

Attending	
Sari Jormanainen (virtually) Katrina Galas Marlen Marconi Jan Skřička Klaus Rambach Martin Ohlsson Gunhild Kvistad	Ex officio: Tim Farcnik Fabien Saguez Riikka Rakic Barbara Rettenbacher Theresa Heinsinger

Agenda Items	
1	<p>Welcome and approval of agenda</p> <p>Tim:</p> <ul style="list-style-type: none"> Further incorporate concrete actions related to IBU's climate commitments (reduction goals) into the IBU strategy Important commitment to be net zero by 2040 - what does this mean in practice? <p>Fabien:</p> <ul style="list-style-type: none"> Calendar planning is key and will likely become more difficult going forward <p>Martin:</p> <ul style="list-style-type: none"> Sweden has already implemented some sustainability projects, looking forward to developing others <p>Klaus:</p> <ul style="list-style-type: none"> Snow factories and sustainability mobility are important topics GER has a new Sustainability Manager <p>Katrina:</p> <ul style="list-style-type: none"> Hoping for a good knowledge exchange <p>Jan:</p> <ul style="list-style-type: none"> Sustainability is an important topic in sports and all NFs should work together to create long-lasting and real impact <p>Gunhild:</p> <ul style="list-style-type: none"> This area is a high priority for all NFs <p>Marlen:</p> <ul style="list-style-type: none"> When considering sustainable travel, it needs to be well thought out, in particular to make sustainability transport as easy as possible <p>Sari:</p> <ul style="list-style-type: none"> Kontiolahti World Cup week just concluded and went well Role of the Sustainability Commission also to disseminate our best practices to other sports, especially other related winter sports, since IBU is a leader in this space
2	<p>From Paris 2024 to Milano Cortina 2026</p> <ul style="list-style-type: none"> Aspiration of OCOG was high, and the Games had a lot of valuable communication ongoing including to the public Unfortunately, dissemination of information to stakeholders was last minute, which created difficulties for many of them Difficulties in trying to effect long lasting change, e.g. swimming in River Seine Even though resources are tight, Paris 2024 proved that with the right focus, sustainable events are possible—that's why knowledge sharing is so important

- Communication and information campaigns were well thought out and influenced the spectators on site
ACTION ITEM: Share examples of fan communication posters
- Setting targets can be difficult, however setting ambitious topics should not be confused with greenwashing – both require a lot of transparency and honesty
- IBU can guide, but on a national level it is still the job of the NF/OC

Romain Riboud (FFS) on ISO 20121:2024:

- What is the standard?
 - Management system/tool to integrate sustainability into all parts of event planning and execution
 - Helps reduce environmental impacts and implement a holistic sustainability approach
- How does it work?
 - 3 step process: 1) diagnose (strategy), 2) execute (action) and 3) verify/certify (audit/improvement)
 - Based on organizational objectives (these are not set by the standard!)
- What changes in the new version?
 - Aligning with SDG Goals
 - Strengthening the CSR and support users to achieve better results
 - Clarifying the requirements of the certification process
 - Making the framework more accessible and understandable
- How can IBU use this?
 - IBU has included ISO 20121 in the bidding requirements for the World Championships since edition 2027 and now also 2028/2029
 - Requires demonstrating the process of how the OC contributes to achieving the goals it has set for itself in sustainability
 - For example, have a fixed board meeting agenda point about sustainability
- How to get started?
 - It is possible to start the process alone within the organization without an agency or consultant
 - Third party certification is available; IBU could support the venue in its preparations but does not want to act as certifier
 - An expert guiding an OC through the process can be helpful
 - Costs depend on the scale – Romain will check and send information
 - E.g. 2019 FIS Alpine World Champs had a certification budget around 20.000 Swiss Francs for the certification including audits (no external consultant was used, only internal resources)
- What can the venues do?
 - Once the system is implemented, the process is repetitive and smooth
 - Östersund has done it – they will renew again at YJWCH 2025

IBU Sustainability Charter/ IBU WCH-WC Sustainability requirements

- Currently the IBU Sustainability Charter is voluntary for OCs to sign; CO2 measurement and Snow Network data are mandatory to provide
- For the next 4 years from 2026-2030, still to be defined what requirements will be mandatory or what incentives will be available for OCs to meet these
- Combined effort of NFs, OC and IBU and everyone needs to be aligned on this
- Commission to assist in creating a clear and measurable plan towards net zero 2040 and defining requirements for mandatory and optional => key to create the foundation for delivery
- Consider cultural differences in various sustainability topics – snow farming might be perceived as a sustainable snow management solution in the North of Europe, while in other countries this might be a no-go
- Combination of mandatory and voluntary: base level is mandatory and above that is voluntary with incentives
 - ACTION ITEM: Working Group to start defining the mandatory assignments (Martin) using the Climate Transition Plan current version and other existing event guidelines
 - Why should NFs focus on the topic of sustainability?

	<ul style="list-style-type: none"> ○ ACTION ITEM: Consider requirements for being A/B nation if there is a sustainability strategy and person assigned, and therefore receive more funding => discuss with Development Department
3	<p>Sustainable Snow Management / Snow Security (Please review attached ppt. from Prof. Steiger)</p> <ul style="list-style-type: none"> ● Important topic because snow is mandatory to be able to host an event ● Snow Network now has data from four back-to-back seasons ● SIEPPUR project, with Final Conference on 7th of May 2025 in Innsbruck ● Offer from IBU to NFs/OCs that Prof. Steiger can review their data on individual calls per nation ● New program in SUI checking 23 venues to determine snow potential for the future – can be compared to work by Prof. Steiger <ul style="list-style-type: none"> ○ Possibility to invite the SUI project to final conference in May (Marlen?) ● Changed IBU rules: new up to 2000m max elevation for racing (increased from 1800m) ● Most important message of research is that we can secure winters for our sport until 2050 ● Calendar planning difficulties come together in this topic because the WC planning 2026-2030 is underway ● Securing a World Cup is one thing, but being able to keep the tracks a long time for other purposes is more difficult and will also impact the sport, when youth don't have chances to train ● Project neighborhood snow: Swiss Ski would be interested to join ● Oberhof has ongoing experiment with three different cover materials: new foils, wood chips etc. – see the different levels of losses of snow <ul style="list-style-type: none"> ○ ACTION ITEM: Klaus will share results once ready ○ ACTION ITEM: Ask Fabian Wolfsperger about the results ● Snow factories are difficult to communicate, since they are so energy intensive – that's why it is so important to have the new season start event in roller skis to show an alternative form of the same sport (Munich event) ● ACTION ITEM: Send Webinar Links / materials SIEPPUR Snow-How
4	<p>IBU Climate Transition Plan/Net Zero 2040 (Please see attached draft IBU climate transition action plan)</p> <p>IBU Climate Transition Plan</p> <ul style="list-style-type: none"> ● Climate Transition Plan was developed together with Deloitte ● Data from plan comes from IBU (as OCs report through Position Green) ● Climate Transition plan is relevant so as to show that Strategy Target 26 / Target 2030 are working and providing the actions to live up to the IBU's commitments ● Feedback: <ul style="list-style-type: none"> ○ Content is not a surprise – maybe having such a plan can help to define the mandatory-to-implement points of the Sustainability Charter to guide the OCs ○ Change is happening, e.g. NMNM will have battery storage instead of generators for the World Cup – 45 minutes and max output of 400 kW ○ For requirements mapping: goal is to distinguish between must have and optional. ○ Influence on different items is not the same (OC has influence, limited influence, no influence) – distinguish and compare the parts the OC has influence on and show this via PG data ○ ACTION ITEM: Check for better implementation of data analysis, to highlight the topics where OC can really make a difference ○ FIS is set to release their sustainable event guidelines – review for comparison for requirements mapping <p>Net Zero 2040</p> <ul style="list-style-type: none"> ● Biggest challenge: flying and how it could be made more sustainable ● SAF: Sustainable aviation fuel

	<ul style="list-style-type: none"> ○ SWE has collaborated with local airport (via organization called Fly Green Fund) ○ It might be less carbon emissions, but also more expensive ○ SWE has used SAF for travel by charter planes ● What can IBU do <ul style="list-style-type: none"> ○ Approx 4 Charter flights a year (2 this season) – IBU could pay for SAF to reduce the CO2 emissions ○ ACTION ITEM: Research possibility of SAF investment for charter flights and present to EB ● Approach: it is currently impossible to write a detailed plan for Net Zero in 2040 <ul style="list-style-type: none"> ○ However, can the main drivers to net zero be evaluated? E.g. SAF ○ ACTION ITEM Include currently identified drivers to net zero in 2040 into climate transition plan ● ACTION ITEM: What is the recommendation of Deloitte? ● Is there internal capacity to deliver Net Zero by 2040 <ul style="list-style-type: none"> ○ Not the knowledge resource however someone can be hired to assist ○ In reality, Net Zero means a reduction of about 90%, only about 10% can be compensated ○ ACTION ITEM: Confirm the official definition of Net Zero ● It would be interesting to compare what a WC costs to the venue compared to the ticket income from spectators – it is part of the newly approved Target 2030 to optimize the number of spectators for each venue ● ACTION ITEM: Share environmental impact assessment of the GAMES project <ul style="list-style-type: none"> ○ Possibility to put an ecological price tag on this? <p>ESRS Reporting</p> <ul style="list-style-type: none"> ● CSRD in 26 will be mandatory for IBU for the 2025 season <ul style="list-style-type: none"> ○ over 50 Mio€ annual turnover and over 25 Mio€ in assets => IBU is required to report as large undertaking ● This will change the IBUs reporting approach and schedule
5	<p>Sustainable procurement</p> <p>Closing the competition gap project</p> <ul style="list-style-type: none"> ● By reducing equipment allowed per athlete, the hope is that the competition gap will be closed. In this case equipment means pairs of skis, number of service techs, number of trucks allowed per team <p>NF Activities</p> <ul style="list-style-type: none"> ● Number of uniforms etc. distributed by NOR is regulated ● FRA keeps the gear and reuse in other sports that have the same sponsors ● SLO has reused the same clothes for 2 years ● Currently no NF in the Sustainability Commission has a sustainable procurement policy ● GER has stakeholder panel with all sponsors, and that includes the sustainability manager of partner companies – however sponsorships cant be turned down because they don't align with the NF's sustainability goals ● SWE turned down sponsorship with an oil company ● Idea to collaborate with the World Federation for Sporting Goods Industry for procurement purposes
6	<p>Awareness raising campaigns</p> <p>Overall Industry level</p> <ul style="list-style-type: none"> ● S20 (German speaking sponsor network) held a meeting on “the future of winter sports” and generated the idea of a winter sports sustainability weekend <ul style="list-style-type: none"> ○ Similar to green football weekend ○ Does it need to be carried out at a World Cup? ○ Awareness vs behavior change – what is the goal outcome? ○ If the winter sports sustainability weekend happens, there should be a working group created on this ○ ACTION ITEMS: find out what other sports do in awareness raising campaigns ● Climate Pledge in Nove Mesto 2024 – how can we move forward with positive

	<p>messaging about sustainability</p> <ul style="list-style-type: none"> DWDS (Dein Winter dein sport - Your Winter your sport) Initiative from GER <p>IBU Erasmus projects</p> <ul style="list-style-type: none"> Every Erasmus project needs to have an awareness raising campaign
7	<p>Creating Snow Sports sustainability network</p> <p>Resource Sharing among Commission and other NFs</p> <ul style="list-style-type: none"> How can NFs be engaged that are not part of the Sustainability Commission Quarterly calls to be organized to share work of the Commission and other NFs Resources can be collected and shared on Learning Suite <ul style="list-style-type: none"> All NFs have access NFs should send info to IBU to check and upload One person per NF and one person per OC to be invited initially Call for sustainability funding will open again in April (Info Day: 26 March 2025) <ul style="list-style-type: none"> Every NF can apply, the IBU will contribute 50% up to 10.000€ each for Gender Equality and Environmental Sustainability (total 20.000€) Resources to also include Best Practices / Research on sustainability
8	<p>Any other business</p> <p>Partner Summit in Oslo</p> <ul style="list-style-type: none"> 15 Federations that have a well-developed marketing and partnership program Meet top sponsors from federations (each NF can bring 2 partners) Discuss and further engage them in the sport of biathlon Additionally: how to engage them in para sport and sustainability NFs can also bring their NF marketing person "Sustainability Rider" to be included in contracts and agreements; IBU already has a Sustainability Annex and Code of Conduct (see here https://www.biathlonworld.com/inside-ibu/sustainability/biathlon-sustainability-resources) <ul style="list-style-type: none"> ACTION ITEM Katrina: Share examples on "Sustainability Rider" <p>Travel Reimbursement for Commission Members</p> <ul style="list-style-type: none"> ACTION ITEM Barbara: Share Excel and Travel Rules Document with Commission <p>POW Athlete Workshops:</p> <ul style="list-style-type: none"> NFs can host POW Workshops, and IBU will cover the cost of the educators => Contact Theresa for more information
9	<p>Next meeting</p> <ul style="list-style-type: none"> Post Season Meeting online in early April 2025– then determine plans for an in-person meeting Virtual Presidents' Meeting in September 2025 OC Meeting in Salzburg, 26 June 2025 Diversity, Equality and Inclusion Forum (Location TBD) in November (dates TBC)

	Action Items	Responsibility	Date
1	Share examples of "cheeky" sustainability comms at Paris 2024	Riikka	
2	Working Group to start defining the mandatory assignments using the Climate Transition Plan current version and other existing event guidelines	Martin	
3	Consider requirements for being A/B nation if there is a sustainability strategy and person assigned, and therefore receive more funding => discuss with Development Department	Riikka	
4	Share information on cover experiment from Oberhof	Klaus	

5	Ask Fabian Wolfsperger about Cover material experiment	Riikka/Barbara	
6	Share links to SIEPPUR webinars and presentation documents	Barbara	done
7	Check on options for better implementation of data in Position Green	Riikka	
8	Get a quote on SAF usage on IBU charter flights	Riikka	
9	Review and prioritize the actions in the climate transition plan into mandatory and optional for NFs and OCs	Riikka & WG with Martin, Marlen?	
10	Check back with Deloitte about drivers of net zero 2040 to include in the climate transition plan	Riikka	
11	Confirm official definition of net zero, how much can be compensated	Riikka	
12	Share environmental impact assessment in GAMES project to further identify the ecological cost of events	Barbara	done
13	Research on what other sports are doing on awareness raising campaigns and which have sustainability commissions	Riikka/Barbara	
14	Share information on "sustainability riders" to be included in contracts	Katrina	
15	Launch post and pre-season virtual meetings to create a Snow Sports Networking within IBU and create a resource sharing platform on IBU Learning Suite	Sust Team	
16	Send travel Information and excel for travel reimbursement	Barbara	done