

FIS 2025
Carbon Report
September 2026

THINK
BEYOND

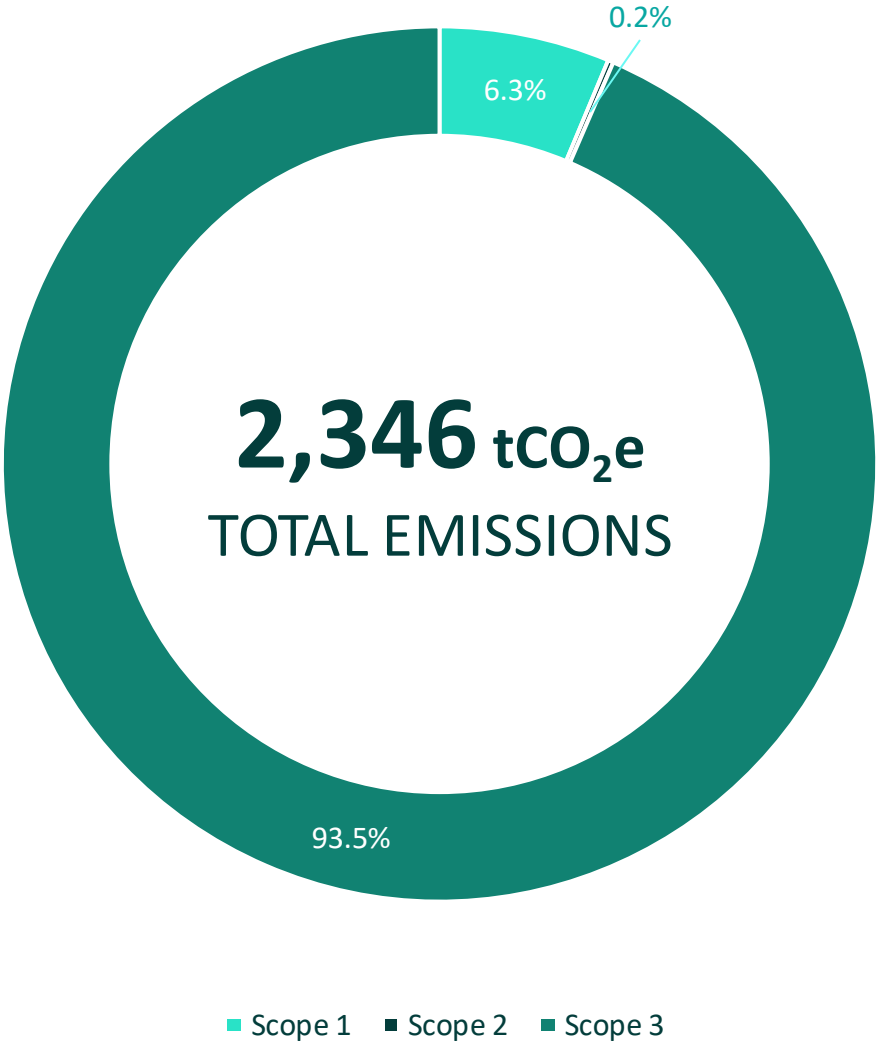




Emissions Overview	03
Executive Summary	04
Methodology	05
Emissions Breakdown	07
Data Improvement Plan	13

Reported Carbon Emissions 2025

Overview



Executive Summary

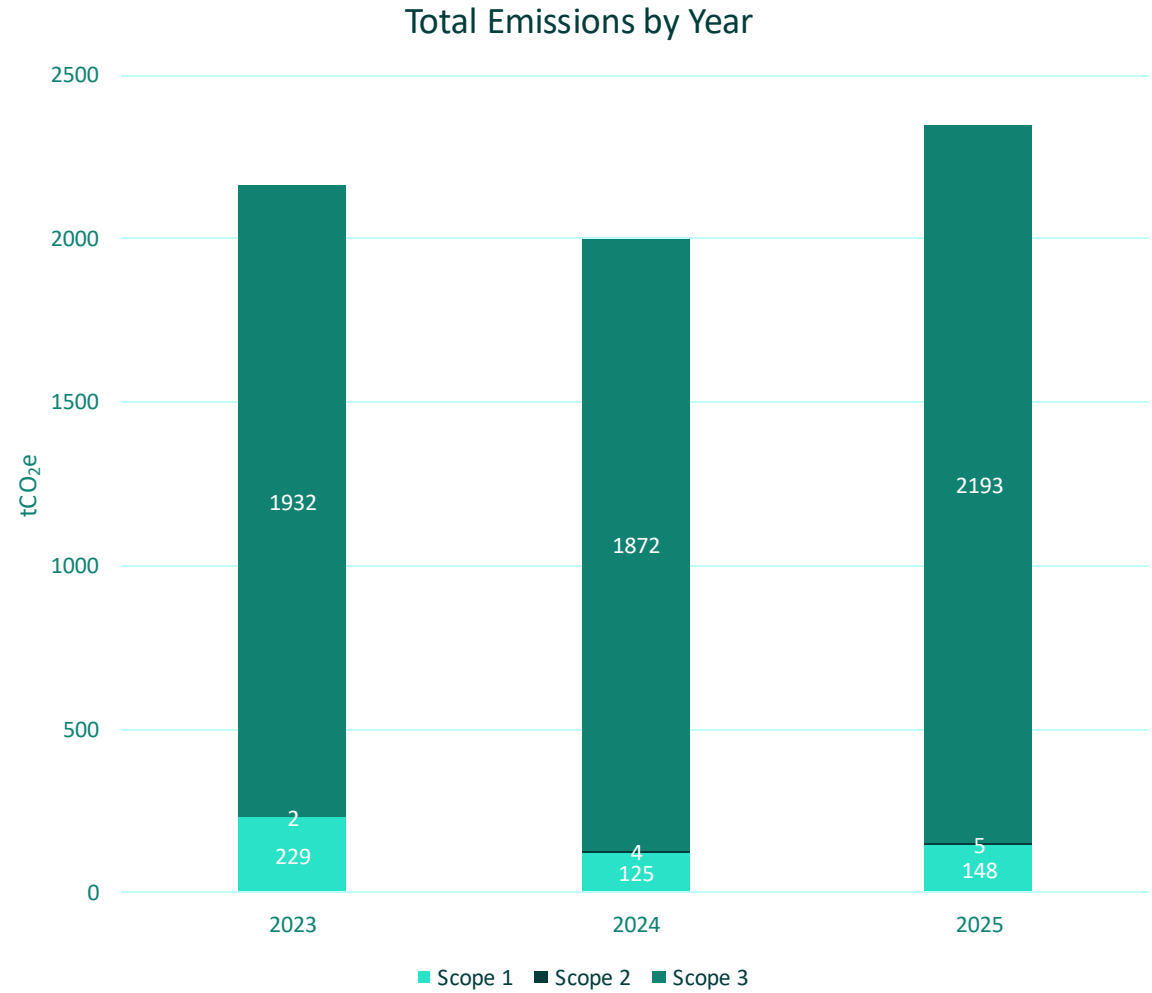


FIS reports an organizational footprint of 2,346 tCO₂e in 2025, **8.5%** above its 2023 baseline of 2,162 tCO₂e. The figure includes emissions from its headquarters, other organizational activities, and two annual technical meetings. FIS-owned events are reported separately.

Emissions from technical meetings fell 35% from 2024 to 556 tCO₂e (24% of the total), a positive step. Business travel remains the largest source of emissions at 1,312 tCO₂e (56%). These 2025 figures reflect more activities being measured and revised estimates.

Emissions per full-time equivalent employee (FTE) fell 9% versus 2024 and 26% versus the 2023 baseline. With staffing up in 2025, emissions grew more slowly than staffing, reflecting FIS’s internal policies.

Scope 1	148 tCO ₂ e (6%) This captures direct emissions from natural gas and company cars
Scope 2	5 tCO ₂ e (<1%) – Market Based This captures indirect emissions from purchased electricity, heating and cooling.
Scope 3	2,193 tCO ₂ e (94%) This captures other supply-chain emissions, including purchased goods and services, business travel and technical meetings





Methodology: Approach



Approach

Reporting year:

01 January 2025 – 31 December 2025

Boundary:

Activities under FIS's financial control.

The approach for the carbon footprint aligns to international best practice guidelines, such as:

- The Greenhouse Gas (GHG) Protocol
- Think Beyond's carbon methodology for sport
- Sport for Climate Action Framework

NOTE: FIS's organizational footprint includes its own event-related activities, but excludes seasonal event operations outside its financial control. National associations and local organizers deliver the events while FIS governs, officially approves and provides technical oversight. FIS reports event footprints separately.

Emission Factors

This footprint used the following emission factors

Sources include:

- UK Government GHG Conversion Factors for Company Reporting (2025)
- Low Carbon Power (2026)
- French Government, Impact CO2.fr (2026)

This report has been prepared by Think Beyond.

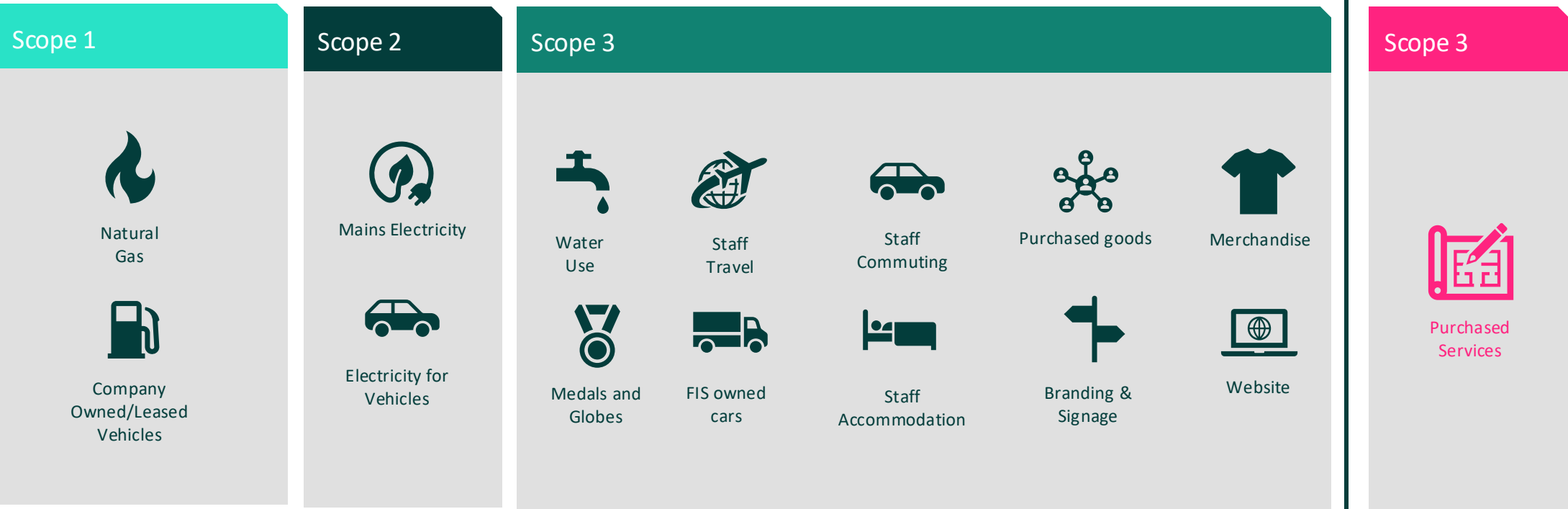
Methodology: Emissions Boundary



- This page sets out the FIS emissions boundary, which is sub-divided into two:
- The **Reported Emissions Boundary** includes all the activities, across scopes 1, 2 and 3 which we measure and report annually.
 - The **Future Potential Emissions Boundary** shows the activities that will be considered for inclusion in the 2026 footprint

Future Potential Emissions Boundary

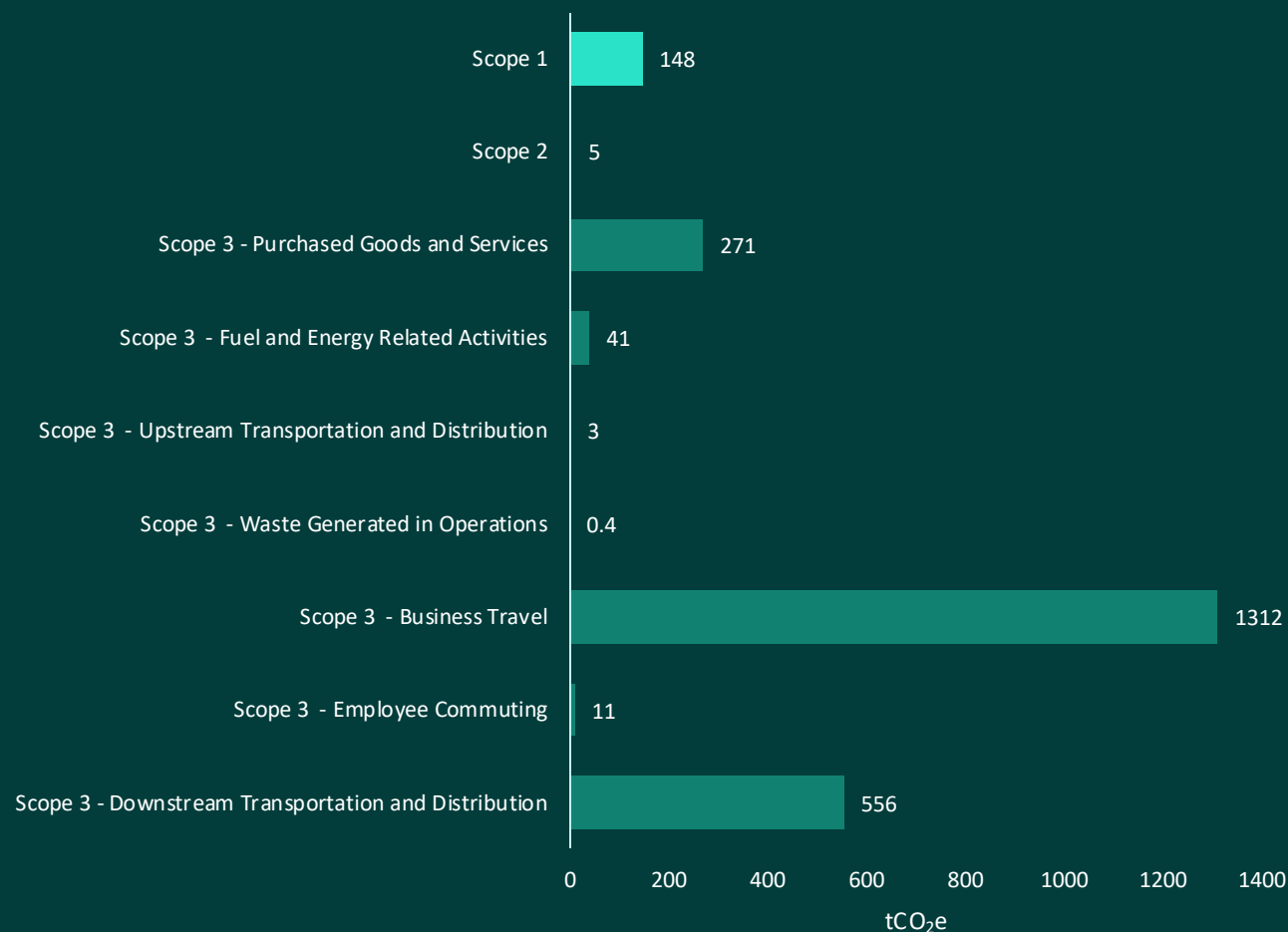
Reported Emissions Boundary



Emissions Breakdown



Emissions Breakdown by Scope and Category



Business travel and technical meetings account for around 80% of FIS's reported footprint

Business travel is the largest source at 1,312 tCO₂e (56%), followed by the two FIS-hosted technical meetings at 556 tCO₂e (24%).

Purchased goods and services contribute a further 271 tCO₂e (12%).

These findings point to travel and meeting decisions as priorities for FIS's emissions-reduction plan, with procurement as the next area of focus.

See the Recommendations for the next steps. These percentages describe emissions shares, not estimated reduction potential.

Emissions Evolution



Rationale for notable changes from the 2023 baseline

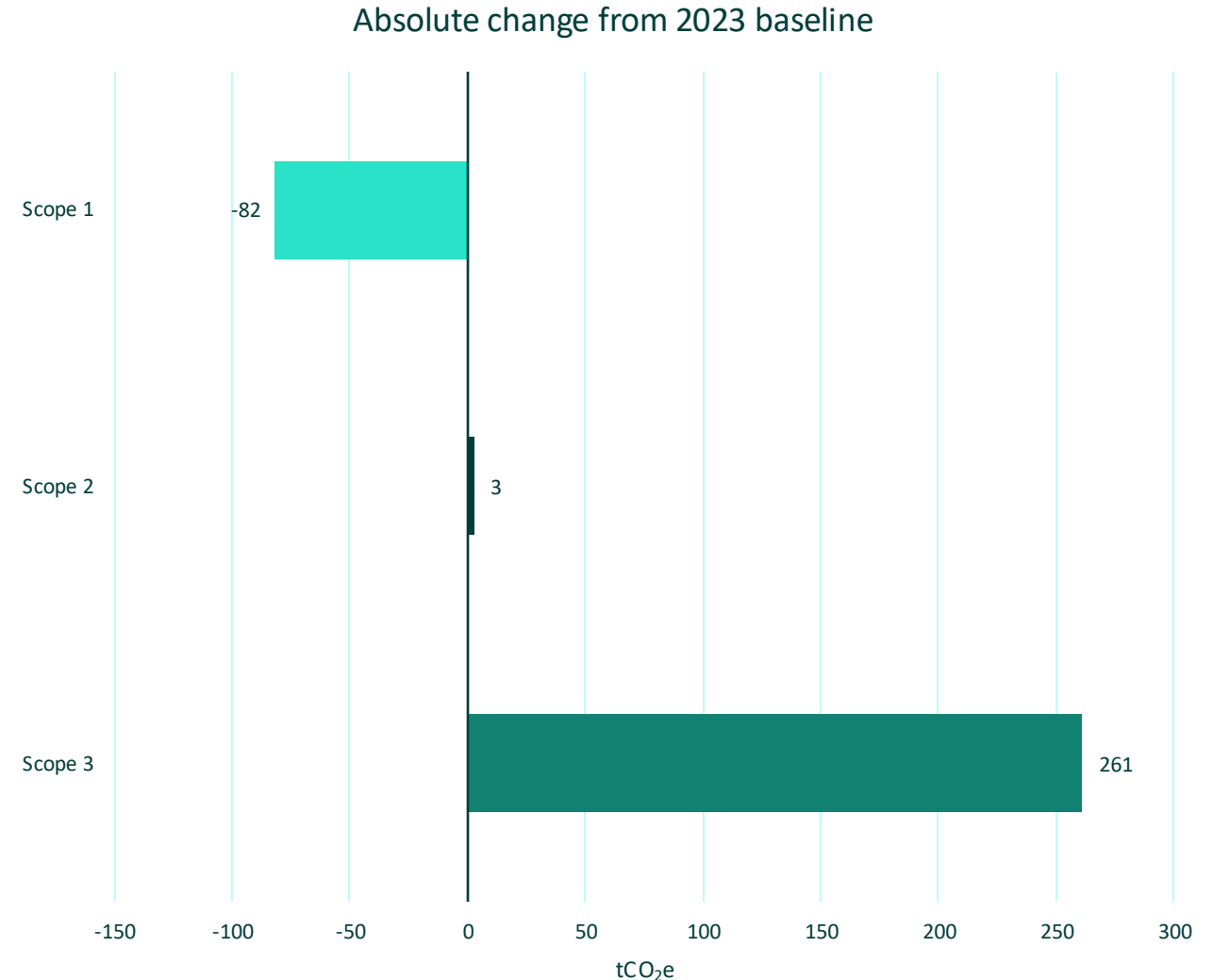
Scope 1. Emissions fell 36%, from 229 tCO₂e in 2023 to 148 tCO₂e in 2025. The purchase of green gas reduced natural gas emissions.

Scope 3. Emissions rose 14%, from 1,932 tCO₂e in 2023 to 2,193 tCO₂e in 2025.

Scope 3.1 - Purchased goods and services. Some goods may have been excluded previously because purchase prices were unavailable. For 2025, supplier website prices were used to estimate missing purchase values, adding 132 tCO₂e. FIS also bought medals, globes, and uniforms in 2025.

Scope 3.6 - Business travel. Air travel rose from 1,043 tCO₂e in 2023 to 1,142 tCO₂e in 2025, mainly driven by a growing number of employees.

Scope 3.9 – Downstream Transportation and Distribution. Emissions from FIS events fell from 649 tCO₂e in 2023 to 556 tCO₂e in 2025.

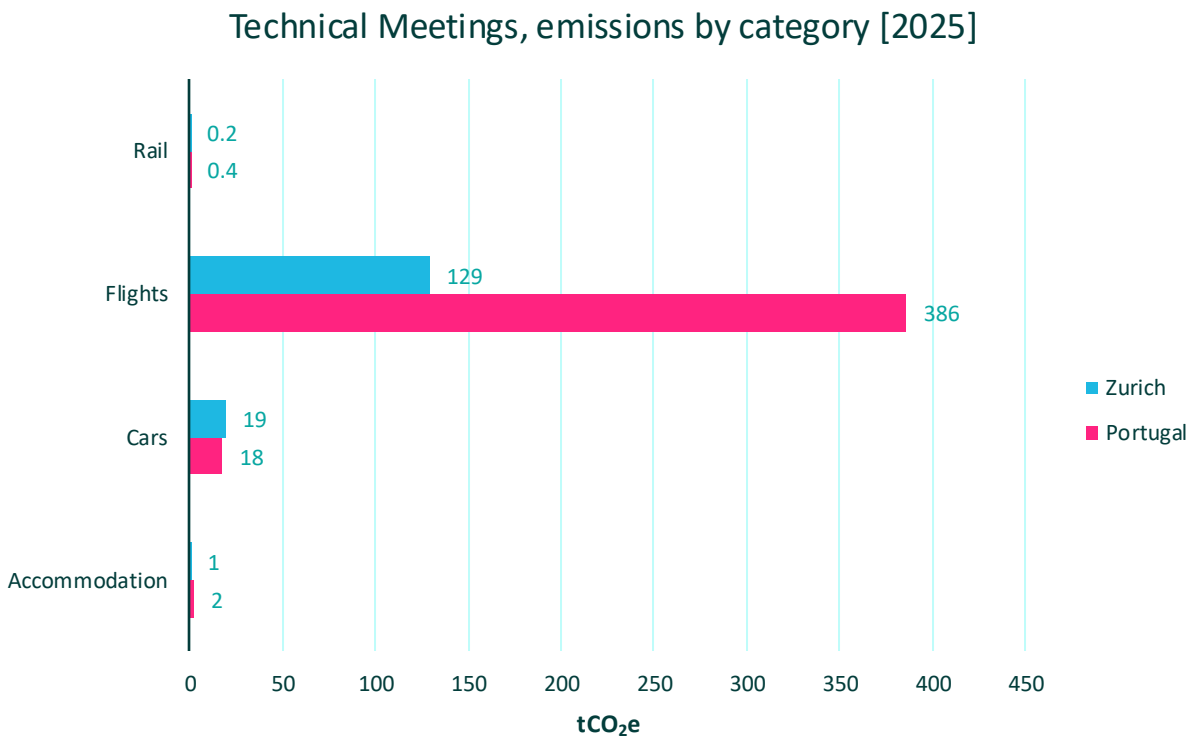
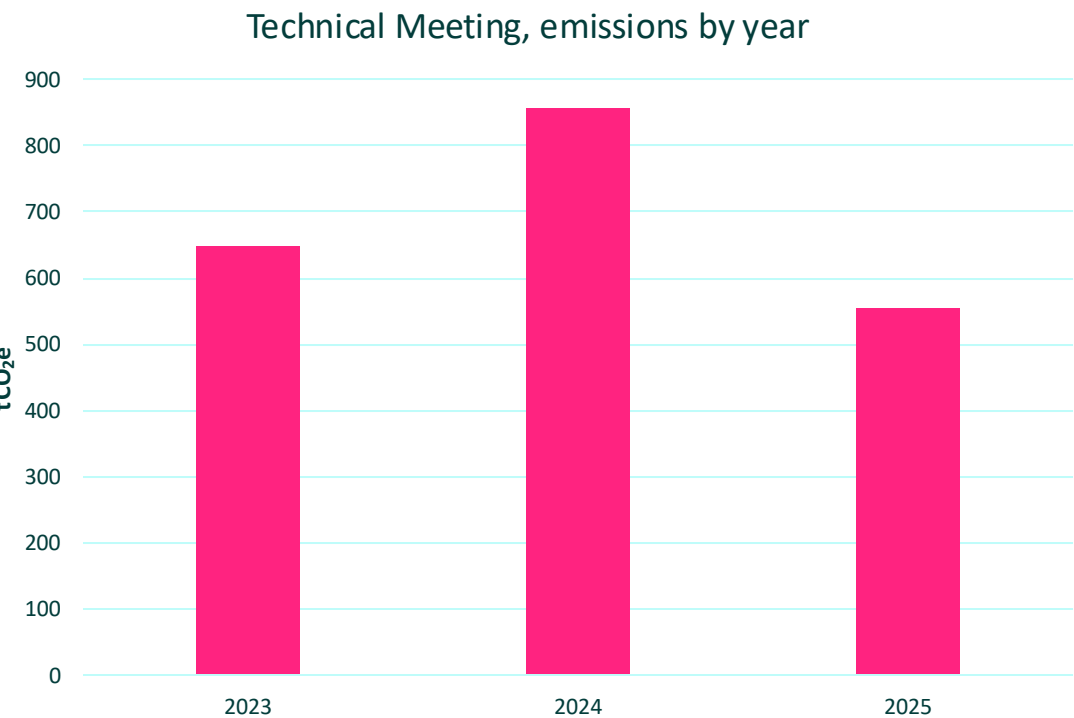


Emissions Hotspots - Technical meetings



FIS organises two technical meetings each year, typically one in Switzerland and one in another European country, while its in-person Congress is held every two years. As no Congress was scheduled in 2025, the total number of organisational events was lower than in 2024. FIS's two technical meetings generated 556 tCO₂e in 2025, accounting for 24% of its total footprint. Although that was 35% less than in 2024, the meetings still made up nearly a quarter of FIS's annual emissions. This makes how FIS plans future technical meetings an important part of reducing its footprint.

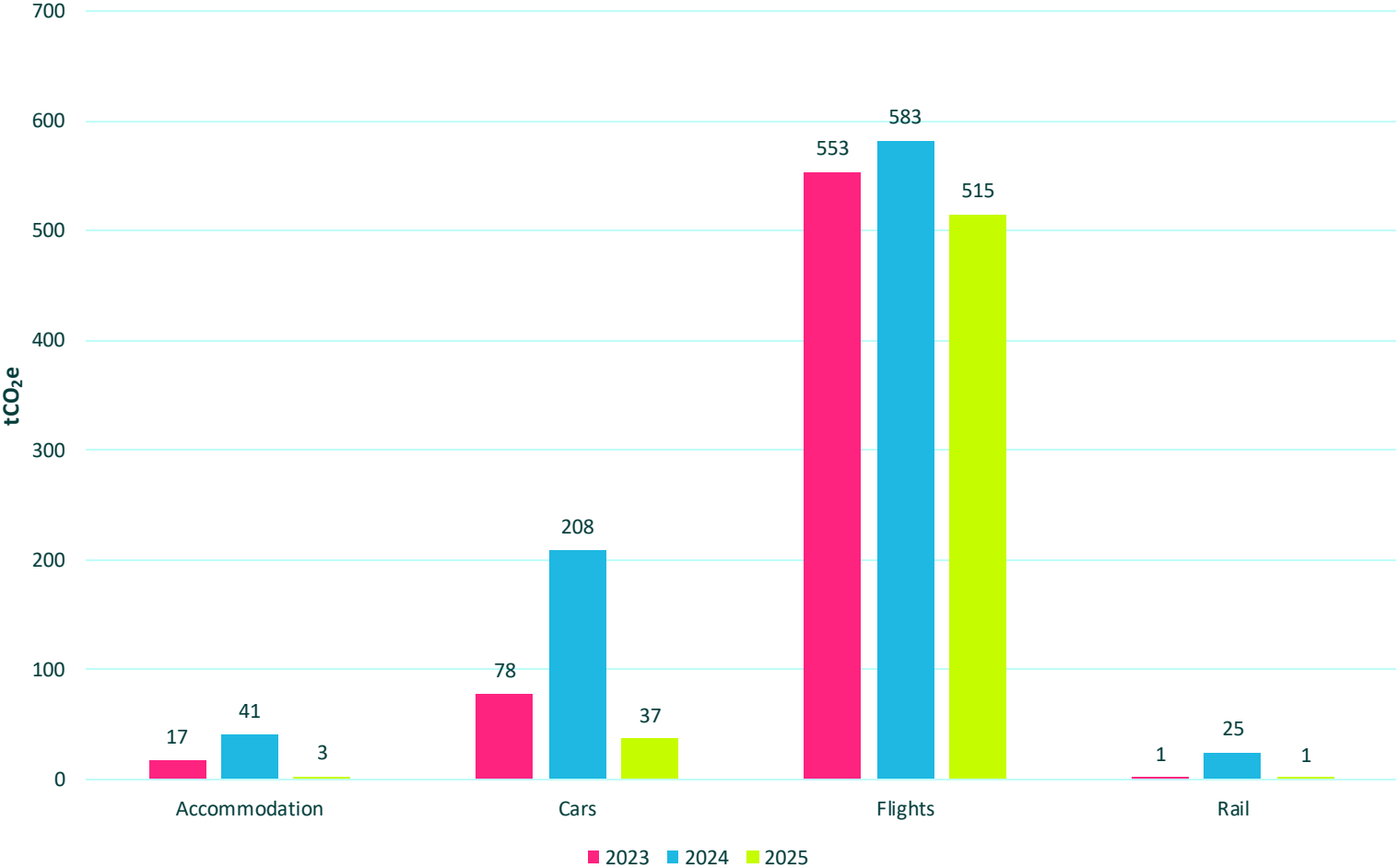
The chart on the left shows that emissions from FIS's technical meetings rose from 649 tCO₂e in 2023 to 857 tCO₂e in 2024, then fell to 556 tCO₂e in 2025. The chart on the right shows where the 2025 emissions came from: flights accounted for 93% of the total. Flights to the meeting in Portugal alone generated 386 tCO₂e, or 69% of emissions from both meetings.



Emissions Hotspots - Technical meetings



Technical meeting emissions by source and year



Flights caused most of the emissions from technical meetings in each year shown.

Flight emissions rose from 553 tCO₂e in 2023 to 583 tCO₂e in 2024, then fell by 12% to 515 tCO₂e in 2025.

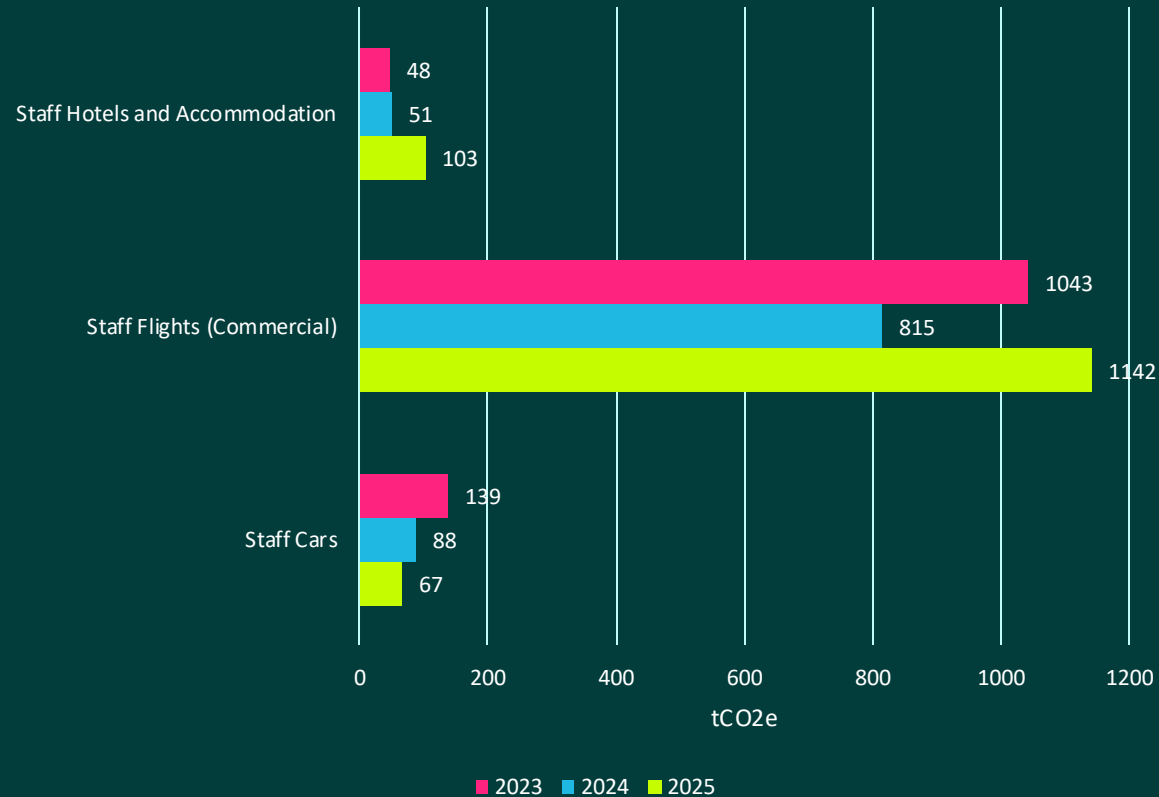
Emissions fell across all four categories in 2025. Compared with 2024, car travel fell from 208 to 37 tCO₂e, accommodation from 41 to 3 tCO₂e, and rail travel from 25 to 1 tCO₂e.

Car travel saw the largest reduction in tonnes of CO₂e, but emissions from accommodation and rail fell by a greater proportion. Flights accounted for 93% of the emissions shown in 2025.

Emissions Hotspots - Business Travel



Business Travel emissions, by activity



Commercial staff flights dominate the business-travel emissions shown, reaching 1,142 tCO₂e in 2025, 87% of the business-travel total.

Flight emissions fell from 1,043 tCO₂e in 2023 to 815 in 2024, then increased by 40% in 2025.

Hotel and accommodation emissions doubled from 51 tCO₂e in 2024 to 103 in 2025. By contrast, emissions from staff car use fell by 24%, from 88 to 67 tCO₂e.

Together, the three business travel categories generated 1,312 tCO₂e in 2025, up 37% from 2024. Flights account for most of this increase and remain the main emissions-reduction priority.

Emissions Hotspots – Priority Areas



Business Travel 1,312 tCO₂e : 56%

FIS's largest emissions source, driven primarily by staff flights.

Reduce the need to fly by encouraging lower-carbon alternatives, such as train travel, where practical. Invest in sustainable aviation fuel (SAF), explore other offsetting and insetting initiatives for unavoidable emissions, and enforce FIS's sustainable travel policy.

Keep more accurate accommodation records for staff who work across different teams. Record where they stay and how many nights they spend there instead of estimating these details.

Wider Supply Chain 271 tCO₂e : 12%

Cover all purchased goods and services, not only physical goods.

Include emissions from purchased services in FIS's footprint, and record actual purchase values for all goods. Ask suppliers for product carbon footprints where available.

If sponsors pay for event banners or signs that FIS does not include in its emissions figures, ask the sponsors to report the emissions from producing them.

Downstream transportation and distribution 556 tCO₂e : 24%

This category covers only the two technical meetings hosted by FIS.

Despite a 35% reduction from 2024, two meetings still represent almost a quarter of FIS's footprint.

Prioritise flight emission reduction through consideration of meeting locations and formats that minimise carbon emissions

Data Quality Improvement



The following recommendations will help FIS improve the quality of data collected for future carbon footprints.

Activity	Data Provided	Data Quality	Recommended improvement
Scope 2 - Electricity	Electricity consumption (kWh)	MEDIUM	Aim for HIGH quality: ask each electricity supplier for the carbon intensity/emissions factor used to calculate the emissions from its electricity. Ask which year the figure applies to and how it was calculated. For electricity supplied in Switzerland, contact the local provider; the information available may vary by supplier and canton. Retain the supporting evidence.
Scope 3.1 - Purchased services	Services not yet included	INCOMPLETE	Include emissions from the services FIS buys, as well as physical goods. Keep a complete list of purchased services, including the supplier, what each service provides, and how much FIS paid.
Scope 3.1 - Purchased goods	Purchase prices missing for some goods	LOW	- Record the actual purchase price of every good bought by FIS. Retain invoices and quantities to replace estimated supplier website prices. - Ask suppliers whether product carbon footprints are available. - Use emissions data for individual products when available. At a minimum, record the actual price paid for every product FIS buys.
Scope 3.1 - Sponsor branding and signage	Sponsor-ordered items outside FIS's footprint	N/A	If sponsors pay for event banners or signs that FIS does not include in its emissions figures, ask the sponsors to report the emissions from producing them. Agree on who is responsible for reporting these emissions so they are not overlooked.

Data Quality Improvement



Activity	Data Provided	Data Quality	Recommended improvement
Scope 3.6 - Business travel	Generally good travel records	MEDIUM	- Maintain current travel records and increase detail. - Close the accommodation gap for cross-functional staff to strengthen overall data quality.
Scope 3.6 - Staff accommodation	Hotel stays for staff who work across different teams were estimated using assumptions rather than recorded.	MEDIUM	For cross-functional staff, use booking or expense records to show how many nights they stayed away. Record the destination and hotel where available, rather than estimating these details.
Scope 3.5 - Operational waste	Headquarters / site waste coverage to be confirmed	N/A	- FIS currently gets some waste information from purchasing records and suppliers, but very little waste is included in its emissions figures. - Record how much waste is generated at headquarters and other sites. - Ask waste collectors for the quantities handled and how the waste is treated, such as through recycling or landfill. Include these figures even if waste makes up only a small part of FIS's footprint.
Scope 3.7 - Employee commuting	Good-quality commuting data	HIGH	No corrective action required. Continue current good practices and progressively increase detail level.
Scope 3.9 - Downstream Transportation and Distribution	Good-quality meeting data	HIGH	Continue current good practices and add more detail to records of participants' travel, accommodation, and food. Collect this information consistently for all FIS-hosted meetings.



Recommendations



This report enables the prioritisation of action and the tracking progress towards a low-carbon, climate-resilient future for FIS.

To support the UNFCCC Sports for Climate Action Framework, it is recommended that FIS:

- ✓ Continue to measure and report greenhouse gas emissions annually, using a consistent boundary and tracking progress against the baseline;
- ✓ Improve data quality and coverage each year, working with suppliers and internal teams;
- ✓ Update the emissions reduction plan with science-aligned targets, clear priorities, accountable owners and milestones;
- ✓ Prioritise emissions reductions and define a transparent approach to addressing residual emissions;
- ✓ Review the organisational policies in line with the carbon reduction plan, ensuring governance and processes are in place to achieve the annual reductions.

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