

Purpose: The purpose of this Policy is to provide a framework for setting sustainable development objectives.

Scope: This policy applies to all activities under the financial and operational control of FIS. We ensure the principles of this policy are applied to those areas we can influence, by including requirements in contracts and support and guidelines for stakeholders to meet the ambitions of this policy.

Sharing the Benefits of Snow Sports with Future Generations

FIS SUSTAINABILITY POLICY

PREAMBLE

Sitting at the crossroads of sport, nature and global business, FIS is uniquely placed to connect a vision for a healthy mountain to a world-class sporting competition which uses the nature as our field of play. Since the beginning – 1924 - The International Ski and Snowboard Federation has been committed to preserve as much as possible the environment.

In 1994, the first FIS Mainau Manifesto was unanimously approved by the FIS Congress. This was a pioneering commitment to the responsibility of snow sports towards nature and sustainability. The Manifesto was motivated by the 1992 UN Conference on Environment and Development. Since then, FIS has implemented an environmental policy for its activities. An update FIS Mainau Manifesto - inspired by the recognition that global climate change effects on mountain regions and snow sports are essential factors to consider for the future developments of snow sports – was approved in 2020. Skiing and snowboarding are enjoyed by millions of people throughout the world. Winter sports promote social integration, contribute greatly to quality of life, bring joy and fun in winter and foster values such as performance, tolerance, fairness and team spirit. As its Vision and Mission, FIS and its National Associations are committed to the global promotion and development of recreational and competitive skiing and snowboarding. Despite the fact that snow sports are rooted in nature appreciation and are greatly popular, they, like many other human activities, depend on the use of natural resources. Snow sports contribute to global warming by their carbon footprint and due to their nature as outdoor activities, snow sports are more visibly affected by climate change than other sports.

Our VISION

To deliver outstanding, inspiring experiences that fuel a lifelong passion for snowsports increasingly shared everywhere.

Our MISSION

To be the inspiration and catalyst which drives the appeal of competitive and recreational snowsports in a sustainable manner.

Our MISSION GOALS (on sustainability)

- To encourage people from all backgrounds to participate in snowsports.
 - To support our athletes, including younger generations and people with impairment.
- To maintain FIS's long-established policy of limiting any negative impact on the environment in which our sport takes place, whilst seeking to ensure that all steps are taken to act responsibly towards our climate and be carbon positive.

Our COMMITMENTS

- **Carbon footprint reduction:**

FIS is committed to achieving carbon reductions across all its operations, including events, offices, and transportation. We will strive to reduce our carbon footprint by promoting energy efficiency, reducing waste, and investing in renewable energy sources.
- **Sustainability:**

FIS is committed to promoting sustainability in all aspects of our operations, including event management, facility design, and materials procurement. We will work with our partners and stakeholders to identify and implement sustainable practices and solutions.
- **Education and awareness:**

FIS recognises the importance of educating and raising awareness among athletes, national associations, and the broader snowsports community about the impact of climate change and the need for sustainability. We will develop educational resources and campaigns to encourage sustainable practices and behaviours.
- **Toolkit creation:**

FIS will develop toolkits to help athletes and NSAs manage their carbon footprint. These toolkits will provide guidance on carbon emissions tracking, reduction strategies, and offsetting options.

- **Collaboration:**

FIS will collaborate with national associations, athletes, sponsors, and partners to promote sustainability and reduce carbon emissions. We will work with these stakeholders to identify opportunities for sustainable practices and solutions and encourage them to adopt them.

- **Reporting:**

FIS will report annually on our progress towards reducing our carbon footprint and sustainability. We will periodically measure and report on our carbon emissions, energy consumption, waste generation, and other sustainability metrics. We will use this information to identify areas for improvement and set targets for future action.

Our Approach

We ensure that adequate resources and personnel are engaged to deliver against our sustainability objectives.

SDGs

Our Sustainability efforts align with many of the SDGs, and our focus on circular economy, climate change and nature protection respond to the SDGs 12 Responsible Consumption and Production, SDG 13 Climate Action, and SDG 14 Life on Land. In our Sustainability Programme, and alongside our Objectives and Targets we map our work to the relevant SDG's sub-targets.

How Do We Track Our Progress?

Improvement is our ambition. By charting our progress, we can set goals to do better every year. This is both improving our management approach, via our sustainability framework and the consequential outcomes, impacts and performance of our sustainability efforts as detailed in our Sustainability Programme.

We will align with relevant GRI Standards to report our management approach and measured outcomes and results.