



IBU

**SUSTAINABILITY
REPORT 2024**

**BECOMING A LEADER IN
SUSTAINABILITY IN SPORT**





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DEAR BIATHLON FAMILY,

2024 has been another landmark year for the International Biathlon Union (IBU) as we continue to position sustainability at the heart of all we do. The launch of Target 2030 has provided a comprehensive framework that reaffirms our climate commitments while ensuring that we continue to set new standards for sustainability within sport. We remain committed to achieving net-zero emissions by 2040, with a science-based approach, across our organisation.

Our work on the sustainability front has garnered global recognition, most notably our Highly Commended distinction at the 2024 IOC Climate Action Awards. This accolade underscores the IBU's leadership in reducing emissions across key areas, particularly our ground-breaking efforts in collaboration with broadcasters to measure and reduce carbon footprints. At the same time, our initiatives, like the Sustainability Charter for Organising Committees, continue to foster systemic change across our sport, helping our events better integrate sustainability into their planning and execution.

As we move forward, integrating Para Biathlon into all our operations, enhancing gender equality, and advancing wider diversity and inclusion efforts represent additional areas of emphasis. This year, we have also made further strides in building educational frameworks to equip our athletes, staff, organisers and national federation members with the skills and know-how needed to drive sustainability initiatives across biathlon. Through engaging athletes as sustainability ambassadors and expanding our partnerships, we are creating a collaborative culture that amplifies our collective impact.

In the years ahead, it will be crucial to continue forging strong partnerships with selected international organisations, partners, and local actors. These collaborations will help us meet our

sustainability objectives while broadening our impact on the global stage. Sustainability requires long-term commitment to action, and we remain resolute in our vision to create a sport that is not only competitive but also contributes to a more sustainable planet.

Looking to the future, we recognise that sustainability is a continuous journey that requires flexibility. The challenges we face – from climate change to resource efficiency – are real and urgent. However, I am confident that by working together, we will emerge stronger, more resilient, and more united in our mission to protect our snow for future generations.

Thank you for your continued contributions as we strive to meet the challenges of today and build a resilient, sustainable future for our sport.



OLLE DAHLIN
IBU President

SUSTAINABILITY AT THE IBU

GOVERNANCE

SUSTAINABILITY IN TARGET 2030

The Target 2030 strategic plan for biathlon, launched in September 2024, builds on the successes of Target 26 and continues to incorporate sustainability as part of IBU's Vision and as one of the underlying principles.

Sustainability is also a core strategy under the Target named Innovating our Future. The IBU's main sustainability commitment remains reducing the sport's carbon footprint by 50%, in line with the Paris Agreement.

A central feature of the 2030 plan is the development of a modern, sustainable event concept, integrating environmental principles into top-level IBU events to minimise their impact and maximise social legacies. The IBU will also optimise spectator attendance relative to environmental impact and review its event calendar to respond to social and environmental developments.

Additionally, as a separate commitment, Para Biathlon will be fully integrated by 2030, and initiatives like Biathlon 4 All will continue to provide access to equipment and participation opportunities for all athletes, especially youth.

As part of the Governance priorities, the IBU will also enhance its Diversity, Equity, and Inclusion (DEI) efforts to ensure sustainability is inclusive, promoting gender equality and empowering diverse stakeholders.



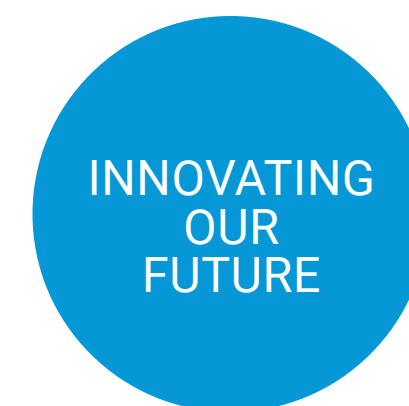
STRATEGIC PRIORITIES



CLOSING THE **COMPETITION GAP**



DEVELOPMENT OF A **MODERN, SUSTAINABLE SPORT AND EVENT CONCEPT**



ANALYSIS OF THE **IBU'S COMMERCIAL MODEL**



INTEGRATION OF **UNDERLYING PRINCIPLES**

SUSTAINABILITY AT THE IBU

GOVERNANCE

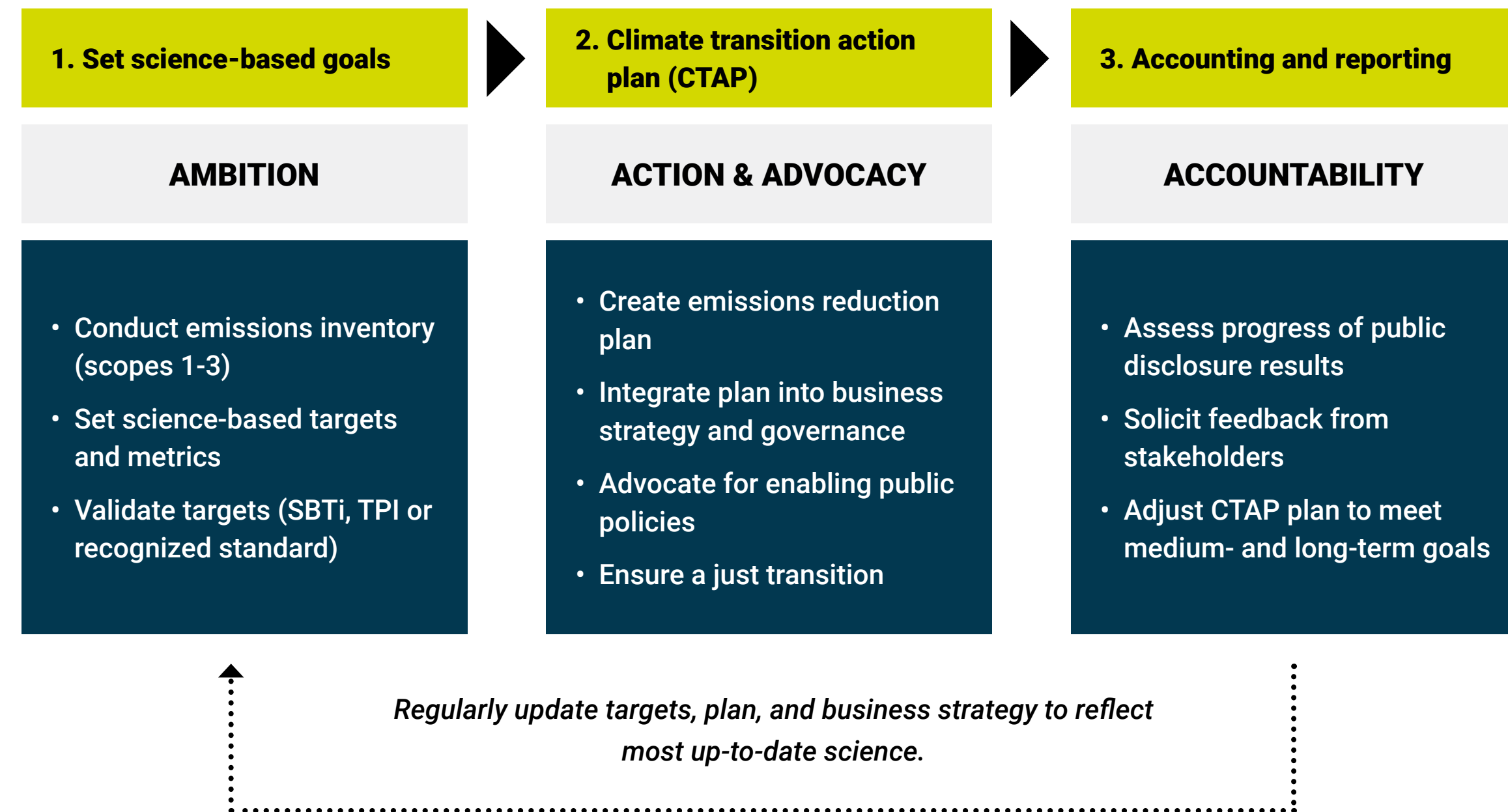
CLIMATE TRANSITION ACTION PLAN

The **IBU Climate Transition Action Plan (CTAP)**, which is launched alongside the 2024 Sustainability Report, is a critical component of the Target 2030 strategy. Building on the IBU Sustainability Strategy 2020-2030, the CTAP outlines actionable steps until 2030 to help the IBU get on a pathway to net-zero by 2040. It integrates the IBU's ambitious climate goals with a science-based approach to reduce greenhouse gas emissions across the organisation and its events.

Aligned with the UNFCCC Sport for Climate Action Framework and the Race to Zero campaign, the CTAP introduces specific emission reduction milestones, focusing on travel, energy consumption, snow management, and sustainable event practices. It seeks to ensure that sustainability is embedded at the core of the sport, reinforcing the IBU's leadership role in climate action within the global sports community.

The CTAP also supports the Target 2030 framework by linking near-term actions to long-term goals, so that biathlon remains a sustainable sport for future generations. It emphasises continuous data collection and emission reductions while driving engagement and collaboration across the Biathlon Family to create measurable impact.

THE JOURNEY TO CORPORATE CLIMATE CREDIBILITY



SEASON HIGHLIGHTS

KEY ACHIEVEMENTS

IBU RECOGNISED BY THE IOC AS ‘HIGHLY COMMENDED’ AT THE CLIMATE ACTION AWARDS 2024 FOR LEADING EFFORTS IN ENVIRONMENTAL SUSTAINABILITY

In **September 2024**, the IBU was highly commended by the IOC for working with TV broadcasters in collaboration with its media partner European Broadcasting Union, to measure their carbon footprint during the 2023/24 World Cup season and to identify initiatives that will reduce emissions in the future.

The IBU is the first Olympic IF that has looked at systematically reducing its major events’ broadcasting emissions – an area that is often deemed difficult to address and consequently will help provide learnings for other sports in the Olympic movement. Launched in November 2022, the IOC Climate Action Awards recognise Olympic and Paralympic athletes, IFs and National Olympic Committees (NOCs) for their proactive efforts in tackling climate change.



FIRST SEASON OF FULL BAN ON CARBO FLUORINE WAXES

The implementation of the full fluor ban in the **2023/2024 season** was the most significant sport-technical change in snow sports in three decades. The transition went remarkably well, underscoring IBU’s commitment to environmental responsibility. The fluor ban implementation process remains ongoing, requiring continuous assessment and development to perfect its execution.

Key to the success of the ban on carbo fluorine ski preparation products was a wide-ranging consultation with the national federation (NF) representatives, from the management to coaching and technical staff, along with educational efforts. These included workshops and a pre-season seminar for team technicians. In conjunction with the fluor ban at the World Cup and IBU Cup events, the IBU implemented a procedure for common waxing at IBU junior and regional events to control the cost and products used in ski preparation.

 [Click here to read more](#)



CLIMATE

SAVING OUR WINTERS

Reducing our sport's carbon footprint is the most effective way for the IBU to directly contribute to addressing the climate crisis.



CLIMATE

SAVING OUR WINTERS

STRATEGIC OBJECTIVE Reduce the carbon footprint of biathlon as a sport by 50%. 'Sport' is defined as Level 1 'IBU as organisation' and Level 2 'IBU events' and covers Scopes 1-3.

HIGHLIGHTS 2023/2024

NF GERMANY AND OC OSLO WIN 2024 SUSTAINABILITY AWARDS

SEPTEMBER 2024 – The IBU Congress 2024 in Belgrade, Serbia, saw the presentation of the IBU Awards for the 2023/2024 season. Launched in 2022, the IBU Sustainability Award for OCs was expanded to include the NFs' efforts to implement and promote sustainable practices.

The winner of the NF Award for Excellence in Sustainability was German Ski Federation (DSV) that received the acclaim for implementing climate-friendly heating solutions for temporary infrastructure at its World Cup events that replaced diesel-aggregates with pellets.

The OC Award for Excellence in Sustainability went to the Organising Committee for the Oslo-Holmenkollen World Cup, Norway for implementing concrete actions that translated to direct CO2 emission reductions, such as using foldable waxing cabins and switching to renewable electrical power for tent infrastructure.



CLIMATE

SAVING OUR WINTERS



HIGHLIGHTS 2023/2024

20 NFS RECEIVE A SHARE OF €250,000 FOR ENVIRONMENTAL AND SOCIAL SUSTAINABILITY PROJECTS

JUNE 2024 – The IBU supported a total of 117 development projects with €1.6 million during the 2024/2025 season. There were 17 NF projects dedicated to promoting gender equality among the Biathlon Family with total support of €192,650. Furthermore, sustainability initiatives by 5 NFs, such as developing an eco-friendly biathlon shooting range, preparation of a carbon management plan or emissions mapping of national biathlon events were supported with additional €53,000.



HIGHLIGHTS 2023/2024

IBU JOINS INDUSTRY CLIMATE PACT

FEBRUARY 2024 – The IBU joined the Winter Sports Sustainability Network (WSN) as an Organisational Member and became a co-signatory of the Climate Pact. This Pact signifies a unified commitment to accelerate climate action from within the winter sports industry through ski, binding, and boot brands, including several of IBU's long-term supplying partners.

 [Click here to read more](#)

CLIMATE

SAVING OUR WINTERS



TARGET

1 **IBU CO2**
LEVEL 1


COMMITMENT IN 2030 IBU as an organisation achieves 50% reduction and climate neutrality by 2030 from 2022 emissions baseline for Scopes 1-3.

STATUS 2024 IN PROGRESS


Due to better data quality, the baseline season has been moved forward to 2022 while keeping the original 50% reduction target until 2030. Emissions per employee have risen by 8.3% mainly due to the once-in-four-years overseas events in Canada and USA.

STATUS 2024
-8%

7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



TARGET

2 **IBU EVENT CO2**
LEVEL 2


COMMITMENT IN 2030 100% of WCH from 2027 and 100% of World Cups from 2026 commit to a carbon management programme to achieve 50% reduction and climate neutrality by 2030 for Scopes 1-3 compared with baseline of 2022 (adjusted for four-year period).

STATUS 2024 IN PROGRESS*


Year-to-year emissions have decreased -5% despite more fans attending IBU events. Due to a lack of data pre-Covid, baseline year moved to 2022. Emissions tracking will follow the four-year Olympic cycles also used in IBU calendar planning.

STATUS 2024
-5%

7 AFFORDABLE AND CLEAN ENERGY



13 CLIMATE ACTION



TARGET

3 **NF COMMITMENT TO CARBON MANAGEMENT**
LEVEL 3

COMMITMENT IN 2030 By 2030, 50% of NFs join UN Sports for Climate Action Framework and/or commit to a carbon management programme with individual goals.

STATUS 2024 IN PROGRESS

7 NFs have so far received sustainability related funding under IBU Development Support (32% of NFs in the A & B development categories). According to the NF Online Survey 2024, 25 NFs have a sustainability action plan.

STATUS 2024
40%

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



TARGET **IBU PARTNER COMMITMENT TO CARBON MANAGEMENT**
LEVEL 3


COMMITMENT IN 2030 By 2030, 100% of IBU partners have express commitments for carbon management and climate action.

STATUS 2024 IN PROGRESS


2nd Ski Industry Climate Summit held in conjunction with ISPO. Several work streams under Winter Sports Sustainability Network. 44% of IBU's supplying partners have published sustainability commitments.

STATUS 2024
44%

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



* Please see page 38 for details



VENUE & EVENT

GREENING OUR EVENTS

Thousands of spectators flock to our events to revel in the excitement of biathlon. Our challenge is to welcome them while minimising the impact of our events on their host communities.



VENUE & EVENT GREENING OUR EVENTS

STRATEGIC OBJECTIVE Enable biathlon venues and events to have a long-term positive impact on their host communities and the environment. Ban single-use plastic and ensure all waste is re-used, recycled or composted.

HIGHLIGHTS 2023/2024 IBU JOINS ERASMUS BENCHES PROJECT



FEBRUARY 2024 – On 1 February, the IBU joined the Erasmus+ funded BENCHES (Biodiversity, Ecosystems and Nature Conservation Helped and Enhanced by Sports) project which aims to assess sport’s impact and dependency on nature. Led by the Sant’Anna School of Advanced Studies in Pisa, Italy, it brings together World Athletics, World Sailing, the Italian Canoe Kayak Federation, S.L. Benfica and IBU, with Touchline serving as the dissemination partner. Each sport has a unique relationship with nature across different terrains - from rivers, lakes and oceans to mountains and urban areas, and BENCHES seeks to develop an assessment tool and processes to mitigate the impact across these delicate ecosystems. The three-year project will run from 2024-2027.



[Click here to read more](#)



HIGHLIGHTS 2023/2024 GAMES MID-TERM SEMINAR & WEBINAR SERIES

SPRING 2024 – The GAMES (Green Approaches in Management for Enhancing Sport) Erasmus+ decarbonising sports project held its mid-term conference entitled “Making Sport Sustainable” at the Norwegian School of Sport Sciences on 29 February 2024 in conjunction with the IBU World Cup in Oslo, Norway.

The IBU also participated in hosting various webinars in the six-part GAMES webinar series, including one on “How to minimise the impact of fan mobility at sports events: the case of biathlon”, which featured the BMW IBU World Championships 2023 in Oberhof and the BMW IBU World Cup 2023 in Lenzerheide.

[Click here to read more](#)

VENUE & EVENT

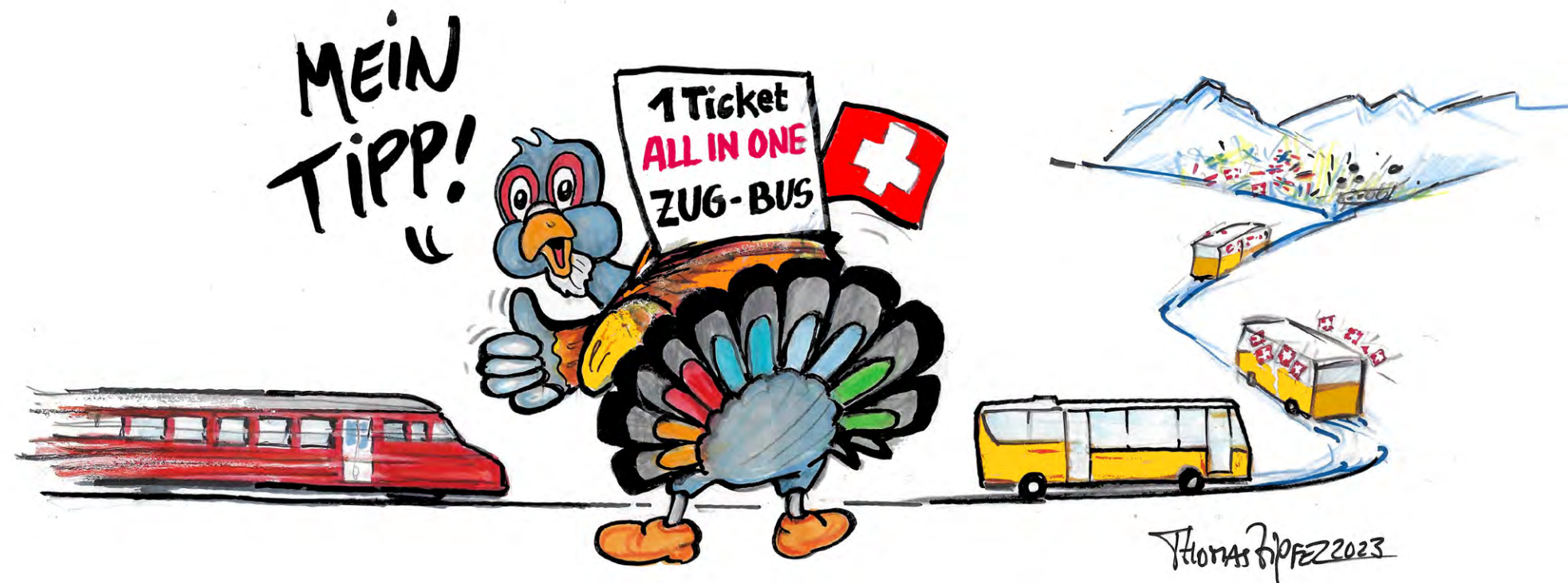
GREENING OUR EVENTS



HIGHLIGHTS 2023/2024

FIRST SEASON IMPLEMENTING THE IBU SUSTAINABILITY CHARTER

In 2023, the IBU launched its Sustainability Charter for Organising Committees (OCs). A total of 14 OCs have signed up to the voluntary Charter, including all nine IBU World Cup venues, and both World Championships hosts. By signing the Charter, the Organising Committees have pledged to six commitments with concrete actions that aim to reduce the environmental impact of events and create a positive social contribution for the hosting communities. The Charter is guided by the IBU's Sustainability Strategy 2030 and aligns with global frameworks like the UN SDGs. After the 2023/2024 season concluded the OCs reported on their progress by answering approximately 60 questions related to the six commitments outlined in the Charter.



KEY FINDINGS FROM THE FIRST YEAR OF REPORTING INCLUDE:



GOVERNANCE

64% of OCs have a sustainability plan in writing



INCLUSION

50% of OCs have gender equality and inclusion strategies



RESOURCE USE AND NATURE 71% of OCs have achieved CO2 reductions compared to the previous (2022/2023) season



MOBILITY AND ACCESSIBILITY 93% of venues ensure accessibility for event attendees with disabilities



SUPPLY CHAIN AND WASTE 79% of OCs have waste management strategies, focusing on reuse, recycling, and compostable materials



INFORMATION AND EDUCATION 50% of OCs provide sustainability training for staff, and volunteers

As the 2023/2024 season marked the first one for the charter signatories to report on their sustainability initiatives each OCs submission was thoroughly reviewed. Tailored feedback was provided about their progress and further areas of improvement. Additionally, prior to the 2024/2025 season, the survey was revised and refined to ensure clearer questions and more precise reporting of progress.

VENUE & EVENT GREENING OUR EVENTS



TARGET

5 IBU HOUSE SUPPLY CHAIN LEVEL 1

COMMITMENT IN 2030 IBU implements a sustainable procurement policy, Green Office Rules and sustainable events checklist for IBU's own events.

STATUS 2024 COMPLETE - ONGOING

Continued enhancement and implementation of an internal event checklist. Centralised application of IBU procurement policy.



TARGET

6 HOUSE WASTE LEVEL 1

COMMITMENT IN 2030 IBU ensures that its own office facility has a positive overall impact on the environment, enforces a ban on single-use plastic and makes sure all its waste is re-used, recycled or composted.

STATUS 2024 IN PROGRESS

IBU cleaning provider collected waste weight for the second year in a row, with a slight increase from 23.4kg (2023) to 23.8kg (2024) per person (+1.4%). Organic waste bins have finally been introduced on campus end of 2023.

TARGET

7 IBU SUSTAINABLE EVENTS GUIDELINES LEVEL 2

COMMITMENT IN 2030 IBU develops tiered IBU Sustainable Events Guidelines for all IBU event series and implements a compliance requirement into event hosting agreements.

STATUS 2024 IN PROGRESS

14 OCs signed the new Sustainability Charter and reported against it in 2023/2024 season, representing 64% of all OCs hosting events in the top three IBU series.



TARGET

8 IBU EVENT SUPPLY CHAIN LEVEL 2

COMMITMENT IN 2030 100% of WCH from 2027 and 100% of World Cups adopt a sustainable procurement code with detailed targets by 2026 and 50% of other IBU events by 2030.

STATUS 2024 STARTED

Resource management included as a category in the voluntary Sustainability Charter. New sustainability requirements to apply from the 2026/2027 season.



VENUE & EVENT GREENING OUR EVENTS



TARGET


9 **IBU EVENT SUSTAINABILITY PRACTICES**
LEVEL 2

COMMITMENT IN 2030 100% of WCH from 2027, 100% of World Cups from 2026 and 50% of all IBU series events by 2030 comply with requirements in the IBU Sustainable Events Guidelines.

STATUS 2024 IN PROGRESS

14 OCs signed the new Sustainability Charter and reported against it in 2023/2024 season, representing 64% of all OCs hosting events in the top three IBU series.

STATUS 2024
64%



TARGET

10 **EVENT SUSTAINABLE ACCOMMODATION**
LEVEL 2

COMMITMENT IN 2030 More than 50% of WCH and World Cup venues implement concrete initiatives to promote sustainable accommodation in their region together with their local decision-makers.

STATUS 2024 STARTED

Cooking guidelines expanded to a vegetarian IBU Cookbook in cooperation with 10 World Cup venues.



TARGET

11 **EVENT TV BROADCASTING**
LEVEL 2

COMMITMENT IN 2030 100% of WCH from 2027 and 100% of World Cups by 2030 implement sustainable TV broadcasting plans and overall event technology concepts.

STATUS 2024 IN PROGRESS

Structured programme launched in cooperation with the EBU to engage with IBU World Cup host broadcasters on sustainable production.




TARGET



12 **NF SUPPLY CHAIN**
LEVEL 3

COMMITMENT IN 2030 50% of NFs commit to a sustainable procurement code with detailed targets.

STATUS 2024 STARTED

Several NFs active. Total of seven NFs have received sustainability related funding under IBU Development Support which represents 11% of all NFs.

STATUS 2024
11%

VENUE & EVENT GREENING OUR EVENTS



TARGET

13 **NF VENUE SUSTAINABILITY CRITERIA**
LEVEL 3

COMMITMENT IN 2030 50% of NFs adopt sustainability criteria for infrastructure / venues, including landscape requirements and develop comprehensive use plans.

STATUS 2024 STARTED

National environmental and permit requirements a key driver. Significant upgrades through refurbishment ahead of major events.



TARGET

14 **IBU BIODIVERSITY PRACTICES**
LEVEL 1

COMMITMENT IN 2030 IBU ensures 100% of IBU licensed facilities comply with biodiversity best practices and develop long-term use/legacy plans.

STATUS 2024 IN PROGRESS

IBU joined the BENCHES project with the goal of developing a sport-specific biodiversity assessment tool. Supported an IBU athlete to conduct a mapping of biathlon venue specific biodiversity issues for a Master's thesis.



TARGET

15 **IBU EVENT BIODIVERSITY PRACTICES**
LEVEL 2

COMMITMENT IN 2030 100% of IBU series events follow biodiversity best practices (e.g. IUCN) and develop long-term use/legacy plans.

STATUS 2024 STARTED

Biodiversity included as a category in the voluntary Sustainability Charter. New sustainability requirements to apply from the 2026/2027 season.



TARGET

16 **NF BIODIVERSITY PRACTICES**
LEVEL 3

COMMITMENT IN 2030 50% of NFs commit to following biodiversity guidelines (e.g. IUCN) and develop long-term use / legacy plans for their facilities

STATUS 2024 IN PROGRESS

IBU joined the BENCHES Erasmus+ project with the goal of developing a sport-specific biodiversity assessment tool. Initial work underway at some NFs.





SPORT

LEAVING NO TRACE

Our sport is an outdoor sport which takes place in a natural environment. We aim to leave it intact.



SPORT

LEAVING NO TRACE

STRATEGIC OBJECTIVE Ensure environmental neutrality of the sport (air, water and soil).



HIGHLIGHTS 2023/2024

SIIEPPUR VIRTUAL SUSTAINABLE SNOW SUMMIT DELIVERS INSIGHTS INTO THE FUTURE OF SNOW

APRIL 2024 – Midway through the SIIEPPUR project, the virtual Sustainable Snow Summit brought together more than 90 Nordic snow practitioners to discuss sustainable snow management practices from IBU and other Nordic skiing venues worldwide. Leading snow experts reviewed sustainable snow management strategies across snow production, storage, transport, handling and grooming. The Summit showcased both the project’s findings and case studies from venues in Italy, Slovenia, Poland, Czechia, Sweden, Finland and Switzerland. Additionally, IBU Snow Tech partners PistenBully and Prinoth presented their latest technology solutions for sustainable snow management.



[Click here to read more](#)



HIGHLIGHTS 2023/2024

IBU SNOW NETWORK FOCUSES ON COLLABORATION AND INNOVATION

The 4th in-person meeting of the IBU Snow Network with IBU snow experts and 18 OCs took place in Sterzing, Italy, and focused on an exchange of knowledge on grooming and related snow management topics.

Hosted at the headquarters of Prinoth, an IBU SnowTech partner, the meeting facilitated a review of the previous season and strategic discussions on the future of snow management in biathlon. Topics included an in-depth analysis of past season’s weather patterns and the snow management procedures at the IBU World Championships 2024. OC representatives outlined their strategies to face future challenges, such as snow scarcity, heavy rain, and warm temperatures.

HIGHLIGHTS 2023/2024

RIGOROUS PARA BIATHLON WORLD CUP 2023/2024

MARCH 2024 – The compact Para Biathlon season 2023/2024 featured a World Cup in Martell-Val Martello, Italy, and the inaugural stand-alone Para Biathlon World Championships 2024 followed by Season Finals in Prince George, Canada. The results from these three events counted towards the Total Score standings.

Thanks to the great efforts by these OCs, the season went smoothly. Planning for Para Biathlon differs from the usual course planning as it demands creating smoother curves and less steep uphill sections. Moreover, the Para Biathlon shooting range requires a purpose-built setup at every venue. The IBU’s support for OCs includes shooting range equipment and vision-impaired rifle and target systems in cooperation with Kurvinen Biathlon Targets/Ecoaims. During the season, the IBU also educated nine international referee candidates from Sweden, Germany, Finland and Canada in order to develop professional Para Biathlon referees to help improve the quality of future events.



IBU
**PARA BIATHLON
WORLD CUP**



IBU
**PARA BIATHLON
WORLD
CHAMPIONSHIPS**

[Click here to read more](#)

SPORT LEAVING NO TRACE



FOUR YEARS OF THE IBU SNOW NETWORK

Since May 2021, the IBU Snow Network has greatly helped enhance sustainable snow management practices at IBU venues. This initiative, a cornerstone of the IBU's commitment to sustainability, has seen active participation from venues worldwide to implement top-tier snow production and storage strategies to realise best possible competition conditions despite the challenges posed by changing weather patterns.

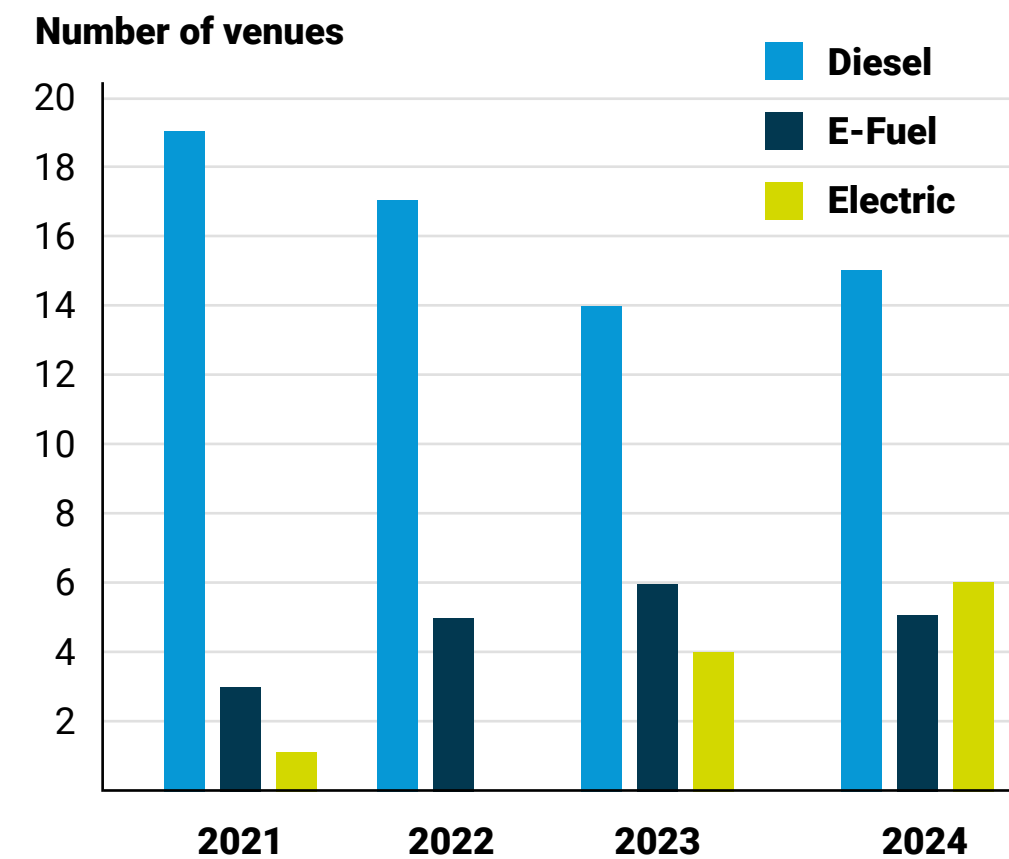
The results of the latest annual survey of IBU World Cup, IBU Cup, and IBU Junior Cup venues for the 2023/2024 season with 25 responses underscore significant advances in snow production technologies since the launch of the Network. Looking at the data from the last four years significant progress and improvement in snow management becomes evident.

KEY HIGHLIGHTS

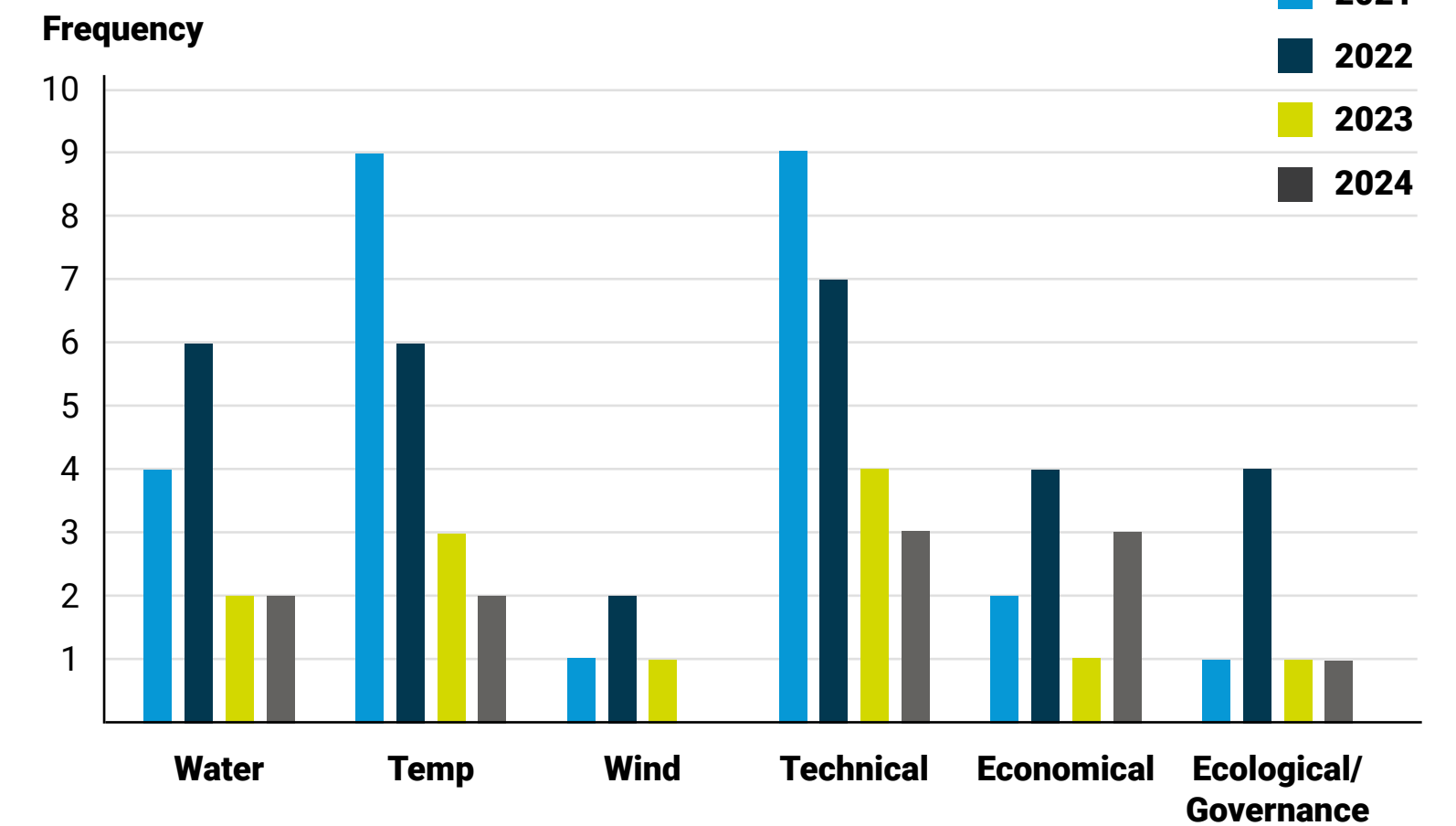
- Thanks to efficiency gains and best practice sharing the venues needed on average **2,600 m³** less snow per year
- Most snow making limitations such as water, temperature or technical limitations **were reduced** over the 4-year period
- Additionally, the number of grooming machines using diesel was reduced from 19 to 15 venues relying on them, while the number of **electric grooming machines increased from 1 to 6 venues** now working with them

[Click here to read more](#)

ENERGY SOURCE USED FOR GROOMING



SNOW MAKING LIMITATIONS



Although the snow management methods vary across venues and are bound to local limitations, venues continue to explore different snow management techniques and improve storage techniques to ensure snow can be kept for later use. However, the availability of space for storage and the cost of energy remain significant challenges for many venues, not to mention the increasingly unpredictable weather patterns.

The IBU Snow Network continues to support venues in adopting sustainable snow management practices, ensuring that biathlon events can be held in optimal conditions, with minimal environmental impact.

"The IBU Snow Network has become one of the most productive gatherings within the IBU and is likely to become increasingly important in the future. It is critical for the IBU to continue to develop data and science-based know-how in sustainable snow management to ensure the preparedness of IBU event hosts for future snow conditions."

IBU Sport & Event Director Daniel Böhm

SPORT

LEAVING NO TRACE



TARGET

17 LEAD AT IBU
LEVEL 1

COMMITMENT IN 2030 IBU works with industry to develop and implement lead-free bullets for biathlon.

STATUS 2023 IN PROGRESS

Continued dialogue with stakeholders to investigate options and anticipate future regulations on lead in sport shooting.



TARGET

18 LEAD AT IBU EVENTS
LEVEL 2

COMMITMENT IN 2030 100% of IBU event series venues comply with best practices on lead bullet collection (new procedures fully implemented by 2024).

STATUS 2024 IN PROGRESS

Continued collection of lead management best practices.



TARGET

19 LEAD AT NF LEVEL
LEVEL 3

COMMITMENT IN 2030 100% of NFs comply with the latest lead bullet collection procedures in all their facilities (by 2028).

STATUS 2024 IN PROGRESS

Two NFs with projects on lead management under the IBU Development Support programme.



TARGET

20 FLUOR-FREE SPORT AT IBU
LEVEL 1

COMMITMENT IN 2030 IBU transitions to a Fluor-free sport globally (before 2021/2022 season) – delayed to 2023.

STATUS 2024 COMPLETE

Full implementation of fluor ban at all IBU managed competitions.



SPORT

LEAVING NO TRACE



TARGET

21 FLUOR WAXES AT IBU EVENTS

LEVEL 2

COMMITMENT IN 2030 IBU enforces fluor-free wax rule in all IBU series (in 2021/2022).

STATUS 2024 COMPLETE

Full implementation of fluor ban at all IBU managed competitions.



STATUS 2024
100%



TARGET

22 FLUOR WAXES AT NFS

LEVEL 3

COMMITMENT IN 2030 100% NFs comply with non-fluorine wax rule in all levels of competition.

STATUS 2024 IN PROGRESS

NF-specific implementation of full fluor ban on national level.



TARGET

23 AIR POLLUTION AT IBU LEVEL

LEVEL 1

COMMITMENT IN 2030 IBU minimises health risks from air quality issues to biathlon family members through safe handling procedures and technology improvements.

STATUS 2024 IN PROGRESS

Assessment to be planned following the implementation of full fluor ban in 2025/2026.



TARGET

24 AIR POLLUTION AT IBU EVENTS

LEVEL 2

COMMITMENT IN 2030 All IBU events implement measures to reduce air pollution at their venues in particular waxing containers.

STATUS 2024 IN PROGRESS

Assessment to be planned following the implementation of full fluor ban in 2025/2026.



SPORT

LEAVING NO TRACE



TARGET

25 **AIR POLLUTION AT NF LEVEL**
LEVEL 3

COMMITMENT IN 2030 All NFs implement measures to reduce air pollution caused by waxing.

STATUS 2024 IN PROGRESS

Assessment to be planned following the implementation of full fluor ban in 2025/2026.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS




TARGET

26 **SNOW MANAGEMENT AT IBU LEVEL**
LEVEL 1

COMMITMENT IN 2030 IBU enhances efficiency of snow management in terms of energy and water use through collection, research and sharing of best practises.


STATUS 2024 COMPLETE - ONGOING

Good practices shared through the SIEPPUR project. Four seasons of the Snow Management survey completed.




STATUS 2024
100%

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



TARGET

27 **SNOW MANAGEMENT AT IBU EVENTS**
LEVEL 2

COMMITMENT IN 2030 100% of IBU event series venues apply snow management best practices.

STATUS 2024 COMPLETE - ONGOING

All IBU venues on the calendar are integrated into the Snow Network. Work to continue into foreseeable future.



STATUS 2024
100%

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY




TARGET

28 **SNOW MANAGEMENT AT NFS**
LEVEL 3

COMMITMENT IN 2030 All NFs implement measures to optimise resource use for snow management in their venues.


STATUS 2024 IN PROGRESS

All NFs with venues on the calendar are integrated into the Snow Network. Work will continue into foreseeable future.




STATUS 2024
27%

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



SPORT

LEAVING NO TRACE



TARGET

29 SALT USE AT IBU LEVEL LEVEL 1

COMMITMENT IN 2030 IBU develops a detailed understanding and ensures neutral impact on soil / ground water by the use of salt at biathlon facilities.

STATUS 2024 IN PROGRESS

Integrated in the IBU Snow Network data collection.



TARGET

30 SALT USE AT IBU EVENTS LEVEL 2

COMMITMENT IN 2030 100% of IBU events series follow best practices for use of salt.

STATUS 2024 IN PROGRESS

New data collection procedure implemented at all event series to collect and track daily snow handling data.



TARGET

31 SALT USE AT NF LEVEL LEVEL 3

COMMITMENT IN 2030 All NFs share best practice measures to optimise salt use in their facilities.

STATUS 2024 IN PROGRESS

All NFs with events on the calendar are integrated into the Snow Network.



TARGET

32 SUSTAINABILITY OF EQUIPMENT LEVEL 3

COMMITMENT IN 2030 More than 50% of industry partners have implemented concrete sustainability measures to reduce environmental impact of biathlon sport equipment.

STATUS 2024 IN PROGRESS

11 IBU Supplying Partners have joined the Winter Sports Sustainability Network and actively engage in work to reduce their impact.





PEOPLE

PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

The IBU aims to welcome everyone to the sport.

PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION

STRATEGIC OBJECTIVE Become the leading winter sport in terms of good governance, gender equality and diversity.



HIGHLIGHTS 2023/2024

PREMIERE PARA WEBINAR A GREAT SUCCESS

NOVEMBER 2023 – The first IBU Para Biathlon webinar was a success, attracting over 100 live participants from across the globe. The webinar featured eight Para Biathlon experts sharing their unique insights and experiences. Its primary goal was to inspire IBU NFs to develop Para Biathlon within their countries and to provide a clear understanding of the IBU’s governance framework.



HIGHLIGHTS 2023/2024

IBU HOSTS SECOND EDITION OF UNCONSCIOUS BIAS WORKSHOPS

APRIL 2024 – The IBU proudly hosted its second Unconscious Bias Workshop, again shining a spotlight on gender equality. Two online workshops were held on April 9th and 18th 2024, in collaboration with Prof. Marion Festing from the ESCP Business School Berlin. The sessions were specifically designed for IBU staff and NF representatives, with each group participating in two 1.5-hour workshops focused on recognising and addressing unconscious biases. Participants were encouraged to spend the time between sessions reflecting on what they learned to deepen their understanding and apply it more effectively. A total of 50 individuals participated in the workshops, with a notable 70% male attendance at the NF-focused sessions.

HIGHLIGHTS 2023/2024

BIATHLON4ALL INSPIRES YOUTH PARTICIPATION

MAY 2024 – The inaugural Kids & Youth Recruitment Forum was held in Östersund (SWE) as part of the IBU’s Biathlon4All project, staged in collaboration with Mid Sweden University and NF Sweden. The Forum welcomed 50 participants from 34 NFs to discuss good practices to promote growth and participation in biathlon among youth athletes. The focus was on global feedback sessions and presentations of first-year Biathlon4All project outcomes from NFs. The event served as a valuable collaboration platform for sharing experiences and discussing the progress of the Biathlon4All project. Participants left with new insights, practical knowledge, and a stronger sense of community within the Biathlon Family.



PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION



HIGHLIGHTS 2023/2024

IBU MENTORSHIP PROGRAMME EMPOWERS FUTURE FEMALE LEADERS

JUNE 2024 – The IBU continued its commitment to gender equality and professional development with the 2023/2024 IBU Mentorship Programme. The final seminar for the programme’s second cohort was staged in Lenzerheide, Switzerland, from 8-10 June, completing the nine-month series of educational activities designed to empower former female athletes and prepare them for leadership roles within the biathlon community. This second cohort entailed former World Cup and IBU Cup level female athletes who have retired from the sport within the past five seasons, all highly motivated with diverse experiences in biathlon.



HIGHLIGHTS 2023/2024

PARA BIATHLON DEVELOPMENT FORUM

JUNE 2024 – On 7-9 June, the 2nd IBU Para Biathlon Development Forum was held in Lenzerheide, Switzerland to further the strategic development of the sport. The Forum was attended by key NFs and industry partners ahead of the IBU taking full responsibility for the Para Biathlon World Cup events from the 2024/2025 season onwards. The cooperation on Para Nordic with FIS will shift on ensuring optimal calendar planning without scheduling conflicts, creating administrative synergies and close coordination of anti-doping efforts. The Forum was followed by a two-day workshop to develop a new Annex on Para Biathlon to be included in the IBU Event and Competition Rules under IBU’s governance.

PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION



HIGHLIGHTS 2023/2024

IBU ATHLETE SURVEY ON PORTRAYAL IN BIATHLON



Athletes agree that the coverage of men and women on IBU's platforms is equally balanced.



Athletes agree that men and women are portrayed equally on IBU's platforms.



Athletes neither agree nor disagree that men and women with the same performance level receive similar sponsorship opportunities in your country in biathlon.



1 = strongly disagree, 5 = strongly agree

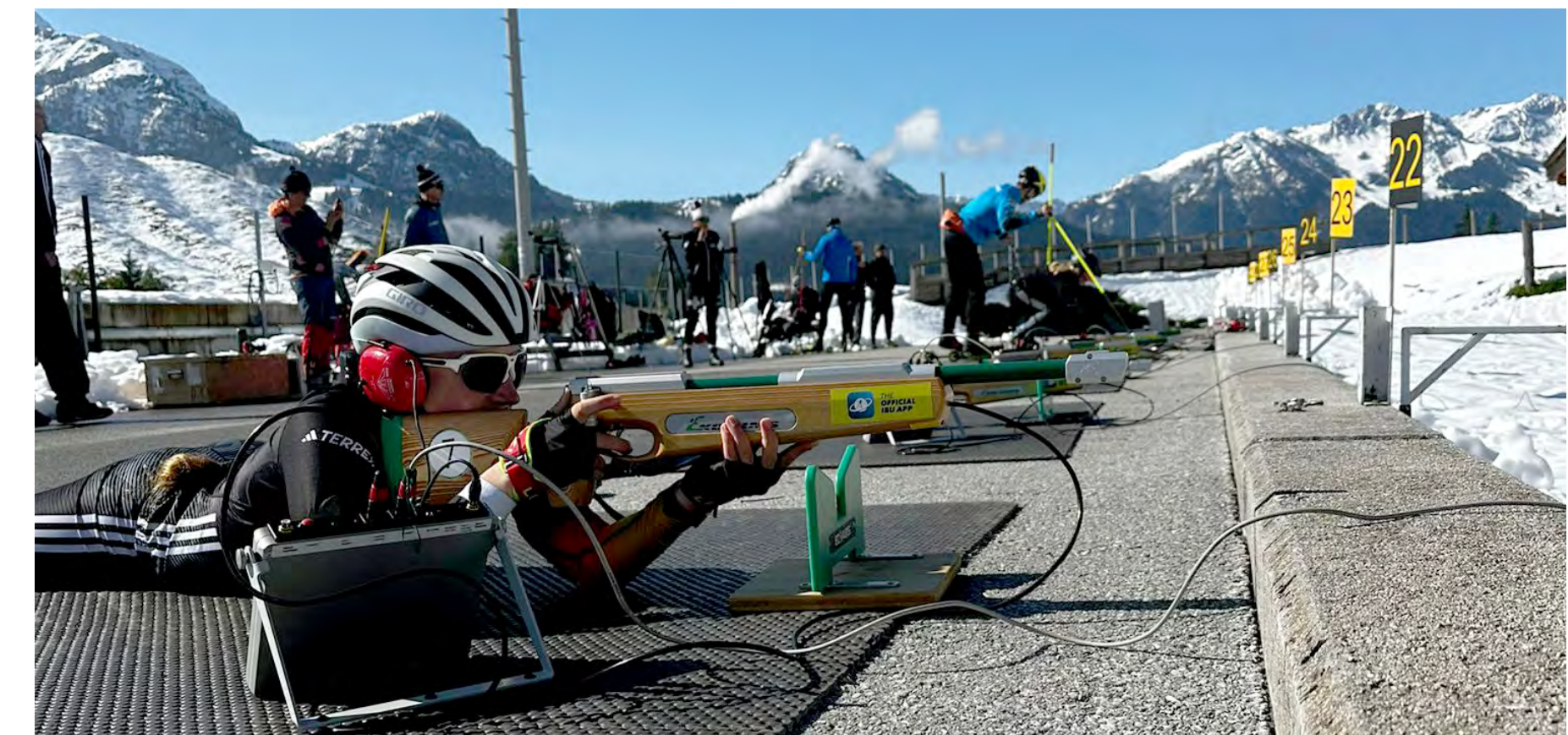
AUGUST 2024 – Under the IBU Gender Equality Strategy 2021-2026, the IBU conducted an athlete survey on the portrayal of men and women in biathlon. 83% of respondents felt media coverage is balanced, and nearly 90% agreed that both genders are portrayed equally. Mixed zone and general media interactions were rated as mostly fair, though sponsorship equality remains a challenge, with only 43% agreeing that opportunities are equal. Survey findings were shared with athletes and media, reinforcing the IBU's commitment to equality and unbiased representation in the sport.

[Click here to read more](#)

HIGHLIGHTS 2023/2024

IBU-IPC SUMMER DEVELOPMENT CAMP IN HOCHFILZEN INSPIRES PARA BIATHLETES

SEPTEMBER 2024 – Hochfilzen, Austria, hosted the inaugural IBU-IPC Summer Development Camp from 16-21 September, bringing together 27 participants from eight nations, including athletes, coaches, and aspiring referees. Supported by the International Paralympic Committee, the first edition of this camp focussed on empowering Para Biathlon beginners with essential skills and confidence to thrive on the international stage. Despite unseasonable snowfall, which blanketed the area with over 50 cm of snow, the camp went smoothly. Guided by experienced coaches, the activities included roller skiing, shooting practice, and strength training, along with a specially designed practice competition.



PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION



TARGET

33 **ENTRY LEVEL COMPETITION PARTICIPATION**
LEVEL 1

COMMITMENT IN 2030 IBU grows number of participants in entry level biathlon competitions globally.

STATUS 2024 IN PROGRESS

According to the B4A Project Coordinators reporting, 166,166 children and youth participated in the Biathlon4All activities in the first year.




TARGET

34 **REGIONAL EVENT PARTICIPATION**
LEVEL 2

COMMITMENT IN 2030 Number of participants in IBU regional events grows compared with 2020 baseline.

STATUS 2024 IN PROGRESS

During the 23/24 season, 27 Regional Events were held with 3051 participants. Due to a lack of snow, 6 events were cancelled.



TARGET

35 **NF COMPETITIONS**
LEVEL 3

COMMITMENT IN 2030 100 % NFs organise national junior and/or youth competitions and national championships.

STATUS 2024 IN PROGRESS

According to the NF Online Survey 2024, 73% of NFs organised junior national championships.



STATUS 2024
73%



TARGET

36 **IBU GRASSROOTS BIATHLON**
LEVEL 1


COMMITMENT IN 2030 IBU successfully launches biathlon for the grassroots globally, using laser or air rifle and an endurance exercise.

STATUS 2024 IN PROGRESS

44 NFs in Biathlon4All project, 500 rifle sets distributed to NFs. The 1st Project Coordinators meeting held in May 2024.



STATUS 2024
71%



PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION



TARGET

37 **EVENT GRASSROOTS BIATHLON**
LEVEL 2

COMMITMENT IN 2030 100% of WCH / World Cup OCs support and promote biathlon for the grassroots.

STATUS 2024 IN PROGRESS

Youth International Camp organised in NMNM as a legacy of WCH 2023.



TARGET


38 **NF GRASSROOTS BIATHLON**
LEVEL 3

COMMITMENT IN 2030 75% NFs organise biathlon grassroots activities for participants aged from 5-90.

STATUS 2024 IN PROGRESS

43 NFS are reporting on their activities under the Biathlon 4 All project.

STATUS 2024
68%



TARGET

39 **ACADEMY PROGRAMMES**
LEVEL 1

COMMITMENT IN 2030 IBU Academy provides a high-quality educational offer for coaches, athletes and NF & OC leadership with growing uptake

STATUS 2024 IN PROGRESS

All four levels of IBU Academy coaching courses have launched. Three camps, two of which in coordination with Olympic Solidarity, held annually. Journal of Biathlon Coaching launched in January 2024. Dozens of hours of online content available.



TARGET

40 **IBU ACADEMY FOR OCS**
LEVEL 2

COMMITMENT IN 2030 100% of IBU event OCs participate in IBU Academy educational programme.

STATUS 2024 IN PROGRESS

All OCs invited to the IBU online sustainability course. Referee education and online safety course in development.



PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION



TARGET


41 **IBU ACADEMY FOR NFS**
LEVEL 3

COMMITMENT IN 2030 100% of NFs participating in IBU Academy educational programmes and 100% NFs have dual career planning and education either through IBU Academy or on national level.

STATUS 2024 IN PROGRESS

Online webinars available to all NFs.
2nd mentorship programme with focus on former female athletes. Erasmus+ funding granted to Dual Career for Biathletes (DC4B).

4 QUALITY EDUCATION



TARGET


42 **IBU LEVEL DIVERSITY, ACCESSIBILITY AND SAFEGUARDING**
LEVEL 1

COMMITMENT IN 2030 IBU ensures zero discrimination and hate speech, and implements measures promoting diversity & accessibility as well as safeguarding across its operations.


STATUS 2024 IN PROGRESS

Extensive educational efforts and engagement in various integrity matters ongoing.
BIU employs a specialist Safeguarding Officer as well as an operational Safeguarding Advisor.


5 GENDER EQUALITY




10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



TARGET

43 **EVENT LEVEL DIVERSITY, ACCESSIBILITY AND SAFEGUARDING**
LEVEL 2

COMMITMENT IN 2030 100% IBU events have anti-discrimination and safeguarding policies and measures promoting diversity & accessibility

STATUS 2024 IN PROGRESS

Events now covered by IBU documents, e.g. Safeguarding and Confidential Reporting Policies. Safeguarding concerns reporting through secure reporting channels and follow up by specialist investigators. Aim is to ensure that all IBU events have a dedicated safeguarding officer.

5 GENDER EQUALITY



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS




TARGET

44 **NF LEVEL DIVERSITY, ACCESSIBILITY AND SAFEGUARDING**
LEVEL 3

COMMITMENT IN 2030 100% NFs implement national policy and procedures on anti-discrimination, safeguarding and promotion of diversity and accessibility.

STATUS 2024 IN PROGRESS

43 NFs reported having a safeguarding policy in the NF Online Survey 2024.




STATUS 2024
69%

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS



PEOPLE PROMOTING EQUITY, DIVERSITY AND PARTICIPATION



TARGET

45 **GENDER EQUALITY IN IBU**
LEVEL 1

COMMITMENT IN 2030 Membership of the IBU Executive Board and Committees will be a minimum of 40% of each gender by 2026.

STATUS 2024 IN PROGRESS

30% female representation in the IBU EB and TC elected in September 2022 (including athletes representatives). New rules for election from 2026.

5 GENDER EQUALITY



10 REDUCED INEQUALITIES



TARGET

46 **GENDER EQUALITY AT EVENTS**
LEVEL 2

COMMITMENT IN 2030 100% of IBU WCH and World Cups apply the IBU gender equality policy to their organisations and promote universal awareness of gender-based inequalities, particularly in media portrayal by 2030.

STATUS 2024 STARTED

Gender Equality included as a category in the voluntary Sustainability Charter. First reports and data collected in 2024.

5 GENDER EQUALITY



10 REDUCED INEQUALITIES




TARGET

47 **GENDER EQUALITY AT NFS**
LEVEL 3

COMMITMENT IN 2030 100% of NFs implement a Gender Equality or Diversity Policy by 2022.

STATUS 2024 IN PROGRESS

According to the NF Survey 2024, 33 NFs reported having a gender equality policy.




STATUS 2024
53%

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS




TARGET

48 **GENDER EQUALITY IN NF GOVERNANCE**
LEVEL 3

COMMITMENT IN 2030 50% of NF Executive Boards and Committees meet the gender diversity target of a minimum of 40% of each gender by 2030 and have 30% of female coaches, referees (officials) and volunteers at the national level by 2030


STATUS 2024 IN PROGRESS

Based on the NF Survey 2024, 24 NFs meet the goal of 30% female participation on their boards.




STATUS 2024
39%

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS





COMMUNICATION & AWARENESS

USING OUR PLATFORM

The IBU believes in the strength of our sport to be a platform to multiply our impact and to preserve our winters while taking better care of the planet.



COMMUNICATION & AWARENESS USING OUR PLATFORM

STRATEGIC OBJECTIVE Lead in advocating for climate action and sustainable development within the biathlon family and winter sports to reach the global fanbase.



HIGHLIGHTS 2023/2024

BIATHLON CLIMATE PLEDGE IN NOVE MESTO

FEBRUARY 2024 – During the BMW IBU World Championships Nove Mesto 2024, biathlon fans were encouraged to pledge their green action by selecting from a list of over 20 options. Pledging fans could choose to dedicate their good deeds to reduce emissions in honour of a national team of their choice. In total, some 500 fans pledged commitments, and 28 of the 31 nations competing at the Championships received pledges with commitments amounting to expected emission savings of 1,400 tons of CO2e over the year. The Climate Pledge campaign was organised in partnership with Pledgeball and the OC Nove Mesto 2024.



[Click here to read more](#)



HIGHLIGHTS 2023/2024 PLOGGING AROUND IBU HQ ON EARTH DAY 2024

APRIL 2024 – On International Earth Day 2024, the IBU organised a plogging action around the IBU office to raise awareness about the impact humanity has on our planet. Consistent with the year's theme "Planet vs. Plastics", IBU staff went Plogging on a 5km loop in Anif and were surprised by the amount of trash they found: The first bag had to be emptied after only 2 km! The Plogging challenge was part of an IBU education programme on sustainability and everyone's role as part of our sustainable future. The online Sustainability education course on the IBU Academy E-Learning platform was custom-developed for the Biathlon Family and has had over 1,700 people registered so far (as of January 2025). Moreover, each IBU OC has committed to ensuring that at least five persons complete the course before the start of the 2024/2025 season. The Sustainability MasterClass at the 2024 Congress also garnered significant interest from NFs, drawing a full house.

HIGHLIGHTS 2023/2024

IBU FEATURED WITH 3 SUSTAINABILITY CASE STUDIES BY IOC

MAY 2024 – The IBU was well-represented when the IOC published its 2023 Olympic Movement Sustainability Case Studies. For the past 8 years, the IOC has been selecting impressive sustainability efforts by the Olympic Movement. In addition to the three previous case studies from 2020-2022, a total of three IBU sustainability projects have been chosen in 2023 for IOC case studies, the most out of anyone in the Olympic Movement.

- [Empowering Women In Biathlon](#)
- [Decarbonising Fan Mobility](#)
- [Climate Club Trophy](#)



COMMUNICATION & AWARENESS

USING OUR PLATFORM



HIGHLIGHTS 2023/2024

IBU STAFF CLIMATE CHALLENGE GOING THE EXTRA MILE FOR THE PLANET

SEPTEMBER 2024 – For the second year running, the IBU staff came together in the Staff Climate Challenge to prepare for the 2024 Business Run. By using the Active Giving app that tracks and then converts physical activity into money, they collected €2,500 for the Österreichischer Alpenverein – ÖAV (Austrian Alpine Association) to support preservation of Austria’s alpine landscapes and foster education on climate awareness. 18 members of IBU staff logged a record of 277 sporty activities, ranging from biking, hiking and running to yoga.



HIGHLIGHTS 2023/2024

ATHLETE AMBASSADORS PROMOTE SUSTAINABILITY

ALL YEAR – The IBU and BIU Athlete Ambassadors serve as role models, promoting trust and sustainability in biathlon.

Ukaleq Slettemark, a Sustainability Ambassador, participated in the **GSSport24 Conference**, sharing her personal experiences with climate change in her native Greenland. She emphasised the power of community and small actions in fostering sustainability.

Meanwhile, **Jacques Jefferies** represented the IBU at the **EOC Seminar**, highlighting the athletes' unique role in advancing sustainability and outlining practical steps for reducing environmental footprints in sports.

Both Jacques and Ukaleq, along with **Kelsey Dickinson** from the Gender Equality group, contributed as jury members for the 2024 IBU Awards in Sustainability and in Gender Equality, reinforcing the IBU's commitment to these critical areas.

[Click here to read more](#)

Global Sustainable Sport



Ukaleq Slettemark, OLY

Olympian and Biathlete



COMMUNICATION & AWARENESS

USING OUR PLATFORM



TARGET

49 ISO 20121 FOR IBU
LEVEL 1

COMMITMENT IN 2030 IBU is certified against the ISO 20121 standard for sustainable events (by 2024).

STATUS 2023 NOT YET STARTED

Project on hold.



TARGET

50 ISO 20121 FOR WCH
LEVEL 2

COMMITMENT IN 2030 IBU Biathlon World Championships are ISO 20121 certified (from 2027).

STATUS 2024 STARTED

Certification required from all WCH hosts starting in 2027.



TARGET

51 EHD SUSTAINABILITY
LEVEL 3

COMMITMENT IN 2030 100% of IBU World Cups and 50% of other IBU events comply with IBU Event Sustainability Guidelines as per event hosting agreement (from 2025).

STATUS 2024 IN PROGRESS

100% of the World Cup and World Championships hosts signed the voluntary IBU Sustainability Charter in season 2023/2024.



COMMUNICATION & AWARENESS

USING OUR PLATFORM



TARGET



52 **NF SUSTAINABILITY TARGETS**
LEVEL 1

COMMITMENT IN 2030 100% of NFs have a sustainability policy with express targets

STATUS 2024 IN PROGRESS

28 NFs reported having sustainability policies in the NF Online Survey 2024.

STATUS 2024
45%

TARGET



53 **IBU PARTNER SUSTAINABILITY**
LEVEL 3

COMMITMENT IN 2030 100% of IBU partners have a sustainability policy and cooperate with the IBU to promote sustainability.

STATUS 2024 IN PROGRESS

44% of supplying partners have sustainability programs. 11 have joined Winter Sports Sustainability Network.

STATUS 2024
44%

TARGET

54 **IBU PROMOTIONAL ACTIVITY**
LEVEL 3

COMMITMENT IN 2030 IBU actively promotes sustainability and climate action to external and internal stakeholders, including fans, through creative campaigns and selected partnerships.

STATUS 2024 IN PROGRESS

IBU Climate Pledge Campaign staged during WCH Nove Mesto 2024. IBU joined ASOIF Sustainability Consultative Group (ASCG) and EU Steering Group for Green Sport/Share 2.0.



COMMUNICATION & AWARENESS

USING OUR PLATFORM



TARGET

55

IBU EVENT SUSTAINABILITY COMMUNICATION
LEVEL 1

COMMITMENT IN 2030 100% of IBU series events support the IBU's sustainability communications plan, using their event as a platform to reach out to fans and spectators about sustainable behaviour and climate action.

STATUS 2024 IN PROGRESS

14 OCs signed the new Sustainability Charter and reported on their sustainability communication work. 3rd edition of the IBU OC Award presented.



TARGET

56

NF SUSTAINABILITY COMMUNICATION
LEVEL 3

COMMITMENT IN 2030 100% of NFs contribute to IBU's sustainability communication goals and engage in communicating the importance of sustainable behaviour to their audiences.

STATUS 2024 IN PROGRESS

Eight NFs have published information on their sustainability activities on their websites. New Sustainability Award for NFs launched in 2024.



STATUS 2024
13%



TARGET

57

IBU PARTNER COMMUNICATION
LEVEL 3

COMMITMENT IN 2030 100% of IBU partners engage in sustainability advocacy.

STATUS 2024 IN PROGRESS

IBU joined the Winter Sports Sustainability Network Climate Pact together with 7 of 21 ski industry Supplying Partners.



STATUS 2024
33%



WHAT'S NEXT?

As we look into the future, 2024 has set the stage for continued progress, particularly in implementing the Target 2030 agenda. This new strategy will guide the IBU's efforts to embed sustainability into every aspect of biathlon, from governance to event management. The introduction of the IBU Climate Transition Action Plan (CTAP) is a pivotal step in our journey, as it outlines actionable measures to reduce our impact and ensure a sustainable future for biathlon.

At the IBU Congress in September 2024, we have introduced important adjustments to our Event and Competition Rules (ECR) to streamline the competition series set-up and improve the athlete progression system. Along with the global launch of the Biathlon4All programme and the introduction of the innovative Loop One Festival in Munich in October 2025, these changes seek to ensure that biathlon remains both competitive and accessible, while supporting our long-term goals.

Our efforts will continue to focus on enhancing snow management practices under the umbrella of the IBU Snow Network. In 2025, while the groundbreaking SIEPPUR Sustainable Snow Management project will come to an end, we will keep developing sustainable snow practices to ensure that biathlon events can be held in optimal conditions while minimising environmental impact and resource use. Continued data collection and knowledge-sharing across the IBU Snow Network will be critical to addressing the challenges posed by climate change and ensuring the long-term viability of our sport.

Through these actions and many others, the IBU will continue to lead by example in sustainability within the Olympic sports community, driving meaningful change and ensuring that biathlon remains a sport for future generations.



MAX COBB
IBU Secretary General





CLIMATE

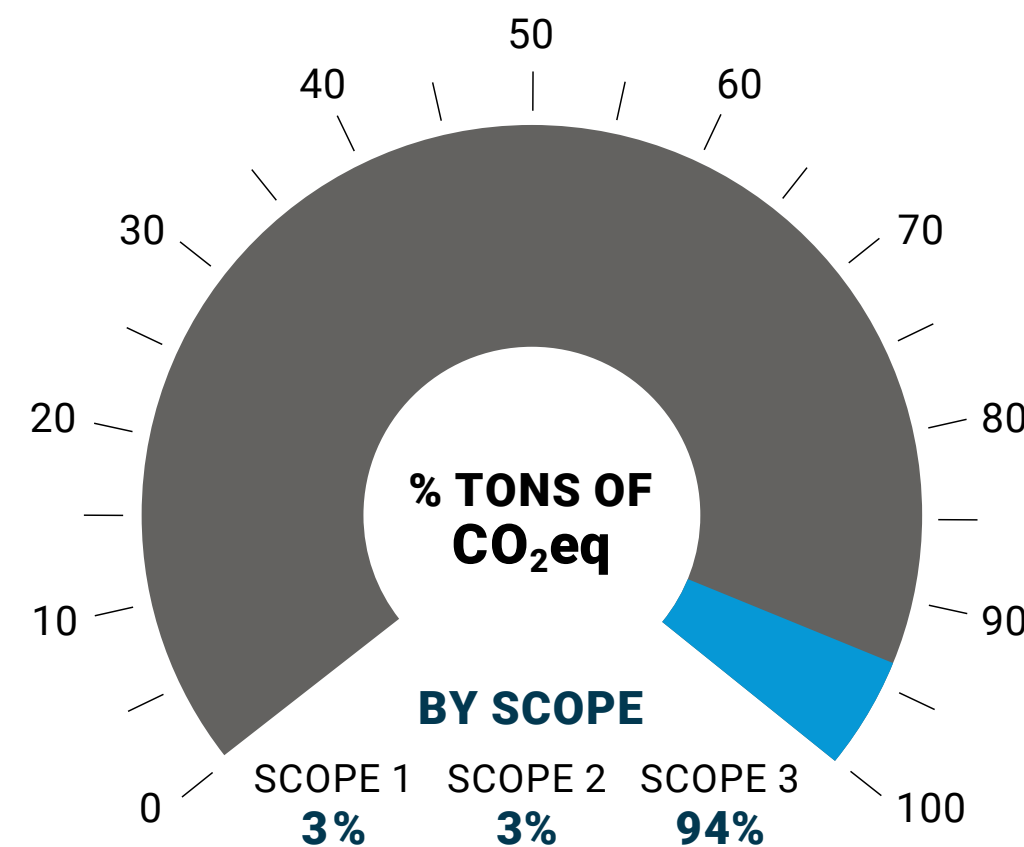
SAVING OUR WINTERS

IBU EMISSIONS 2024: TONS CO₂e

	SCOPE 1	SCOPE 2	SCOPE 3
Level 1: IBU as Organisation	34	1	2,615
Total Level 1			2,650
Level 2: IBU Events			
IBU World Cup & WCH	806	320	32,882
IBU Cup, EOCH	98	417	247
IBU Junior Cup, YJWCH	109	418	762
Total Level 2			36,059
Total CO₂e tons per Scope	1,047	1,156	36,506
IBU Grand Total, CO₂e tons			38,709

IBU EMISSIONS BY LEVEL

- LEVEL 2: IBU EVENTS
- LEVEL 1: IBU AS ORGANISATION



We are reporting our emissions according to the Green House Gas (GHG) Protocol and apply their emission categories:

Scope 1: GHG emissions made directly, e.g. running boilers and owned vehicles.

Scope 2: GHG emissions made indirectly, e.g. buying electricity or energy for heating and cooling.

Scope 3: GHG emissions for which we are indirectly responsible for, e.g. purchased travel services or other products from our supply chain.

LEVEL 1: IBU AS ORGANIZATION, EMISSIONS SEASON 2023/2024

IBU as Organisation	Season 2023/2024	Season 2022/2023	Season 2021/2022
IBU Office	94	98*	94
IBU Material Support	771	886	723
Digital Ecosystem	78	78	---
IBU Own Events	936	1,167	607
IBU Officials Travel	771	704	717
Total CO₂e tons	2,650	2,836	2,141
no. Employees	32	31	28
per Employee	83	91	76
Goal	67	72	---

BY SCOPE

SCOPE 1
1%

SCOPE 2
0%

SCOPE 3
99%

Due to a refined scope and significantly improved quality of data compared to the initial 2019/2020 baseline, the baseline year (season) has been adjusted from 2019/2020 to 2021/2022. This will enable a more realistic tracking of CO₂ emissions despite the 2021/2022 season representing a Covid-impacted year. Moreover, to maintain the 50% reduction target for 2020–2030, the annual reduction goal has been adjusted from 5% to 6.25%. In the 2023/2024 season, emissions from IBU's own events have decreased compared with previous year, despite the substantial expansion of IBU Academy's activities and the Congress in September 2024. This reduction was achieved by hosting more meetings and events at the IBU office in Salzburg and by strategically combining meetings for certain target groups to reduce their need to travel. The CO₂ emissions per employee are 8.8% lower than the year before, but also 8.3% higher compared to the 2021/2022 baseline. A key reason is that this season included overseas events in Canada and the USA held once during an Olympic term, which led to higher IBU Officials travel emissions.

* Note: The emissions for the IBU Office have been retroactively adjusted for Season 2022/2023 due to erroneous data on gas consumption (too low)

LEVEL 2: IBU EVENTS, EMISSIONS SEASON 2023/2024

	Season 2023/2024	Season 2022/2023	Season 2021/2022*
Travel to Host Country	30,051	32,444	9,380
Energy	1,876	1,529	1,405
Transport Service	116	518	240
Food	1,683	2,009	1,198
Material	252	171	127
Uniforms	179	179	152
Accommodation	1,901	1,777	1,271
Waste	- 22	- 21	- 1,011
Charter Flights	695	101	145
Total tons CO₂e	36,731	38,707	12,907
Tons per spectator	0.07	0.08	n/a

BY SCOPE

SCOPE 1
3%

SCOPE 2
3%

SCOPE 3
94%



The GHG emission calculations are in the process of being verified by One Carbon World.

Compared with the 2022/2023 season, which saw all events welcome spectators again after Covid, the overall season emissions have declined by 5.1% in the 2023/2024 season. This is notable because there were more fans on-site at the World Cup and World Championships events. The majority of fans attended the season highlight events in Central Europe, most travelling over land rather than by plane. In several cases, the event organisers offered spectator shuttles and included at least partial free-of-charge public transport in the entrance tickets. The season ended in North America with IBU-organised charter flights to optimise travel.

* During the Olympic season 2021/2022, half of the IBU World Cups were staged without spectators.

GLOBAL REPORTING INITIATIVE (GRI) GRI CONTENT INDEX

Statement of use The IBU has reported the information in this GRI content index for the period of 1 October 2023 – 30 September 2024 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI 2: GENERAL DISCLOSURES 2021

#	Disclosure	Location (report section)
2 - 1	Organisational details	Back Cover
2 - 2	Entities included in the organisation's sustainability reporting	Back Cover
2 - 3	Reporting period, frequency and contact point	The annual sustainability report covers the period of activity from 1 October 2023 until 30 September 2024. Contact point: back cover .
2 - 4	Restatements of information	The emissions baseline has been brought forward two years to 2021/2022 due to reasons of data quality. Also an error was corrected concerning IBU internal emissions for heating and cooling for 2022/2023.
2 - 5	External assurance	Planned for next year's report, to be written according to the EU Corporate Sustainability Reporting Directive (pending Austria transposing the EU directive).
2 - 6	Activities, value chain and other business relationships	Activity Report 2023/24
2 - 7	Employees	As of 30 September 2024, the IBU has a total of 32 employees (27.2 FTEs), with a male to female ratio of 40% to 60%.
2 - 8	Workers who are not employees	IBU engages 32 freelancer/contractor workers.
2 - 9	Governance structure and composition	Overview: Sustainability Report 2022 - Governance section Composition of highest governance body: i. Status: Only elected executive members (Constitution, Article 17) ii. Independence: Members of the Executive Board hold office in their personal capacity and not as representatives of any NF Member or any other organisation, and must act accordingly. (Constitution, Article 17.7) iii. Tenure: Four years (Constitution, Article 17.8) iv. Nbr of significant positions and commitments, and nature: Executive Board Bios v. Gender: Minimum of three of each gender (Constitution, Article 17.2), Executive Board Bios vi. Under-represented groups: Not currently provided vii. Competencies relevant to impacts: Eligibility determined by the Constitution, Articles 17.4 and 27 , and vetting conducted by the BIU. viii. Stakeholder representation: Athlete representative included (Constitution, Article 25.4)
2 - 10	Nomination and selection of the highest governance body	Constitution
2 - 11	Chair of the highest governance body	Constitution
2 - 12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report 2022 - Governance section (new Commission); Constitution

2 - 13	Delegation of responsibility for managing impacts reporting	Sustainability Report 2022 - Governance section . Annual updates on the sustainability work of the IBU are provided at the Congress or the Presidents' Meeting, respectively.
2 - 14	Role of the highest governance body in sustainability reporting	Sustainability Report 2022 - Governance section
2 - 15	Conflicts of interest	Conflict of Interest policy updated by the IBU Congress 2024, is part of the Integrity Code applies to all IBU officials. Its enforcement is the task of the BIU.
2 - 16	Communication of critical concerns	No critical concerns, as defined by GRI. Executive Board minutes
2 - 17	Collective knowledge of the highest governance body	The EB receives regular updates on IBU's sustainability work. Two Executive Board Members are appointed as liaisons to the Sustainability Commission and attend the meetings.
2 - 18	Evaluation of the performance of the highest governance body	The EB performs an annual self-evaluation as per their annual cycle of agenda items .
2 - 19	Remuneration policies	According to the Constitution , the Executive Board sets the remuneration of the President and then the President and Secretary General determine that of the staff. The remuneration for the President and Secretary General are published in the annual accounts.
2 - 20	Process to determine remuneration	Constitution
2 - 22	Statement on sustainable development strategy	Foreword (p. 2) and What's Next (p. 37)
2 - 23	Policy commitments	Code of Conduct , incorporated into IBU agreements with supplying partners
2 - 26	Mechanisms for seeking advice and raising concerns	BIU Whistleblowing Hotline
2 - 27	Compliance with laws and regulations	The IBU had no notices of non-compliance during the reporting period.
2 - 28	Membership associations	Mountain Summit, UN Sports for Climate Action Framework, Race to Zero, Carbon Fibre Circular Alliance, Winter Sports Sustainability Network (Climate Pact)
2 - 29	Approach to stakeholder engagement	Sustainability Report 2022 - Governance section ; To be developed in-line with reporting in compliance with the EU Corporate Sustainability Reporting Directive.
2 - 30	Collective bargaining agreements	The IBU applies the Austrian Collective agreement for commercial employees.

GRI 3: MATERIAL TOPICS 2022

#	Disclosure	Location (report section)
3 - 1	Process to determine material topics	Sustainability Report 2022 - Materiality section ; Sustainability Strategy 2020-2030
3 - 2	List of material topics	Throughout the report & Sustainability Strategy 2020-2030 , (p. 13-14)
3 - 3	Management of material topics	Highlights and Targets sections & Sustainability Strategy 2020-2030



**INTERNATIONAL
BIATHLON
UNION**

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ABOUT IBU The International Biathlon Union (IBU) is recognised by the International Olympic Committee as the international governing body for the Olympic sport of biathlon. Headquartered in Anif near Salzburg, the IBU is a non-profit organisation registered in Austria that regulates the sport and oversees competition organisation worldwide. In cooperation with its 63 member national federations, the IBU uses competitions, events, programmes and other activities to promote and develop participation in Biathlon throughout the world.

