



FIS IMPACT REPORT 2024/25

ONE YEAR INTO THE JOURNEY

THE KEY FACTS & FIGURES OF 2024/25

1

CO₂ CALCULATOR FREE FOR ALL
THE FIS WORLD CUP
AND CHAMPIONSHIP EVENTS

50%

WOMEN IN THE
MANAGEMENT BOARD

3

NEW SUSTAINABILITY GUIDES
TO SUPPORT THE WORK OF LOCs,
NSAs, AND SKI RESORTS

30%

WOMEN IN THE COUNCIL
(ALL THE WOMEN WHO WERE PUT
FORWARD WERE ELECTED)

58,600

tCO₂e WAS THE TOTAL EMISSION FOR EVENTS
OF THE 2023/24 SEASON, CALCULATED
THROUGH AN ENHANCED METHODOLOGY.
FIS AS AN ORGANIZATION RECORDED AN
EMISSION OF 2,161.7 tCO₂e IN 2023.

20

GRADUATES OF THE WOMEN LEAD
SPORTS PROGRAMME

251

ATTENDEES AT THE ENVIRONMENTAL
SUSTAINABILITY TRAINING COURSE
FROM 30 COUNTRIES

22

WEBINARS IN 2024:
10 FROM TRAINING THE FEMALE ATHLETE SERIES,
8 FROM THE SUSTAINABILITY SERIES
AND 4 TO SUPPORT THE FIS CO₂ CALCULATOR

2

MAJOR PARTNERSHIPS WITH
INTERNATIONAL
ORGANIZATIONS: WMO AND ESA

50%

REDUCTION IN CO₂ EMISSIONS
BY 2030 ON THE WAY TO ACHIEVING
NET ZERO BY 2040

8

NORDIC COMBINED LOCs PRESENTING
SUSTAINABLE EVENT INITIATIVES
IN #COMBINEDFORCHANGE

FOREWORD

For a global organization like FIS, it is essential to stay focused on the future - shaping a strategic vision while carrying out daily operations with long-term goals in mind.

This was our intention when we published the FIS Impact Programme. It was envisioned as a framework to give structure to our key priorities around sustainability, as well as a roadmap to guide our direction in the years to come.

As someone who has been involved in several different industries over the course of my career, there is one thing that I know for certain: there is no point in drawing a roadmap if you don't track your progress along the way. Here is where this FIS Impact Report comes in.

It is clear to me that FIS' focus on sustainability has come a long way since I was elected in 2021, when the topic seemed to be just a blip on the organization's radar.

This document is an objective measure of just how far we have come and details the areas where there's the most room for improvement. It is the instrument through which the federation can and should be held to account.

One of the mantras of my administration has been that only by working together can snow sports deliver real change – a principle even more notable in an industry where sustainability is urgently needed.

From the landmark partnerships with the World Meteorological Organization and the European Space Agency to the many initiatives that activate the power of National Ski Associations, organizers, resorts, and athletes, the last 12 months have been a wonderful showcase of collaboration and collective action.

This is the main reason why I am so proud of the achievements laid out in this report: they are an encapsulation of just how open FIS has been to joining forces with every possible stakeholder and to working together for greater good.

We live in rather cynical times, when having the strength and resolution to stick to one's principles is as challenging as it is critical.

You can count on FIS to double down on its commitment to support a better planet, a better society, a better future. Whether it be striving for diversity and gender equity, promoting human rights, or taking action on climate change, FIS will keep on working – and keep on holding itself accountable.

A handwritten signature in blue ink, appearing to read 'Johan Eliasch', with a stylized flourish at the end.

JOHAN ELIASCH
FIS President

INTRODUCTION

The snow sports industry is increasingly recognizing the urgent need to address climate change and secure a sustainable future for generations to come. To be at the forefront of this transition, the International Ski and Snowboard Federation (FIS) is committed to taking action to achieve meaningful progress toward FIS's sustainability goals and beyond. The aim is to integrate sustainability into every aspect of our operations.

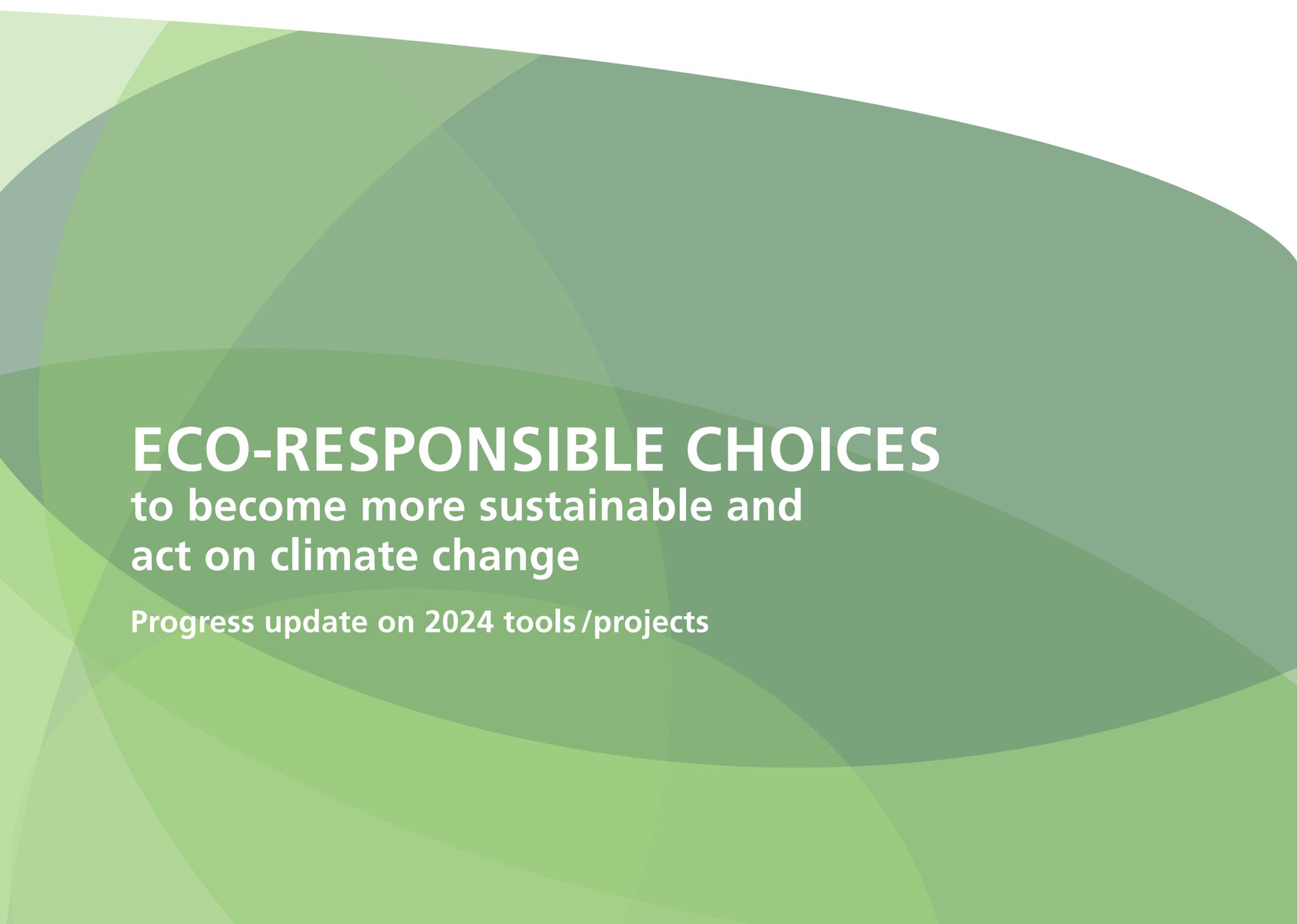
At FIS, collaboration is key. Our initiatives unite specialists, National Ski Associations (NSAs), Local Organizing Committees (LOCs), FIS staff, and ski resorts to create a comprehensive approach to sustainability, with both short- and long-term goals.

A central focus has been establishing methods for measuring greenhouse gas emissions. By collaborating with global leaders such as Planet Mark and Deloitte, we have enhanced these efforts. Notable achievements include the development of the FIS CO₂ Calculator, a tool designed to help LOCs and NSAs track and reduce emissions from snow sports events. Additionally, we provide training programs like the Snowmorrow Forum and webinars to help engage athletes, fans, and industry professionals in the act on climate change.

FIS has also partnered with organizations like the World Meteorological Organization (WMO) and the European Space Agency (ESA) in order to better employ science and technology in addressing key environmental challenges, such as biodiversity loss, pollution, and climate change. FIS remains aligned with the UNFCCC Sports for Climate Action Framework and the Sports for Nature Framework, which demonstrates our continuing commitment to reduce emissions, support climate justice, and conserve the natural world.

This FIS Impact Report is another step in our mission of addressing sustainability with ambition and transparency. The document follows the blueprint set by the International Olympic Committee (IOC) when it comes to reporting on the progress of sustainability-related activities. This is an important milestone, but not the final destination. As we develop our plans and our assessment capabilities, we will enhance the depth and quality of our reporting, with the goal of publishing a full-fledged sustainability report – guided by internationally recognized standards such as the Global Reporting Initiative (GRI) and the Corporate Sustainability Reporting Directive (CSRD) – in the upcoming years.

Through these efforts, FIS strives to encourage and lead the global sports industry in adopting sustainable practices. We are proud of the progress made in 2024, as outlined in this report. These successes will drive further action and advancement in 2025, ensuring we continue to improve and move forward.



ECO-RESPONSIBLE CHOICES

**to become more sustainable and
act on climate change**

Progress update on 2024 tools /projects

CLIMATE CHANGE

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS/PROJECTS	OVERALL PROGRESS 2024	STATUS
Reduce the carbon footprint of FIS activities and events as much as possible; become climate neutral; support concrete actions to combat or adapt to climate change	Participate and collaborate with international working groups to share best practice on sports and climate change	Participate in the activities of the UN Sports for Climate Action Framework, the Conference of Parties (COP) and the IOC Sustainability and Legacy Commission	Webinars, working groups and projects within the UN Sports for Climate Action Framework and the United Nations Framework Convention on Climate Change	FIS' sustainability team is actively involved and has participated in all available webinars and working groups, with the intention of gaining knowledge and sharing best practices on sports and climate change within the UN SPORT for Climate Action Framework.	achieved & ongoing
		Reduce the carbon footprint of FIS activities by 50% by 2030 + NET-ZERO target by 2040	Collect data (season 2023/2024) to calculate a new emissions baseline for FIS as an organization, providing a credible way to measure progress and demonstrate effective climate reduction activities	Carbon footprint 2023/2024 calculation (FIS as an organization + events)	Data regarding the 2023/24 season have been extensively collected from both FIS as an organization and across FIS events. In October, FIS released its updated carbon footprint. FOR MORE INFORMATION.
	Put in place projects to reduce CO ₂ emissions from FIS' direct activities (travel, offices, procurement, energy etc.)		Carbon footprint reduction plan	Based on the results from our carbon footprint, we have created a carbon reduction plan with the help of Deloitte. It is a means to work on our weakest point. The suggested actions to reach our goal of 50% carbon reduction by 2030 have been integrated in our updated Impact Programme. FOR MORE INFORMATION.	achieved
			Provide tools to enhance sourcing and procurement process	An internal procurement code has been published to help FIS staff implement a better procurement process. An external sustainability guide is in preparation to help NSAs and LOCs do the same.	partially achieved & ongoing
	Optimise the event calendar for a reduced carbon footprint, incorporating sustainability considerations for travel schedules and training opportunities		Ensure that travel-related policies consider sustainability as a key element	An updated travel policy, which includes a number of sustainable principles, has been included into FIS' official internal documents. Public transport is promoted as the preferred option while flights will be used only as last resort.	achieved
			Energy and CO ₂ diagnosis of the FIS headquarters	An accurate diagnosis of the FIS headquarters in Oberhofen am Thunersee has been conducted to understand where there is room for improvement in energy consumption.	achieved
			Maximize the use of renewable energy in FIS offices	FIS offices in Oberhofen am Thunersee run on 100% purchased renewable energy.	achieved
	Increase the use of renewable energy sources for travel and transportation		By 2024 we have gone from 20% of electric or hybrid cars in the company's fleet to 49%.	achieved & ongoing	
	Optimize the event calendar to reduce carbon footprints	This particular goal remains one of our core priorities. The complexity behind the formation of FIS events calendar depends on many stakeholders, with several expectations and requests. We will keep working to achieve a more sustainable calendar for every discipline. LEARN MORE ABOUT THE COMPOSITION OF THE FIS EVENT CALENDAR IN ALPINE SKIING HERE.	partially achieved & ongoing		

CLIMATE CHANGE

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS/PROJECTS	OVERALL PROGRESS 2024	STATUS
<p>Reduce the carbon footprint of FIS activities and events as much as possible; become climate neutral; support concrete actions to combat or adapt to climate change</p>	<p>Reduce the carbon footprint of FIS activities by 50% by 2030 + NET-ZERO target by 2040</p>	<p>Help FIS event organizers to track and reduce their carbon footprint</p>	<p>Launch of the CO₂ calculation tool tailored to snow sports' stakeholders</p>	<p>Having collaborated with the Green Producer Tool, FIS launched an innovative CO₂ Calculation Tool specifically designed for LOCs and NSAs. FIS has provided a free account to all World Cup/Championship LOCs and NSAs, to help them track and reduce their carbon footprint. FIND OUT MORE HERE.</p>	<p> achieved</p>
			<p>Pilot project on fan mobility (through the use of a specific app) to reduce spectators' transport emissions</p>	<p>FIS partnered with UMMADUM mobility solutions and with Ski Austria to introduce a mobility app that enables spectators to travel to the FIS Alpine World Ski Championships Saalbach 2025 in a sustainable manner. The idea is to increase the use of public transport and to use the ummadum app to increase carpooling opportunities. FIND OUT MORE HERE.</p>	<p> achieved</p>
			<p>Integrate a specific section in the FIS app to encourage more sustainable mobility by fans</p>	<p>After the pilot project we are now creating a branded FIS app to help fans reach the events in a more sustainable way. This feature has not been released yet due to budget and schedule constraints, with the launch now planned for 2025.</p>	<p> postponed</p>
		<p>Guidelines for more sustainable events</p>	<p>FIS has developed *SNOWBALL*, a comprehensive guide designed to empower Local Organizers in creating more sustainable events. By following the guidelines outlined in SNOWBALL, organizers can adopt best practices, reduce environmental impact, and contribute to a more sustainable future for snow sports. FIND OUT MORE HERE.</p>	<p> achieved</p>	
	<p>Assist NSAs in tracking and reducing their carbon footprint</p>	<p>Launch of CO₂ calculation tool tailored to snow sports' stakeholders</p>	<p>Having collaborated with the Green Producer Tool, FIS launched an innovative CO₂ Calculation Tool specifically designed for LOCs and NSAs. FIS has provided a free account to all World Cup/Championship LOCs and NSAs, within the tool to help them track and reduce their carbon footprint. FIND OUT MORE HERE.</p>	<p> achieved</p>	
	<p>Continue to be at least climate neutral (offsetting unavoidable emissions)</p>	<p>Invest in a transparent and concrete nature-based project that helps reduce CO₂ emissions</p>	<p>FIS Rainforest Initiative</p>	<p>Since 2021, FIS has been supporting Cool Earth, joining an optimistic rainforest revolution that supports indigenous communities to prevent deforestation and act on climate change. FIS supports projects that tackle the root causes of deforestation and protect vital carbon sinks. FIND OUT MORE HERE.</p>	<p> achieved & in progress</p>

CLIMATE CHANGE

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS / PROJECTS	OVERALL PROGRESS 2024	STATUS
Reduce the carbon footprint of FIS activities and events as much as possible; become climate neutral; support concrete actions to combat or adapt to climate change	Spread a message of urgency on climate change by raising awareness among athletes, NSAs, and the broader winter sports community	Encourage and help NSAs to sign the UN Sports for Climate Action Framework	Constant flow of information with the NSAs	The expertise collected by FIS as part of the Sports for Climate Action Framework, including guides and other documents, is frequently shared with the NSAs. The objective is to encourage them to also become signatories and to increase the awareness and commitment of national federations to reduce the environmental impact of winter sports. In the training course on environmental sustainability, we referred to this specific framework several times.	achieved
		Create a rewards programme to recognize organizers that make the biggest strides in reducing their carbon footprint from one season to the next	Sustainability Reward Programme	<p>In 2024, FIS launched two awards, which will be given out by spring 2025:</p> <ul style="list-style-type: none"> — The Combined For Change Award will be given out to the organizer within the FIS Nordic Combined World Cup that adopts the most remarkable sustainability initiative. The award is offered by the presenting partner of Nordic Combined, Viessmann. — The FIS Nature and Biodiversity Protection and Restoration Award, in cooperation with Sports for Nature, aims to recognize and reward innovative projects that enhance nature and biodiversity in winter sports. This award is based on the principles of Sports for Nature, encouraging sports organizations to actively engage in the protection and restoration of natural habitats and inspiring positive action for biodiversity. The call for proposals will cover projects implemented during the 2023/24 and 2024/25 seasons. 	achieved & in progress
		Create communication and engagement opportunities to raise awareness about climate change and winter sports participation	Engagement platform for fans to calculate their CO ₂ emissions and understand how to reduce their footprint in daily life	The platform is ready for launch, but needs further refinement and an associated communication campaign still to be developed.	postponed
			A campaign that incorporates climate stripes into athletes' bibs	The Climate Stripes have been displayed on athletes' bibs during the FIS World Junior Ski Jumping Championships in Planica. The climate stripes were created by Professor Ed Hawkins at the University of Reading in 2018 and show clearly and vividly how global average temperatures have risen over nearly two centuries. We linked the use of Climate Stripes on bibs with the project SNOWMORROW. FIND OUT MORE HERE.	achieved & ongoing

CLIMATE CHANGE

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS / PROJECTS	OVERALL PROGRESS 2024	STATUS
Reduce the carbon footprint of FIS activities and events as much as possible; become climate neutral; support concrete actions to combat or adapt to climate change	Spread a message of urgency on climate change by raising awareness among athletes, NSAs, and the broader winter sports community	Create communication and engagement opportunities to raise awareness about climate change and winter sports participation	Glacier protection and conservation projects with FIS staff and partners	Within the partnership with the World Meteorological Organization (WMO), it was decided to do a joint project in the summer of 2025 to celebrate the International Year for the Conservation of Glaciers.	postponed
			Education sessions on climate change and environment protection	FIS organized 12 webinars in 2024: eight as part of the Sustainability Series and four to assist LOCs and NSAs in using the FIS CO ₂ Calculator. FIND OUT MORE HERE.	achieved
			Sustainability Guide for Ski Resorts	The Sustainability Guide for Ski Resorts has been developed to share knowledge and help FIS event hosts in implementing more sustainable practices. FIND OUT MORE HERE.	achieved
	Support and promote specific NSAs' projects	Support NSAs' projects on climate change	The FIS Plus Programme is a new initiative designed to support and enhance existing NSA development efforts – such as training camps and coach education – by providing expert guidance, equipment, and long-term resources to both established and emerging NSAs, with a strong emphasis on youth engagement, sustainability, and sport integrity.	The FIS Plus Programme has been successfully launched in March 2024. The main goals of the FIS Plus programme (FPP) are to support and contribute to different activities that directly and/or indirectly support local and preferably regional activities, combining developing and already developed NSAs. The FPP is designed to support members in accordance with the FIS Strategic Plan. NSAs can apply for financial support to improve their own organizations. In 2024, FIS supported seven projects. LEARN MORE HERE.	partially achieved & ongoing
	Campaign and work for climate justice	Support projects that protect the rights and safety of indigenous populations in the rainforest	FIS Rainforest Initiative	Since 2021, FIS has been supporting Cool Earth, joining an optimistic rainforest revolution that supports indigenous communities to prevent deforestation and fight climate change. FIS supports projects that tackle the root causes of deforestation and protect vital carbon sinks. FIND OUT MORE HERE.	achieved & ongoing

BIODIVERSITY AND NATURE PROTECTION

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS / PROJECTS	OVERALL PROGRESS 2024	STATUS
Promote biodiversity and contribute to nature protection	Participate and collaborate with international working groups to share best practices on sports and nature protection	Take part in implementing the Sports for Nature Action Framework activities.	Webinars, working groups and projects within the Sports for Nature Framework and the United Nations Framework Convention on Climate Change	FIS' sustainability team is actively involved and has participated in all available webinars and working groups, with the intention of gaining knowledge and sharing best practices on sports and climate change within the Sports for Climate Action Framework.	 achieved & ongoing
	Promote new knowledge about the industry's impact on nature and the associated data	Create training opportunities to help FIS staff and LOCs conserve nature day-to-day	Dedicated training courses for ski slopes' homologators, Race Directors, Technical Delegates, and LOCs. Checklist to control the application of nature protection measures inside the venues	The development of a specialized training course for track homologators turned out to be more complex than expected. FIS faced several challenges in gathering the necessary study material to create a comprehensive programme. However, FIS plans to work on this project in the years to come, potentially by including this specific initiative as part of an ERASMUS project.	 postponed
		Create a guide to help LOCs with the daily conservation of nature	Guide for nature and biodiversity protection	For this project, under the leadership of the LOC, it was decided to join forces with the other international mountain sports federations to develop a common guidebook. This improved guide will address a wide range of topics related to nature protection and biodiversity, ensuring a broader and more comprehensive approach. The guide, which is in progress, will be released in 2025.	 achieved & in progress
		Support existing projects to reduce the environmental impact of snowmaking systems	Support the "Snow for the Future" project and help it advance to phase 3	The "Snow for the Future" project focuses on systems and solutions that ensure sustainable snow management with an overall limited environmental footprint. FIS has now joined the project in its 3rd phase, to support it and help the development of this innovative technology.	 achieved

BIODIVERSITY AND NATURE PROTECTION

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS / PROJECTS	OVERALL PROGRESS 2024	STATUS
Promote biodiversity and contribute to nature protection	Raise awareness about biodiversity and nature protection among athletes, national associations, and the broader snow sports community	Encourage and help NSAs to sign the Sports for Nature Framework	Communication to NSAs	The expertise collected by FIS as part of the Sports for Climate Action Framework, including guides and other documents, is frequently shared with the NSAs. The objective is to encourage them to also become signatories and to increase the awareness and commitment of national federations to reduce the environmental impact of winter sports. In the training course on environmental sustainability, we referred to this specific framework several times.	 achieved
		Create communication and engagement opportunities to raise awareness about nature protection and winter sports participation	Develop projects on the protection and conservation of water	The Snow for the Future project is also focused on water conservation in relation to snow management (snow production, farming, and recycling). Also, as part of the partnership with the WMO we are looking for the best tools currently available that can help ski resorts and event organizers efficiently use water, taking into account both weather forecasts and climate change (e.g. PROSNOW). Furthermore, the contracts signed with the 2019 World Cup organizers include provisions for calculating carbon and water footprints, anticipating that the methodology currently being developed by Milano-Cortina 2026 in collaboration with the International Olympic Committee (IOC) will be available by then.	 partially achieved
	Participate in nature restoration projects	Support concrete projects that are protecting the rainforest against deforestation	FIS Rainforest Initiative	Since 2021, FIS has been supporting Cool Earth, joining an optimistic rainforest revolution that supports indigenous communities to prevent deforestation and fight climate change. FIS supports projects that tackle the root causes of deforestation and protect vital carbon sinks. FIND OUT MORE HERE.	 achieved & in progress

CIRCULAR ECONOMY

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS / PROJECTS	OVERALL PROGRESS 2024	STATUS
Reduce environmental impact through concrete solutions; promote circular economy awareness; incentivize the use of secondary raw materials instead of virgin raw materials	Amplify new knowledge and data about circularity	Avoid unnecessary purchasing through use of the sharing economy; extend the life cycle of products through repair, reuse, and recycling; favor solutions that support the circular economy, use innovative materials, and reduce carbon footprints	FIS Sustainable Sourcing Guide	The sustainability guide is in preparation to help NSAs and LOCs implement a better procurement process.	 postponed
		Support the development of a 'circularity assessment' at large FIS events, providing benchmarks and data that can be used to reduce waste production and increase circularity in future	Guidelines for more sustainable events	FIS has developed *SNOWBALL*, a comprehensive guide designed to empower Local Organizers in creating more sustainable events. By following the guidelines outlined in SNOWBALL, organizers can adopt best practices, reduce environmental impact, and contribute to a more sustainable future for snow sports. FIND OUT MORE HERE.	 achieved
	Promote projects for events that help to reduce environmental impact through concrete actions and embracing the circular economy, e.g. waste management and reusing temporary infrastructure	Support and share new scientific methods for assessing the environmental sustainability of major temporary constructions related to sporting events	Cooperation with other sports organizations to share and apply the protocols on sustainability criteria for temporary infrastructure within the major FIS events	FIS is collaborating with Milano-Cortina 2026 to share and implement sustainability protocols for temporary infrastructure at major events. The protocol is in the pre-test phase and will be made available after a data refinement. A memorandum of understanding will be signed to continue the work.	 partially achieved
		Ensure that sustainability priorities are reflected across events, facilities, and equipment used and that events have a long-term positive impact on their host communities and the environment	Guidelines for more sustainable events	FIS has developed *SNOWBALL*, a comprehensive guide designed to empower Local Organizers in creating more sustainable events. By following the guidelines outlined in SNOWBALL, organizers can adopt best practices, reduce environmental impact, and contribute to a more sustainable future for snow sports. FIND OUT MORE HERE.	 achieved
			ISO 20121 is mandatory for FIS World Ski and Snowboard Championships (starting from 2028)	Starting from 2027, FIS has mandated ISO 20121 certification for all FIS World Ski and Snowboard Championships. By adopting this international standard for sustainable event management, these championships will set an example for all other FIS events, driving broader adoption of environmental responsibility across the FIS family.	 achieved

RESPONSIBLE CHOICES

to become more inclusive, attentive to the protection of human rights, and to the spread of sports as a vehicle for wellbeing

Progress update on 2024 tools /projects

HUMAN RIGHTS

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS/PROJECTS	OVERALL PROGRESS 2024	STATUS
Spread the importance of human rights and safeguarding in the sports sector	Take action to support the human rights for vulnerable communities affected by climate change	Support projects that help those whose human rights are already compromised by the climate crisis	FIS Rainforest Initiative	Since 2021, FIS has been supporting Cool Earth, joining an optimistic rainforest revolution that supports indigenous communities to prevent deforestation and fight climate change. FIS supports projects that tackle the root causes of deforestation and protect vital carbon sinks. FIND OUT MORE HERE.	 achieved & ongoing
	Increase consideration of human rights within the supply chain	Choose partners or suppliers that already guarantee human rights protection throughout the supply chain	FIS Sustainable Sourcing Guide	A Sustainability Sourcing Guide has been released to help FIS staff, LOCs, and NSAs implement a better procurement process. FIND OUT MORE HERE.	 achieved
	Work to include children and athletes who have not historically had the opportunity to participate in winter sports	Support projects that help athletes get involved in snow sports	Pilot project to have refugee athletes in winter disciplines	In December 2023, FIS registered its first-ever athlete with refugee status. In cooperation with the IOC, the Olympic Refugee Foundation, and the German Ski Association, young athlete Atefeh Ahmadi, from Iran, was granted an opportunity to compete in Alpine Skiing. FIS approved another case for Valerii Gontar, who competed for Slovenia. According to the IOC, as of 2025, winter sports will be officially in the IOC Refugee Program.	 achieved
		Support projects that help children get involved in snow sports	Pilot project for young refugees as part of the FIS Snow Kidz education program	In 2024, it was decided that the concept of FIS Snow Kidz would go through a major transformation, so the pilot project for refugee children will be delivered as part of a different framework.	 ongoing
	Promote and increase gender equality	Support projects for the development of women's sport	Webinar series 2024: training the female athlete	The Nordic Women's Committee facilitated the development of a webinar series in early 2024 and is expected to continue with it in 2025. FIND OUT MORE HERE.	 achieved
			FIS steering group to identify targets and projects	A steering group was identified and established. It comprises of one Council member, three representatives of FIS management, and a member of mid-level management. The steering group has been presenting to the combined Women's Committee, which was formed in 2024.	 achieved
			Unify the Women's Committees of each discipline into one	A newly combined Women's Committee was established. The Sport, Education, and Integrity departments have arranged for a workshop to be held with the Women's Committee in spring 2025 to identify goals and concrete action.	 achieved

HUMAN RIGHTS

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS/PROJECTS	OVERALL PROGRESS 2024	STATUS
Highlight the importance of human rights and safeguarding in the sports sector	Promote and increase gender equality	Support projects for the development of women's sport	Increase training activities to promote women's participation in both technical and governance leadership roles in sports	A certification programme ("Women Lead Sports Programme", online) was staged as planned in October 2024, with 20+ graduates composed of selected NSA representatives, FIS staff, and members of the FIS Athletes' Commission. FIND OUT MORE HERE.	 NEW/ achieved
	Increase the understanding of safeguarding against harrasment and abuse	Join safeguarding projects with IOC, UNICEF and other international federations	Safeguarding training course with Unicef and other intrernational federations	While the first module was delivered in 2023, training courses for levels 2 and 3 took place in 2024. The Level 1 course is now mandatory for all FIS team leaders as well as NSA coaches attending FIS Development training activities. NEWS: FIND OUT MORE HERE and HERE .	 achieved & ongoing
	Build knowledge around safeguarding against harrasment and abuse in connection to FIS events and digital spaces	Develop toolkits for LOCs to implement safeguarding policies	Sports integrity seminar	Safeguarding was one of the topics at the FIS Seminar 2024, which took place in Portoroz (SLO), under the segment "Sports and Human Rights". The format of the FIS Seminar is to continue to educate the importance of delivering stringent safeguarding policies. FIND OUT MORE HERE.	 achieved
			Safeguarding toolkit for LOCs	A first version has been finalised with 2 LOCs undergoing a pilot implementation during the season 2024/2025 (Junior WSCs). Feedback and learnings will guide the review and development of the final version for 2025 which will be implemented on a broader scale.	 achieved & ongoing
			Online space screening to mitigate online abuse	A trial screening period has been completed, and the results indicate a need to continue protective measures to mitigate online abuse. Plans are currently being developed for the 2025/26 season, with a focus on major events	 achieved
	Increase the robustness of safeguarding practices to become more athlete-centered and trauma-informed	Set out best practice rules and processes for safeguarding	Safeguarding rules and policies	Having included safeguarding as one of the key topics at the inaugural FIS Seminar, in May 2024, FIS proceeded to publish a safeguarding toolkit for organizers, as well as to include the subject as an integral part of its development camps. These steps are the foundation for a fully-fledged policy framework, which is currently being developed.	 ongoing

INCLUSION AND ACCESSIBILITY

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS/PROJECTS	OVERALL PROGRESS 2024	STATUS
Increase inclusion and accessibility at all levels in winter sports	Promote the inclusion of all athletes in winter sports	Create projects that help increase the inclusion of parasports and their visibility	FIS Games 2028	A first inclusive event – i.e. bringing together para athletes and able-bodied athletes – was delivered at the FIS Nordic World Ski Championships, Trondheim 2025, in March. The maiden edition of the FIS Games is currently not set to take place in 2028.	 achieved, modified
	Promote the concept of inclusion among FIS Staff and our stakeholders	Develop projects that help increase knowledge around inclusion among FIS staff and stakeholders	Experiential training to understand the concept of inclusion	FIS' extended management team underwent Inclusive Leadership training in October 2024. FIND OUT MORE HERE.	 Anticipated, achieved & ongoing
	Increase the information on ski resorts' accessibility	Develop a pilot project with selected ski resorts to map accessibility, and help implement projects to improve accessibility	Project with LOCs to map ski resorts/ venues and give more information regarding accessibility	The project has been designed, but has not yet been realized due to budget/time constraints. It will be launched in 2025.	 postponed

SPORT AND WELLBEING

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS/PROJECTS	OVERALL PROGRESS 2024	STATUS
Create a winter sport movement that spreads the importance of sport and wellbeing	Involve the snow sports community to make positive change to global food systems	Activate a project on responsible eating for fans, athletes and all the FIS community	Educational Project about sport, food and wellbeing	The pilot educational project has been postponed for June 2025. First activity is planned to be implemented during the training camp in Lahti.	 partially achieved
	Celebrate FIS World Snow Day among snow sports fans of all generations	Facilitate projects that bring children to the snow at events around the world	FIS World Snow Day	The activity will continue in a different, more structured environment, which includes activity implementation by the NSAs, as well as global visibility initiatives for the FIS World Snow Day.	 ongoing, modified
	Promote education, skiing and snowboarding among younger generations	Facilitate events with an inclusive approach, organize educational sessions on environmental protection, and promote skiing and snowboarding among younger generations	FIS Snow Kidz	The FIS Snow Kidz program has been restructured, with its activities being moved under the FIS Plus and Start programs. The Shred Parks are an activity that will stay in place, with plans to increase the number of parks and support to NSAs in 2025.	 ongoing, modified
	Promote the importance of wellbeing	Share resources on wellbeing through the FIS website and other channels	Resource-sharing with IOC and other interested groups	Besides the resources center on the FIS website, wellbeing is playing a significant role in development camps, and athletes and coaches are receiving presentations and video material on the topic.	 ongoing

RESPONSIBLE GOVERNANCE

**that opens up new opportunities,
stimulates the sharing of ideas, and
builds value for the winter ecosystem**

Progress update on 2024 tools /projects

VALUE GENERATION

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS/PROJECTS	OVERALL PROGRESS 2024	STATUS
Demonstrate that new, value-generating events can have a positive wider impact	Create a new global snow sports event to lead the way on inclusivity and sustainability	Pioneer a new, global event which will produce compelling content, support gender equality, promote para athletes – all with a low environmental impact	FIS Games 2028	Discussions are ongoing, and currently there is no set date for the maiden edition of the FIS Games.	 ongoing

RESPONSIBLE GOVERNANCE

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS/PROJECTS	OVERALL PROGRESS 2024	STATUS
Pursue a responsible, transparent and inclusive governance strategy	Build a consistent and up-to-date tool to oversee ethical issues	Ensure the FIS Code of Ethics is up-to-date on important issues such as: transparency, integrity, solidarity and fair play, respect of human dignity, non-discrimination and rejection of all forms of harassment	FIS Code of Ethics	The FIS Code of Ethics is the cornerstone of a solid framework that deals with ethics-related cases, and is constantly being assessed and reviewed to ensure its completeness.	 achieved
	Be more transparent and consistent in the sustainability narrative	Produce an annual report – according to the most recognized international reporting standards – to hold FIS to account on sustainability projects, progress and achievements	Annual FIS Impact Report	This document, a concise snapshot of the achievements, provides a clear and transparent overview of FIS' contributions in the field of sustainability.	 achieved & ongoing
	Use the voice and influence of FIS as forces for good	Use the political and social leverage of FIS to take a high-profile stance on the climate crisis	Membership of the LOC's Sustainability and Legacy Committee, as well as other groups in which FIS can generate a positive influence	FIS President Johan Eliasch has taken an active part in the LOC's Sustainability and Legacy Committee activities over the course of 2024.	 achieved & ongoing

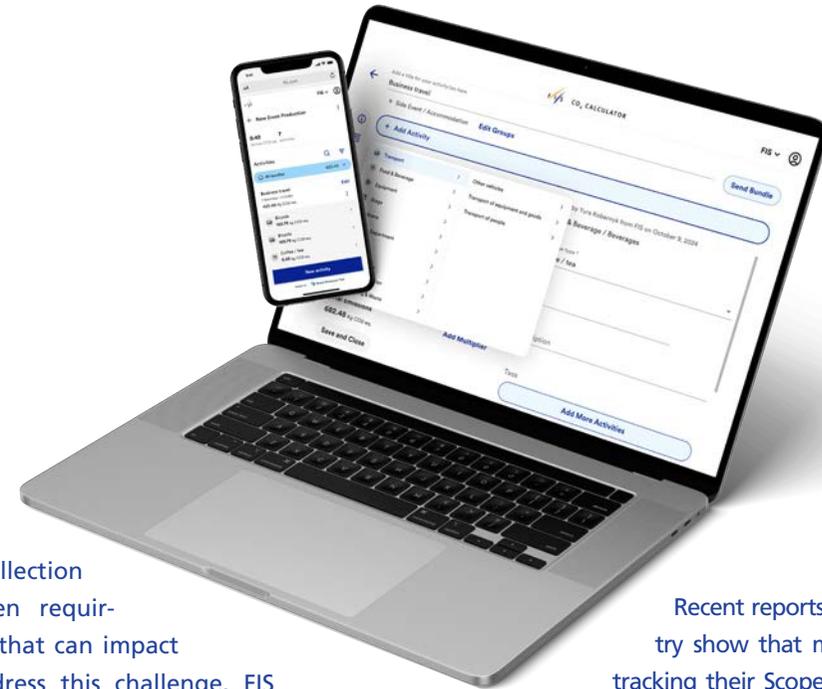
INNOVATION AND IDEAS

STRATEGIC OBJECTIVES	SUB-OBJECTIVES	ACTIONS	TOOLS/PROJECTS	OVERALL PROGRESS 2024	STATUS
Build a coalition of winter sports media, athletes, partners and fans to campaign on sustainability and take action on climate change	Create a virtual place to share knowledge about sustainability	Create a Sustainability Resource Centre on the FIS Website or the TOK (Transfer of Knowledge) platform, where sustainability documents can be shared	Sharing spaces on sustainability for LOCs and NSAs	Within the Membership Hub, a dedicated sustainability section has been created for all NSAs.	 achieved
	Build knowledge about sustainability	Support and develop projects that help to spread the importance of conserving mountainous environments	UN and LOC programme “Be a Mountain Hero in 10 Steps”	In 2024, we continued to promote the Be a Mountain Hero in 10 Steps project, with the associated documents having been translated into 13 languages.	 achieved
		Organize free education sessions for all stakeholders to address environmental and social issues related to winter sports and sporting events	Webinars: free education sessions	In 2024, we organized 12 webinars on environmental sustainability, as well as 10 webinars on training the female athlete. FIND OUT MORE HERE.	 achieved
		Organize cultural events that address social, environmental and ethical issues related to winter sports	Events on sustainability (also for young athletes and fans)	In February 2024, FIS launched the ‘Snowmorrow – Innovating Climate Action Together’ forum and training course to engage junior athletes in the discussion of sustainability issues. Other events are being planned by the FIS Education manager hired in Q3 2024. FIND OUT MORE HERE.	 achieved
		Develop a specific communications plan on sustainability that helps spread awareness	Impact communication plan and social media strategy	A sustainability communication plan was developed to communicate all projects that were grounded and planned within the IMPACT programme during the year.	 achieved
			Sustainability communication guidelines	A sustainability communication guide has been developed to help the entire FIS family to communicate sustainability in the best way. FIND OUT MORE HERE.	 achieved
			Communication campaign dedicated to sustainability	The #CombinedForChange project for Nordic Combined, paired with a content series and a visual campaign, was launched in October 2024 in cooperation with Viessmann. FIND OUT MORE HERE.	 achieved



MAJOR PROJECTS
THE HIGHLIGHTS OF 2024/25

FIS CO₂ 2023/24 DATA AND CARBON ACTION PLAN



	tCO ₂ e
SEASON 23/24	
EMISSIONS.....	58,600
EMISSIONS WITH SPECTATOR ...	524,238
EMISSIONS	tCO₂e
FIS AS AN ORGANIZATION	2,161.7
(YEAR 2023).....	
PER EMPLOYEE.....	25,4

Emission data collection is complex, often requiring assumptions that can impact accuracy. To address this challenge, FIS partnered with consultancy firms **Planet Mark** and **Deloitte** to develop a more accurate carbon footprint and emissions methodology. This technical support has been important in developing **FIS's Carbon Action Plan**, which will be aligned with the FIS IMPACT Programme starting in 2025.

In 2023, FIS's organizational emissions totaled **2,161.7 tCO₂e**, averaging **25.4 tCO₂e** per employee. These emissions were primarily attributed to energy use, travel, and waste.

For the 2023/24 season, data from **69 events** was used to estimate the carbon footprint for **177 events** across all disciplines, totaling **58,600 tCO₂e**. Yet, FIS recognized that this figure did not provide a complete picture.

Recent reports from the sports industry show that more organizations are tracking their Scope 1, 2, and 3 emissions. As a result, many are now focusing on estimating the emissions caused by spectator travel to their events. In response, for the 2023/24 season, FIS enlisted Planet Mark to estimate emissions from spectator travel, which amounted to **465,637.6 tCO₂e**. This brought the overall carbon footprint for the season to **524,238 tCO₂e**.

With these figures in mind, FIS collaborated with Deloitte to co-create the **FIS Carbon Action Plan (CAP)**. This initiative identifies key priority areas for action, with practical and feasible activities tailored to each opportunity. The plan focuses on reducing FIS's carbon footprint, achieving climate neutrality, and supporting global efforts to mitigate and adapt to climate change. The CAP is closely linked to the FIS IMPACT Programme, sharing a coherent structure and approach. The key



distinction lies in their time horizons: while the IMPACT Programme is designed as a three-year strategic cycle, the Carbon Action Plan adopts a longer-term perspective. This allows FIS to implement and manage both frameworks in parallel, while working toward a full alignment at the conclusion of the current IMPACT Programme cycle. This approach ensures continuity, consistency, and long-term impact in FIS's sustainability efforts.

Key highlights from FIS's Climate Action Plan include:

1 NET ZERO TARGETS

FIS is committed to achieving **Net Zero by 2040**, in line with UNFCCC targets, with an interim goal of reducing emissions by **50 % by 2030**. To ensure measurable progress, FIS prioritizes data collection to establish a new emissions baseline for its operations and events.

2 ORGANIZATIONAL PRACTICES

FIS has implemented a carbon reduction plan for its operations, targeting emissions from travel, office energy use, and procurement. For instance, FIS is working

to **maximize renewable energy use** in its offices and transportation and is also promoting more **plant-based menu choices** at events.

3 SUSTAINABLE EVENTS

FIS is working to adjust the event calendar to reduce travel-related emissions by incorporating sustainability considerations into travel schedules, training sessions, and fan movement. FIS has also introduced a web-based CO₂ calculator for fans and a carbon footprint calculator tool for LOCs, providing stakeholders with the data needed to drive emission reductions.

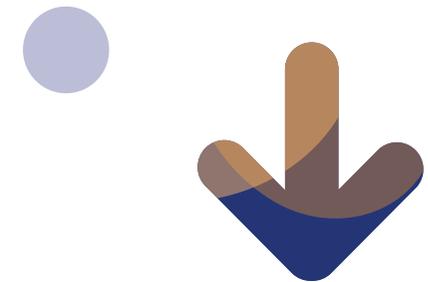
4 AWARENESS AND COLLABORATION

FIS organizes sustainability webinars, training courses, and campaigns to educate athletes, fans, LOCs, and NSAs about climate action. Additionally, FIS has introduced a sustainability rewards program and developed sustainability guides to encourage and support meaningful action.

5 SCIENTIFIC RESEARCH AND ADVOCACY

FIS supports research on the impacts of climate change

on snow cover at various altitudes and on glaciers, using data to assess its effects on the snow sports industry and to inform the development of mitigation strategies. FIS also collaborates with and backs specific NSA projects addressing climate change, while actively participating in climate justice initiatives.



For more information head to:

- [A new era for the calculation of CO₂ emissions](#)
- [FIS Sustainability](#)
- [FIS Impact Programme](#)
- [Carbon Action Plan](#)

FIS CO₂ CALCULATOR

In 2024 we focused on developing the **FIS CO₂ Calculator**, a free custom-designed online tool specifically designed to help measure, manage, and reduce greenhouse gas emissions in snow sports. With a focus on skiing and snowboarding, the tool is tailored to support FIS World Cup and FIS World Championship LOCs as well as NSAs.

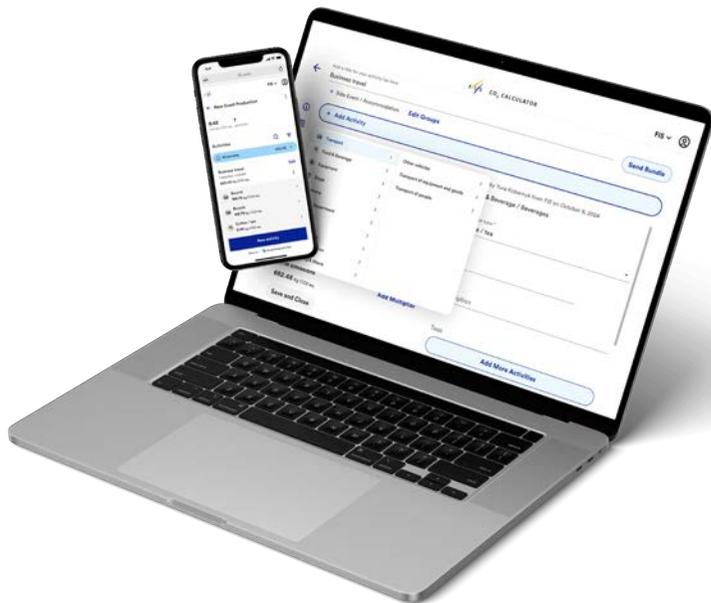
By using the calculator, LOCs and NSAs can have a clearer understanding of the emissions generated by their events and activities. This information can then be used in environmental analysis and in the planning of future events.

The FIS CO₂ Calculator highlights emissions across sectors critical to snow sports, including **energy use, mobility, sporting facilities, procurement and logistics**. In addition, we have created **user guides** and **training videos** to support users.

Built on the **Greenhouse Gas Protocol**, the FIS CO₂ Calculator aims to simplify the process of reducing carbon emissions in a cost-effective manner. Through a collaborative approach, it promotes consistency, transparency in reported data, and long-term comparability across events.

The calculator was launched in October 2024 with a specific webinar and four training events. The FIS Help Desk was also established to help users get the best out of the calculator.

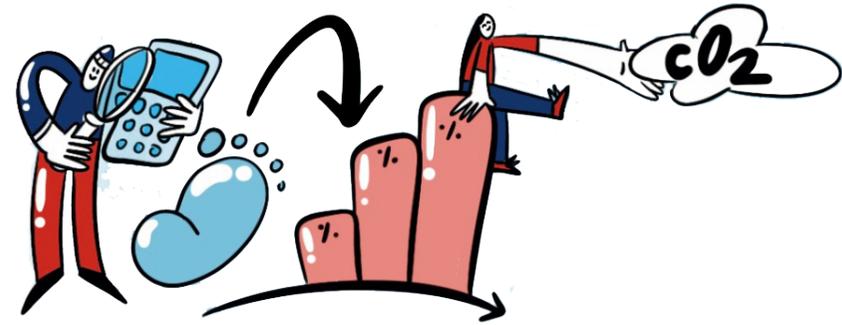
Out of 196 registered organizations (NSAs and LOCs), 53 events – accounting for 30% – are making extensive use of the tool.



For more information:

— [FIS CO₂ Calculator](#)

#COMBINED FOR CHANGE



Throughout the 2024/25 season, the organizers of the eight Viessmann FIS Nordic Combined World Cup stages engaged in the #CombinedForChange Sustainability Tour: an inspiring initiative where each LOC implemented and showcased a sustainability project aimed at driving both environmental and social progress within the winter sports community.

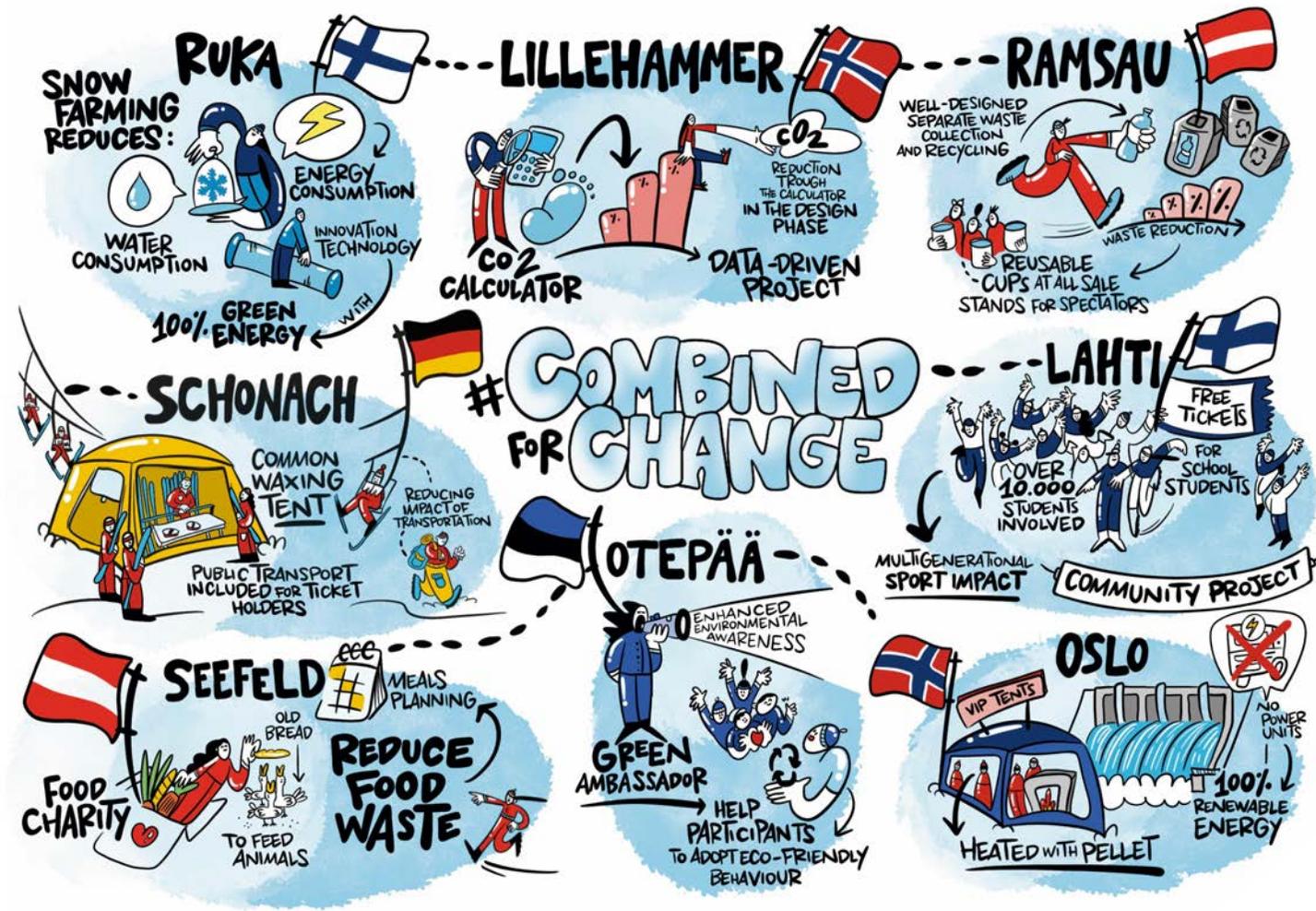
heated shared waxing tent – which, alone, helped cut an estimated 25 tons of CO₂ emissions compared to previous editions of the event – and the integration of free public transport into event ticketing.

Each participating event tackled key themes such as energy efficiency, sustainable transportation, waste reduction, and community engagement. These initiatives were evaluated at the end of the season through a voting process involving FIS and Viessmann representatives, LOCs, athletes, and fans, reflecting a collective commitment to a greener future for Nordic Combined events.

As the winning LOC, Schonach received a €10,000 voucher from Viessmann Climate Solutions to be used for an innovative energy or climate project, further investing in their sustainable journey.

Standing out among strong competition, the organizers of Schonach, Germany, were recognized as the winners of the FIS CombinedForChange Award, presented by Viessmann. Their ambitious project combined two major initiatives: the introduction of a CO₂-neutral





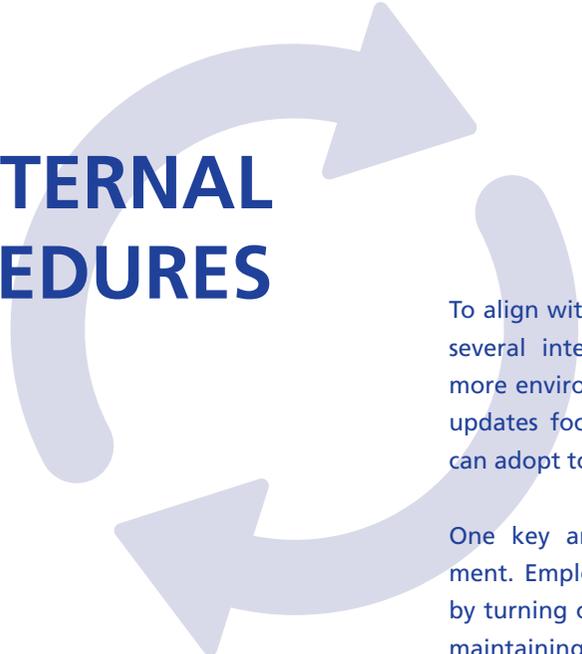
To learn more, head to:

— [#CombinedForChange Sustainability Tour](#)

And to:

— [FIS Combines For Change Sustainability Tour](#)

FIS INTERNAL PROCEDURES



 FIS TRAVEL POLICY

 FIS LOW ENVIRONMENTAL IMPACT EVENT GUIDE

 FIS SUSTAINABILITY SOURCING CODE

To align with its sustainability strategy, FIS has revised several internal procedures to make its operations more environmentally responsible and efficient. These updates focus on practical measures that employees can adopt to contribute to the organization’s goals.

One key area of improvement is energy management. Employees are encouraged to conserve energy by turning off devices and lights when not in use and maintaining moderate office temperatures during the winter. These small adjustments collectively reduce the organization’s overall energy consumption.

Another focus is sustainable travel. Employees are advised to limit travel to essential trips, leveraging virtual meetings whenever possible. For necessary travel, the emphasis is on using public transportation, cycling, or carpooling to minimize emissions and environmental impact.

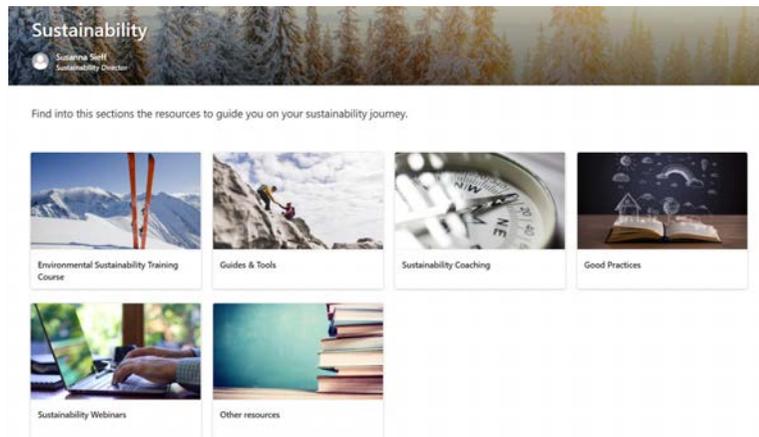
Waste reduction is also a significant priority. FIS promotes minimizing waste through practices such as reducing printing, avoiding single-use plastics, and separating waste for recycling. These efforts are guided by the principles of the waste hierarchy: Refuse, Reduce, Reuse and Recycle.

To further its commitment to sustainability, FIS has also implemented a new internal procedure for organizing sustainable events. For events organized and hosted by FIS, detailed guidelines have been developed to help ensure that planning and execution align with sustainability principles. These include reducing waste at venues, prioritizing digital communication over printed materials, choosing eco-friendly suppliers, and promoting low-impact transportation options for participants. Additionally, FIS has introduced a clothing recycling initiative. Employees are encouraged to donate or recycle old or unused clothes through designated office collection points.

These updates to internal procedures reflect FIS’s commitment to integrating sustainability into its everyday operations. They provide a clear, actionable framework that helps the organization reduce its environmental footprint while fostering a culture of responsibility and awareness.



SUSTAINABILITY MEMBERSHIP HUB FOR NSAs



As part of its unwavering commitment to promoting sustainable practices within the global ski and snowboard community, FIS has established the Sustainability Membership Hub. This dedicated online platform serves as a centralized resource center, designed for NSA, providing them with essential tools and materials to support their sustainability efforts.

The Sustainability Membership Hub offers NSAs free access to:

- **Comprehensive guides:** These are detailed documents outlining best practices for integrating sustainability into all aspects of ski and snowboard operations.
- **Webinar recordings:** Providing access to expert-led discussions and training sessions on a variety of sustainability topics, allowing NSAs to learn from peers in the field.
- **Informative resources:** A curated collection of guides and papers to inspire and inform innovative sustainability actions.
- **Sustainability coaching:** Allowing NSAs in need of advice regarding sustainability matters can directly book a call with FIS's Sustainability Director.
- **Good practice sharing:** A place where NSAs can share good practices among peers.

By providing these resources at no cost, FIS ensures that all NSAs – regardless of their size or resources – can actively participate in the shared mission of creating a more sustainable future for winter sports.

The Sustainability Membership Hub not only equips NSAs with the necessary tools to make impactful changes but also strengthens the collective effort to ensure that winter sports thrive in harmony with the environment for generations to come.



SUSTAINABILITY EDUCATION INITIATIVES

FIS has completed its first environmental sustainability training course, attended by 251 participants, including representatives from NSAs, LOCs, and FIS staff from 30 countries. Developed in collaboration with sustainability consultant Ben Barrett, the two-hour course covered topics such as climate change science, the environmental impacts of human activities, and practical sustainability examples and best practices, including initiatives from the FIS Impact Programme.

The course content was shaped with input from a global working group of snow sports stakeholders, including FIS staff, NSAs, LOCs, athletes, and sustainability experts. Upon completion, participants committed to advancing sustainability within their organizations.

Additionally, FIS launched the “Snowmorrow – Innovating Climate Action Together” forum during the FIS Nordic Junior World Ski Championships in Planica on February 6th. Here, Junior athletes gathered at the Nordic Center Planica to discuss climate change and explored potential solutions. This initiative, developed in partnership with the Future Food Institute, Viessmann,

and Slovenia’s Ski Association, engaged young athletes in sustainability conversations. The forum included brainstorming sessions on topics like smart mobility and transport, with athletes’ ideas contributing to FIS’s Impact Programme.

The event was moderated by Jernej Damjan, and featured talks from industry experts. Plus, short online videos introduced topics on sustainable living. To amplify the message and encourage engagement, FIS promoted the hashtag #FISimpactshapers. Additionally, bibs worn during the FIS Nordic Junior World Championships displayed a climate stripes logo, a visual representation of the planet’s rising temperatures over nearly two centuries.

On top of these above initiatives, FIS has also organized twelve sustainability webinars, including eight as part of the Sustainability Series and four more to help LOCs and NSAs use the FIS CO₂ calculator. Other topics covered climate justice and rainforest protection, food and climate change, and the circular economy.



F I S[®]



To learn more, head to:

- [Sustainability training courses](#)
- [Snowmorrow](#)
- [Sustainability Webinar Series](#)

GUIDES AND THE TOOLBOX

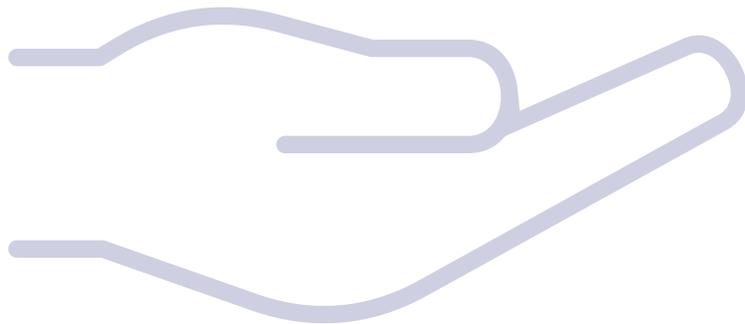
[SUSTAINABILITY GUIDE FOR SKI RESORTS](#)

[SUSTAINABILITY COMMUNICATIONS GUIDELINES](#)

[SNOWBALL GUIDE —](#)

[SUSTAINABILITY BEST PRACTICES FOR FIS EVENTS](#)

[TECHNICAL SNOW 101: TRUTHS AND MYTHS](#)



FIS has been working on a series of guides to support FIS staff and our family, including LOCs and NSAs, in developing more sustainable practices within the industry. The list includes:

Snowball Guide – Sustainability Practices for FIS events:

a practical guide that lays the groundwork for success, leading organizers through the first core steps for improved sustainability, delivering a clear, actionable sustainability plan with defined goals, leadership commitment, and measurable Key Performance Indicators (KPIs). The guide features an introduction to the FIS Carbon Calculator and a list of practical initiatives cross 11 working areas.

Sustainability Communications Guidelines:

The International Ski and Snowboard Federation has developed a Sustainability Communication Guide for the ski industry, focusing on transparency, clarity, collaboration, and integrity. This guide provides a practical framework with 10 actionable steps to help

avoid greenwashing, in line with BSR’s Understanding and Preventing Greenwash: A Business Guide. It also provides guidance on how users can better understand their audience, while ensuring that communications are clear, engaging, and collaborative.

Sustainability Guide for Ski Resorts:

To assist ski resorts in leading a sustainable transition, FIS has developed a comprehensive sustainability guide. This guide outlines best practices and showcases innovative initiatives being implemented by ski resorts worldwide to reduce their carbon footprint and overall environmental impact. The guide features 14 initiatives, each with detailed instructions on how resorts can implement them. Initiatives cover the following areas: measuring and reducing carbon footprints; adopting lower-impact piste and snow management practices; conserving natural habitats; promoting sustainable travel; implementing waste reduction and management strategies; utilizing advanced green technology; conserving water; ensuring sustainable accommodation and events; fostering collaboration, and creating effective sustainability programs.



sustainability

integrity

transparency

social performance

local suppliers

minimize waste



In addition to these guides, FIS is also actively involved with **The Toolbox** through a partnership with **Ski Austria** for the **2025 FIS Alpine World Ski Championships** in Saalbach. The Toolbox is an award-winning platform designed to support users in developing their sustainability strategies. It offers over 60 free resources in multiple languages, including templates, case studies, and how-to guides, all created by sustainability experts. The platform also features forums, which are dynamic spaces where industry professionals can connect, learn, and collaborate with peers and experts.

This collaboration between FIS and Ski Austria aimed to align the 2025 FIS Alpine World Ski Championships with ISO 20121:2024, the international standard for

sustainable event management. By leveraging The Toolbox, FIS and Ski Austria seek to set a **new sustainability benchmark for ski events**, prioritizing operational efficiency and environmental responsibility. The Austrian Ski Federation will also assist in translating Toolbox resources into German to improve accessibility.

Technical Snow 101 – Truths and Myths: as more ski resorts turn to technical snow production to ensure good skiing conditions, concerns have grown over its potential impact on the natural environments skiers value. But how much truth is there to these concerns? What should be taken into account when assessing the environmental impact of technical snow?



To learn more, head to:
— [Sustainability Toolbox](#)

COOL EARTH



Since 2021, as one of its many environment-focused initiatives, FIS has supported **Cool Earth** in its mission to combat deforestation and climate change. Cool Earth works with indigenous and local communities, arguably the true experts in rainforest conservation, to empower and support them.

Every year since 2021, FIS collaborates with CHF 150,000 for funding **projects that address the root causes of deforestation.**

Rainforests are unparalleled in their ability to capture carbon, so much so that protecting them can reduce 23% of the harmful effects of climate change. Rainforests also host over half of the world's plant and animal species, influencing weather patterns, food supplies, medicine, and the livelihoods of millions. Given their importance, it's clear that safeguarding these ecosystems is crucial, with benefits that extend far beyond conservation.

As such, by working to preserve these ecosystems, FIS not only contributes to environmental conservation but also promotes social justice and economic empowerment for indigenous peoples.



For more information, visit

— [Cool Earth](#)

NEW PARTNERSHIPS



WORLD
METEOROLOGICAL
ORGANIZATION



The **UN's World Meteorological Organization (WMO)** has partnered with FIS, marking the first ever collaboration between a UN agency and a sports federation. This partnership aims to highlight the impact of climate change on snow and ice cover. Through a new five-year agreement with WMO and its National Meteorological and Hydrological Services, FIS will collaborate on initiatives that **connect climate science with winter sports to deliver data-driven solutions.**

The partnership comes at a critical time, as global warming increasingly threatens winter sports and mountain ecosystems. Rising temperatures have led to shrinking glaciers, reduced snow cover, and thawing permafrost, significantly affecting communities and economies that rely on winter tourism. In 2023, **26 of FIS's 616 World Cup races were canceled** due to weather-related issues, underscoring the urgency of addressing climate change. FIS is committed to addressing this challenge, using science to drive meaningful and impactful solutions.

Additionally, FIS has joined forces with the **European Space Agency (ESA)**. A Memorandum of Intent has been signed to harness the advanced technologies of space applications to drive sustainability in snow sports.

The focus will be on the **innovation and development of space technology** to address climate change, protect biodiversity, reduce pollution, and promote the circular economy.

The partnership also aims to explore future initiatives, including enhancing athlete performance, event safety, and recreational snow sports.



For more information head to:

- [FIS-WMO announcement](#)
- [FIS-ESA announcement](#)

SPORTS FOR NATURE AND SPORT FOR CLIMATE ACTION



FIS is the 40th official signatory of the Sports for Nature Framework.

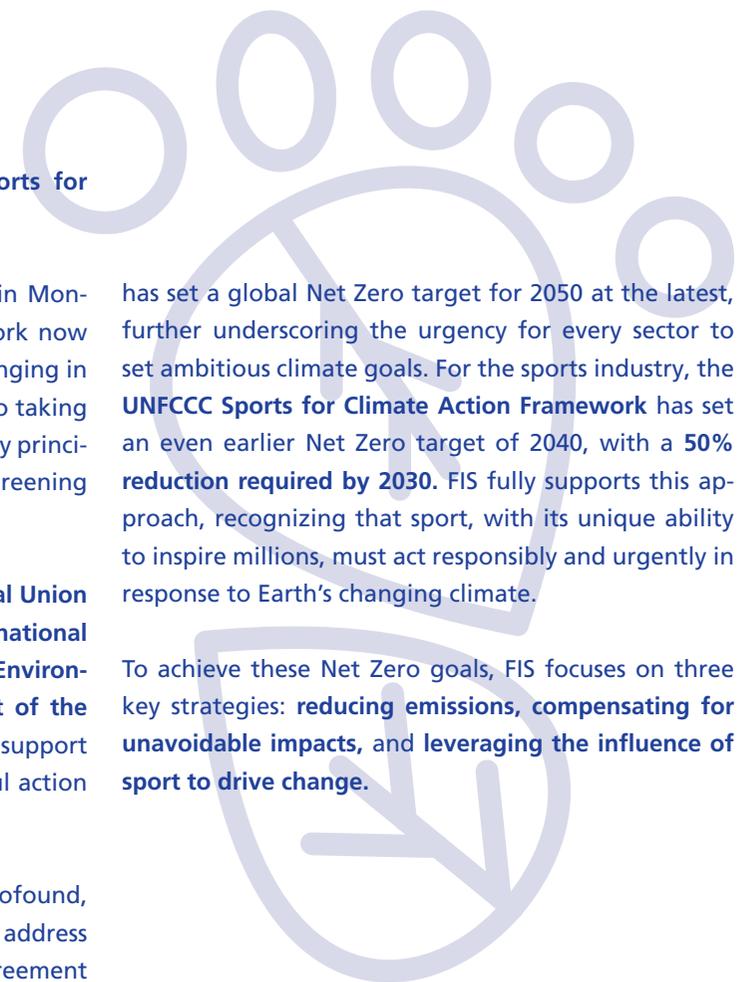
Launched at the **UN Biodiversity Conference** in Montreal last year, the Sports for Nature Framework now includes 40 sports organizations worldwide, ranging in size and scope. All signatories are committed to taking **measurable actions for nature** based on four key principles: protecting nature, restoring ecosystems, greening supply chains, and raising awareness.

The Framework, developed by the **International Union for Conservation of Nature (IUCN)**, the **International Olympic Committee (IOC)**, the **United Nations Environment Programme (UNEP)**, and the **Secretariat of the Convention on Biological Diversity (CBD)**, with support from **Sails of Change**, aims to drive meaningful action for nature by 2030 and beyond.

The effects of climate change on nature are profound, so solutions that support nature must also address climate change. In line with this, the Paris Agreement

has set a global Net Zero target for 2050 at the latest, further underscoring the urgency for every sector to set ambitious climate goals. For the sports industry, the **UNFCCC Sports for Climate Action Framework** has set an even earlier Net Zero target of 2040, with a **50% reduction required by 2030**. FIS fully supports this approach, recognizing that sport, with its unique ability to inspire millions, must act responsibly and urgently in response to Earth's changing climate.

To achieve these Net Zero goals, FIS focuses on three key strategies: **reducing emissions**, **compensating for unavoidable impacts**, and **leveraging the influence of sport to drive change**.





For more information head to:

— [FIS joins Sports For Nature Framework](#)

A TRUE FOCUS ON SAFEGUARDING ATHLETES



Over the course of the year, FIS has taken concrete steps towards ensuring that snow sports are a safe place for all – in particular for young athletes.

After the topic of safeguarding was at the forefront of the inaugural FIS Seminar, in May 2024, FIS announced several important measures:

- The publication of a **safeguarding toolkit for event organizers**, highlighting all the practical steps to be taken into account to ensure safety at and around an event.
- The introduction of **safeguarding training as a mandatory assignment** for coaches, coordinators, and FIS experts who take part in development camps.
- The partnership with the Signify Group to **protect over 1,000 athletes and officials from online abuse and threat**.



For more information, head to:

- [FIS Safeguarding Toolkit](#)
- [Safeguarding at development camps](#)
- [FIS and Signify partnership](#)



FIS PLUS PROGRAM BREAKS NEW GROUND WITH EDUCATION AND SUPPORT

The FIS Plus Program (FPP) supports activities that complement ongoing projects by providing coaching education, equipment, and potential financial support. It was the first of two new initiatives introduced after the restructuring of the FIS Solidarity and Snow Kidz programs.

Both established and developing NSAs will benefit with FIS experts working with NSAs to deliver sessions and provide support for existing schemes.

Kick Off Coaches Education, where instructors are partnered with nations, allows FIS to continue opening doors for all members.

In addition, FIS will provide the necessary equipment to help deliver relevant activities for children and young people which is essential for securing the future of each snow sports discipline.

NSAs, which emphasize the importance of sustainability and integrity, will also be reviewed and potentially rewarded for their contribution to the program.

The FIS Plus Program is the first to allow three-voter nations to apply for financial support for developing programs in governance or a specific sport discipline.

Applications are evaluated according to eight criteria including sustainability, gender-balanced projects and

project effectiveness, and prioritized based on available budget.

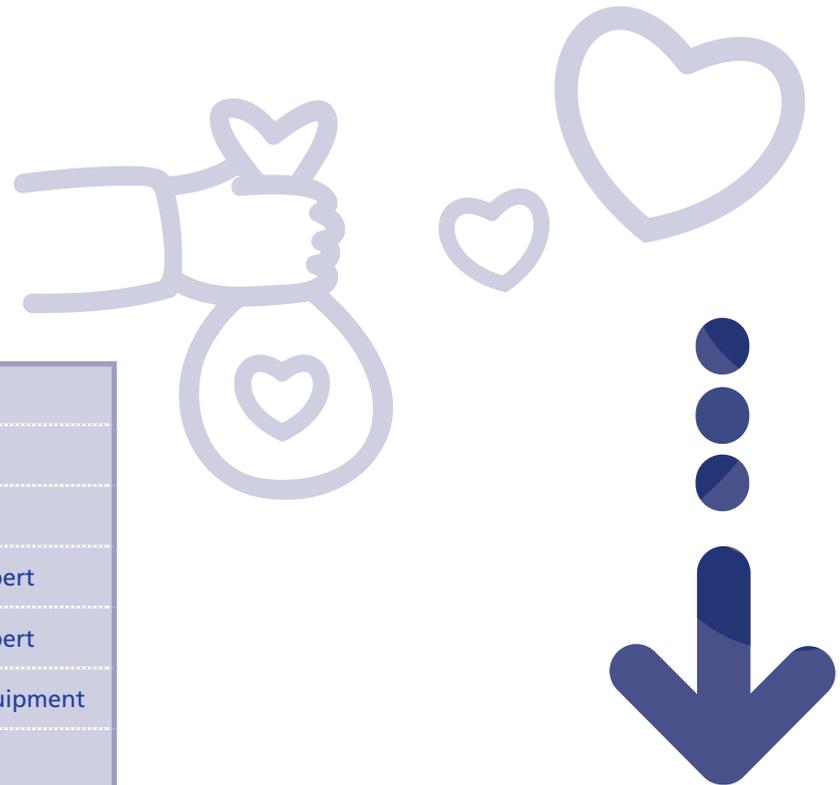
FIS Plus has also made a significant donation of 70 roller skis to 15 NSAs across three regions with active Nordic Combined athletes. This will give the recipient the opportunity to further practice and enhance their skills, which is something that remains a key focus at FIS.

The idea is that this will strengthen Nordic Combined across nations and maintain its standing as a medal event at the Winter Olympic Games.

Importantly, the donation will span multiple seasons to further demonstrate FIS' commitment to providing long-term support for growth within the sport.

FIS SUPPORTED SEVEN PROJECTS IN 2024:

Rolling ski adventure in schools	ALB	6'400 CHF
Awareness workshops	BRA	1'769 CHF
Construction of Cross-Country slope	MNE	7'000 CHF
Alpine ski coaches' education clinic	BIH	3'000 CHF + expert
Alle an Board-Adaptive Snowboard Camp	GER	5'000 CHF + expert
FIS Alpine Junior Regional Cup	SUI	8'000 CHF + equipment
Strengthening Governance: Wellbeing and Transparency at RFEDI	ESP	9'000 CHF



For more information, head to:

— [FIS Plus Programme](#)



FIRST-EVER ATHLETE GRANTED FIS REFUGEE TEAM STATUS

Alpine racer Atefeh Ahmadi will be part of the first FIS Refugee Team (FRT) at the Olympic Winter Games 2026.

Ahmadi was the first athlete to be granted FIS Refugee Team status in December 2023 after being among eight new Refugee Athlete Scholarship-holders, and the first from winter sports, announced by the Olympic Refugee Foundation (ORF).

Her status with the ORF fulfilled the qualification criteria for the Olympic Games in February 2026, with Ahmadi granted an official FIS code under FIS Refugee Team (FRT).

Ahmadi was the only Iranian woman to compete at Beijing 2022, and shortly after leaving Iran to seek asylum in Germany, she trained and competed with the German Junior team.

FIS has been working on setting up the framework for the FIS Refugee Team since November 2024.

Once approved by the FIS Council, and with support from the International Olympic Committee (IOC), it is expected that more winter athletes will qualify for the FIS Refugee Team.

FIS has a responsibility to act according to human rights, the values of sport and the Olympic Charter.

Cross-country racer Valeriy Gontar has switched sporting nationalities from Russia to Slovenia after being approved refugee status by the government of the latter. Gontar, a two-time champion at the 2017 Winter Universiade, was granted permanent residence in Slovenia with the FIS Council approving his license change in September. He now has an active FIS code and has participated in FIS competitions.

ABOUT THE PROGRAM:

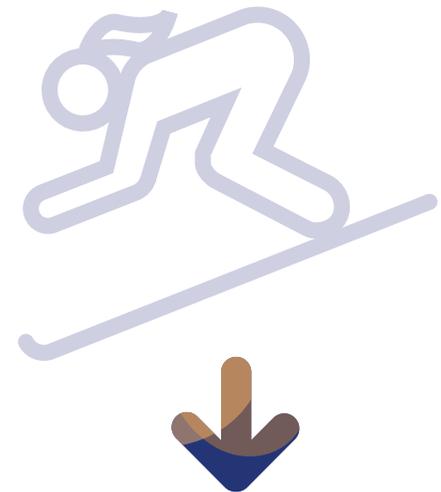
To be eligible for the program, athletes must be elite competitors in their respective sport and be refugees in their host country, recognized by UNHCR, the UN Refugee Agency.

The Refugee Olympic Team, together with the Refugee Athlete Scholarship-holders, represent the challenges and resilience of more than 110 million refugees worldwide.

The Refugee Athlete Support program is funded by the International Olympic Committee's Olympic Solidarity program and managed by the ORF, which acts in lieu of a traditional NOC for refugee athletes. The ORF ensures that where NOCs are hosting refugee athletes, they can support them to ensure access to high-level training facilities and national and international competition.

In addition to managing the Refugee Athlete Support Program, the ORF has set an ambitious goal to provide safe sport access to one million displaced young people by the end of 2024.

Through programs, the Foundation provides access to safe sport for displaced people, while through partnerships the ORF is building a movement which guarantees that young people affected by displacement have access to safe sport and ensures that safe sport is widely adopted as a tool to support those affected by displacement.



For more information, head to:

— [Refugee Athlete Support program](#)



LAST EDITION OF THE SNOWKIDZ AWARD BEFORE A REVAMP OF FIS' DEVELOPMENT PORTFOLIO



The year 2024 marked the eighth and final time that the winners of the SnowKidz Award were revealed. The award has been a longstanding part of the FIS program **Bring Children to the Snow** which has increased youth participation across winter sports since 2010, and has now been taken a step further with the creation of new, enhanced development initiatives.

Recognizing existing projects that encourage young people to discover the joy of trying and competing in the snow has inspired many new initiatives all over the world, including new entry **Majid Al Futtaim Entertainment SnowKidz** from the United Arab Emirates.

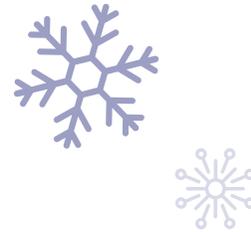
But this year's crown – for the third consecutive time – belongs to Sweden's Everyone on Snow programme, which has been a pillar of the nation's growth in winter sports for the last 15 years.

Since its inception, **Alla på snö** has overseen 240,000 fourth graders and over 13,700 high school students discover the beauty of snow sports.

Third place Sky Tavern were particularly moved by their nomination, made up of hundreds of volunteers that run their children's programs "with passion and skill."

Bill Henderson, a recently retired Executive Director and now a volunteer, told us: "Kids and snow is what drives this ski area, we proved that in 2021 by winning the NSAA Conversion Cup."

As always, the judges took time to consider all factors from different criteria before making their decision.



Below are the listed winners of the 2024 SnowKidz Award:

1. Everyone on Snow (EOS), SWE
2. CXC Nordic Rocks, USA
3. Sky Tavern Junior Ski Program, USA
4. SnowKidz Sports Day/SnowKidz training park, CZE
5. Week 4 Kids, ITA
6. Shred Kids, GER
7. School Promotion Programs, ESP
8. Majid Al Futtaim Entertainment SnowKidz, UAE

The SnowKidz project has now been restructured and FIS will continue to support NSAs over various programmes in the coming future.

Shred Parks will continue to be supported, especially in developing National Ski Associations (NSAs).

In 2024, FIS chose to support the following projects:

1. Alpine/Snowboard Shred Park, ARM
2. Nordic Shred Park, MNE

FIS also agreed with partners Neveplast, Fischer and Nitro to extend support to developing ski nations.

Support will be available in 2025 to:

1. 3 Alpine/Snowboard Shred Parks
2. 2 Nordic Shred Parks



For more information, head to:

- [SnowKidz Award 2024](#)
- [FIS: New and better development programs](#)





**INTERNATIONAL
SKI AND SNOWBOARD
FEDERATION**

Blochstrasse 2
CH-3653 Oberhofen am Thunersee
Switzerland

E-mail: sustainability@fis-ski.com
Website: www.fis-ski.com