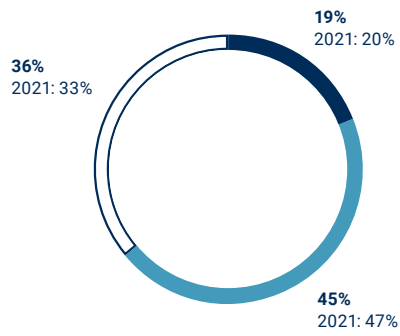


Percentage of people in senior management by gender

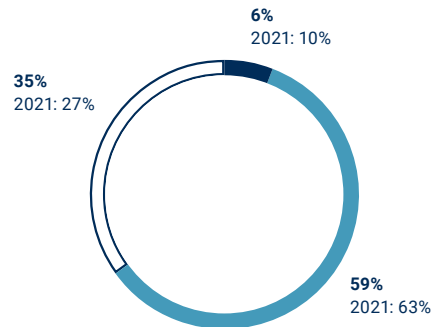


■ Women  
■ Men

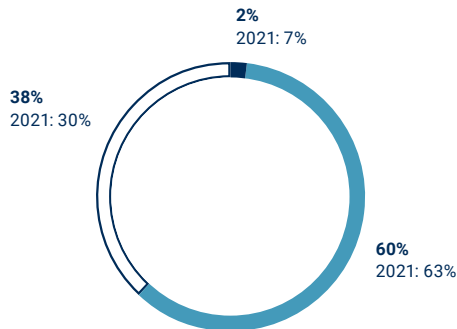
**Age distribution of persons without managerial function**



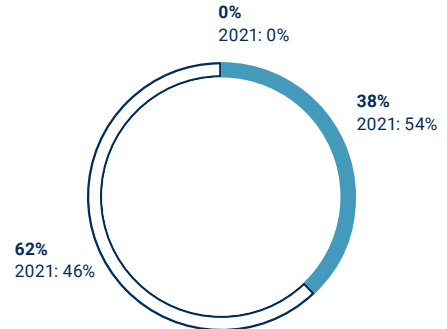
**Age distribution of people in lower management**



**Age distribution of people in middle management**



**Age distribution of people in senior management**



- Age < 30 Jahre
- Age 30–50 Jahre
- Age > 50 Jahre





### Clean water and sanitation

The goal is to sensitise guests with regard to the use of drinking water and the disposal of wastewater from the mountain stations.

#### What was achieved in 2022

- Sewers are implemented for the wastewater of all mountain stations of the Jungfrau Railway Group.

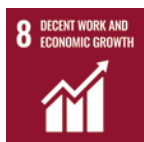
#### Goals

- The sewer connection for the wastewater of all mountain stations is in accordance with the state of the art.
- When building new buildings and renovating railways, cableways and buildings, special attention is paid to the water protection zones.
- Guests' awareness of the importance of clean water and drinking water is to be promoted with additional projects (V-Cableway Sustainability Fund) by 2031.
- Careful use of the resource water and raising awareness of this subject area, especially also at our own springs, continue to be pursued.

Further projects will be implemented with the Swiss Alps Jungfrau-Aletsch (SAJA) foundation by 2025.

#### Measures

- The existing connections of all mountain stations are continually reviewed for compliance with the state of the art.
- The state of the art is taken into consideration in all construction measures in accordance with the standards of the Swiss Gas and Water Industry Association (SGWA).
- The water supply of Jungfrau Railways, i.e. the holding and use of spring water, is guaranteed.
- By 2030, a well with information panels is to be established on every Experience Mountain.



### Decent work and economic growth

Jungfrau Railway Group offers an attractive, secure work environment and fair pay.

#### What was achieved in 2022

- The accident figures and other figures concerning sickness and fluctuation for 2022 are known.
- In 2022, 67 work-related accidents were recorded for 625 FTE. In the comparable year 2019, the number of accidents had amounted to 70 for 612 FTE (2021: 56 accidents for 637 FTE / 2020: 22 for 665 FTE). In 2022, the number of days of absence due to sickness was 7,938; in the comparable year 2019, this figure had amounted to 5,736 days (2021: 3,973 / 2020: 3,928).
- In 2022, the employee turnover rate amounted to 13.1% (number of exits/Ø FTE \*100): This figure only takes notices of termination by the employees or by the company and restructuring measures into consideration, but does not include retirees and seasonal contracts. The employee turnover rate had amounted to 8.62% in 2021, to 11% in 2020 and to 7.1% in 2019.
- A compensation equality analysis was conducted at the affected companies in the Jungfrau Railway Group in 2021 in accordance with the provisions of the Gender Equality Act. The good results – namely that no significant deviations were identified – were also confirmed in the financial year 2022.
- Outdated equipment and machines were replaced with modern systems.
- IT assistance in collaboration with the Seeburg association, which has been active in the field of job and social integration in Bernese Oberland since 1986.

In 2022, the company had 31 trainees (2021: 29) in seven different professions (2021: 6):  
Commercial employee PTU: 3 trainees, 3 women (plus 1 intern/6 months/1 login trainee – 1 man)

Retail: 6 trainees, 2 women, 4 men

Specialist PT: 3 trainees, 3 men

Cableway mechatronics engineer: 6 trainees, 1 woman, 5 men

Polymechanic: 12 trainees, 12 men

Track builder: 1 trainee, 1 man

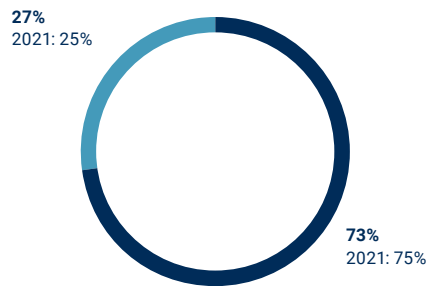
#### Goals

- Health and safety at work are promoted: The goal is to have no accidents with serious consequences and fewer accidents than in the prior year.
- Diversity and inclusion are deliberately sought and promoted, e.g. by means of the continued cooperation with sheltered workshops and other facilities.
- The pay system is fair and balanced and takes individual performance into consideration (recurring).
- Part-time work is to be enabled and promoted for all employees.

#### Measures

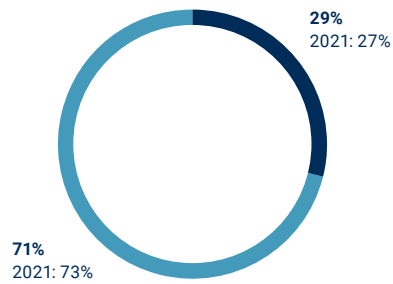
- Regular meetings/exercises are held to ensure the health and safety of the employees at work (recurring).
- A culture of health and safety is promoted with courses, a manual and lessons learned.
- Yearly specialised training measures are offered and organised in the field of health and safety
- Cooperation with sheltered workshops and organisations that take care of reintegration is promoted (e.g. in the field of IT assistance along with the Seeburg association).
- Market pay standards are taken into account in all areas (benchmark analyses/pay equality analysis).

### Percentage of persons by degree of employment



■ Full time  
■ Part time

### Percentage of people by gender



■ Women  
■ Men

### Other key figures

	2019	2020	2021	2022
Fluctuation rate	7.1%	11.0%	8.6%	13.1%
Work-related accidents	70	22	56	67
Days of absence due to sickness	5,736	3,928	3,973	7,938



### Industry, innovation and infrastructure

Digitisation and innovation are promoted in all departments.

#### What was achieved in 2022

- The V-Cableway is the most modern project in the Alps. Together with the cutting-edge tri-cable cableway, it meets the need for a modern infrastructure in a mountain region. In 2022, some 62,000 kWh electricity were recuperated with the Eiger Express.
- The new approach of combining the transportation of goods and passengers on the tri-cable Eiger Express was successful in 2022.
- The number of printers was reduced from 135 (2021) to 82 (end of 2022).
- Digitisation in some departments was accelerated (operation/infrastructure); laptop instead of paper.
- The Organic Card was introduced as data carrier for ski passes in the winter of 2022/2023 (compostable, recyclable).

#### Goals

- All construction projects are energy-efficient and sustainable (**Sustainable Construction Network Switzerland**).
- Digitisation is being promoted in all departments.

#### Measures

- Recuperation of power in railway operation (**Annual Report 2020**).
- The number of screens (instead of paper posters) at all railway stations and cableway stations is being increased.
- Assurance of sustainable construction takes place during planning, contract award and completion (ongoing).
- By default, printers are configured for duplex printing.
- In coordination with the industry, the transition to online tickets takes place wherever possible (e.g. individual tickets on SwissPass in collaboration with public transportation).



### Sustainable consumption and production

Jungfrau Railway Group aims at sustainable consumption and production with offerings and services that effectively balance quality with sustainability.

#### What was achieved in 2022

- The Jungfrau catering operations were connected to the production kitchen.
- Wherever possible, products were purchased locally or in the region.
- Less food waste accumulated thanks to the food waste app and the production kitchen.
- Gap analysis with a view to initial certification according to ISO 14001 (environmental management)
- Partial progress in the field of snowmaking/GPS: The regular use of GPS has resulted in savings of about 30% in connection with the production of artificial snow. Moreover, the average energy consumption has been almost halved over the past 10 years.
- The app “Too Good To Go” was introduced.
- The cooperation with the “Eigerness” label was launched.
- The menu of the Eigergletscher restaurant mainly features products from the region (“Eigerness” label).

#### Goals

- By 2025, the snowmaking and slope preparation resources will be continually optimised with the help of technical equipment (valves, GPS).
- Jungfrau Railway Group is in contact with vendors with regard to the conversion to a fleet of sustainable snow groomers. As soon as alternatives become available, they will be reviewed and, if considered suitable, gradually implemented to convert the fleet.
- With regard to the origin of meat and dairy products, the goal is to increase the regional production share. Currently, products such as milk, cheese and butter are already being purchased from the local dairy operation Eigermilch Grindelwald.
- Initial certification according to ISO 14001 is to be obtained by the end of 2023.

#### Measures

- Snowmaking and slope preparation are carried out as energy-efficiently as possible thanks to the replacement of snow groomers, snowmakers and GPS devices.
- Technical development of snow groomers continues.
- Thanks to the central production kitchen, it is possible to continually optimise the operation and purchasing.
- Purchasing is organised and optimised locally/regionally.
- Where it makes sense under consideration of the deployment location and the models are available, Jungfrau Railway Group uses hybrid or electric cars as well as electrical forklifts.
- The promotion and use of the natural water cycle with the reservoirs in the context of snowmaking.



### Climate protection measures

The environmental impact on business operations is limited. Public transportation is the main pillar of the offering.

#### What was achieved in 2022

- Declaration of intent regarding the destination perspective for the Jungfrau region: In 2022, one of the first achievements was the re-introduction of direct train connections between the Zurich airport and the Jungfrau region and the direct train connection between Montreux and Interlaken East.
- V-Cableway Sustainability Fund: Initial projects have been implemented (see text in sustainability report).
- On the Grütschalp, the station, the workshop and the newly established bistro are heated with a heat pump that uses the exhaust heat of the cableway drive. Heat is also extracted from the exhaust air of the bistro and reused.
- The oil heater in the Mürren railway station has been replaced with a pellet heater.
- From the 2022/2023 season, the sports tickets of the Jungfrau Ski Region include the trip to the winter sports area with the Bernese Oberland railway (BOB).

#### Goals

- We promote public transportation with the declaration of intent regarding the destination perspective for the Jungfrau region and luggage transport by train (recurring measures).
- More rail, less road.
- By 2031, climate protection, biodiversity and sustainability will be supported in the context of the Sustainability Fund and with additional ecological balancing measures.
- Energy strategy: Projects and prioritisation of PV systems for the next 15 years
- Heating and insulation: The current situation was being assessed and included in the sustainability strategy with prioritisation for the next 15 years. Oil heaters will gradually be replaced by 2030.

#### Measures

- By the end of 2023, winter parking spaces will be relocated from the valley towards the park+ride area on the Matten airfield (measure in the context of the road-to-rail shift, important for the entire region).
- The integrated railway offering for excursions and sports events is being expanded.
- The V-Cableway Sustainability Fund is used to support sustainable projects in the municipal districts of Lauterbrunnen and Grindelwald for the benefit of the entire population and the tourism region.
- When renovating buildings, the latest requirements are taken into consideration, and the planning of PV systems is included.
- Oil heaters are being replaced with heating systems that run on sustainable energy (district heating, wood etc.).
- Carbon neutrality: The company cooperates in the «Carbon-neutral tourism region Oberland East» project of the University of Bern. The goal is to achieve carbon neutrality in Oberland East by 2035.
- Freight concept Wengernalp railway: By 2027, the capacity is to be increased, while the number of trips is to be reduced. This includes higher speeds and better utilisation of the rolling stock.
- Video conferences are promoted in order to minimise travelling.
- Solar collectors Harder railway: The potential is being assessed for 2024.
- The oil heater in the Lauterbrunnen carriage house is being replaced by a heat pump and solar panels on the roof.





### Life on land

Jungfrau Railway Group is committed to the protection of landscapes and careful use of nature, also in the context of the UNESCO membership.

#### What was achieved in 2022

- The cooperation with the SAJA was continued and promoted. This includes the information panel project in the Grindelwald terminal on the World Heritage Site and the Aletsch Glacier.
- The projects rolled out include tours for school classes at the World Heritage Site. Other SAJA studies and measures are listed at the beginning of the report.
- The special vegetation at the First peak and at the Eigergletscher were promoted and protected.
- The ecological construction acceptance of the V-Cableway took place, including restoration and replacement measures such as amphibian ponds, water and land areas and rock piles for the midwife toad as well as uncovering of streams.
- The Federal Office of Transport (FOT) biodiversity report for 2021 was prepared.
- A request to remember wildlife protection was integrated on the screens in our trains.

#### Goals

- Projects (buildings, railways) are subject to ecological construction supervision if so determined in the upstream procedures.
- The preservation of the basis for life (ground, air, water) and the promotion of biodiversity will continue to be supported until 2031 within the scope of the V-Cableway Sustainability Fund.

#### Measures

- Reporting and storytelling (both internally and externally) take place about successfully completed projects with ecological construction supervision.
- Studies such as those prepared by Ecoplan in connection with the V-Cableway planning are being initiated and supported.
- The wildlife conservation concept is reviewed at yearly intervals.
- Biodiversity is initiated and further promoted in the region, e.g. by greening the roof of the Grindelwald terminal and multi-storey car park.
- By means of information boards in stations, on screens and on certain installations as well as on the landing page of the website, which is regularly updated, the public is sensitised to the topic of sustainability.
- Membership in UNESCO World Heritage Sites as a co-initiator will continue to be cultivated by Jungfrau Railways.
- Like parts of the V-Cableway fund of CHF 200,000 a year, the yearly donations for SAJA are used for joint and sustainable projects at the UNESCO World Heritage Site Jungfrau-Aletsch.

## GRI Index

**Statement of use** Jungfraubahn Holding AG has reported on the information given in this GRI Index for the period from January 1st of 2022 to December 31 of 2022 with reference to the GRI standards.

**GRI 1 used** GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	a. Jungfraubahn Holding AG b. Stock corporation c. Harderstrasse 14, 3800 Interlaken d. Switzerland
	2-2 Entities included in the organization's sustainability reporting	The sustainability report includes the fully consolidated group companies according to the scope of consolidation in the financial report, page 32
	2-3 Reporting period, frequency and contact point	1.1.22-31.12.22 (similar to financial report), annually, page 93
	2-4 Restatements of information	None
	2-5 External assurance	Pages 50, 59, 74 (auditor's reports only in the german version, no audit reports were drawn up in English) The sustainability report has not been audited externally.
	2-6 Activities, value chain and other business relationships	Pages 14, 15
	2-7 Employees	Pages 45, 46, 102-104, 106, 107
	2-9 Governance structure and composition	Pages 13, 79-84, 86-89
	2-10 Nomination and selection of the highest governance body	Pages 6, 13, 64, 83
	2-11 Chair of the highest governance body	Page 79; The areas of responsibility of the board of directors and executive board are separated. The president does not fulfil any managerial function at Jungfraubahn Holding AG.
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 17, 85, 98
	2-13 Delegation of responsibility for managing impacts	Pages 17, 86-89
	2-15 Conflicts of interest	Pages 79-84, 86-89
	2-17 Collective knowledge of the highest governance body	Page 85
	2-18 Evaluation of the performance of the highest governance body	The self-assessment covers all areas for which the Board of Directors is responsible; Pages 62-64
	2-19 Remuneration policies	Pages 62-65, not linked to sustainability goals
	2-20 Process to determine remuneration	Pages 65-70
	2-22 Statement on sustainable development strategy	An application statement for the sustainable development strategy will be prepared and published in the 2023 report.
	2-24 Embedding policy commitments	Pages 79-84, 86-89
	2-25 Processes to remediate negative impacts	Page 85
	2-26 Mechanisms for seeking advice and raising concerns	Page 85
	2-27 Compliance with laws and regulations	No relevant fines or sanctions were imposed on the Jungfraubahn Holding AG in the 2022 reporting year.

GRI Standard	Disclosure	Location
	2-28 Membership associations	Pages 79-84, 86-89
	2-29 Approach to stakeholder engagement	Pages 98, 99
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	In 2021, the Jungfrau Railway Group developed the key issues based on the Sustainable Development Goals. These will be reviewed and expanded in 2023 as part of strategy development.
	3-2 List of material topics	Pages 99, 102-111
	3-3 Management of material topics	Pages 102-111
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Pages 98, 105, 109
	303-2 Management of water discharge-related impacts	Page 105
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 110
	304-2 Significant impacts of activities, products and services on biodiversity	Page 110
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Pages 98, 100
	305-2 Energy indirect (Scope 2) GHG emissions	Pages 98, 100
	305-3 Other indirect (Scope 3) GHG emissions	Pages 98, 100
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Pages 106, 107
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Page 106
	403-2 Hazard identification, risk assessment, and incident investigation	Pages 106, 107
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 106
	403-5 Worker training on occupational health and safety	Page 106
	403-6 Promotion of worker health	Page 106
	403-9 Work-related injuries	Pages 106, 107
	403-10 Work-related ill health	Pages 106, 107
<b>GRI 404: Training and Education 2016</b>	404-3 Percentage of employees receiving regular performance and career development reviews	Page 102
<b>GRI 405: Diversity and Equal Opportu- nity 2016</b>	405-1 Diversity of governance bodies and employees	Pages 102, 106
	405-2 Ratio of basic salary and remuneration of women to men	Page 106