

unfront

Sustainability Progress Report 2024

STATEMENT OF PURPOSE

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CEO Message

At Infront, we aim to inspire the world through the magic of sports. Infront is not just about sports business but also about building connections and creating unforgettable moments and emotions. Working as a united team, collaboration is deeply embedded in everything we do.

If I were to summarise the year 2024 in ESG, collaboration would be the defining theme. Across our five focus areas, the most meaningful progress was achieved where we collaborated with our employees, clients and partners:

With focus on **shaping the sports ecosystem**, we shared our knowledge in many industry events – publicly on stage as well as in uncountable meetings behind the scenes. Internally, we actively promoted team spirit and knowledge exchange with employee initiatives like the Nations Cup and Collaboration Week. (Page 12 - 14)

With focus on **fostering integrity**, we actively involved all employees in our compliance management by regularly training them on critical compliance topics and encouraging them to speak up in case they witness any misconduct. (Page 15 - 17)

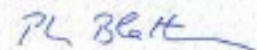
With focus on **promoting health**, we are creating ever-growing communities around the topics of fitness, health and the benefits of sports through our extensive portfolio in Active Lifestyle. With more than 1 million athletes from all walks of life

joining an Infront owned event, we saw 30% participants increase in our events year-on-year. (Page 18 - 20)

With focus on **fighting climate change**, we continue to get a deeper understanding of our carbon footprint and how we can contribute to the environmental efforts of our industry: On the example of the Champions Hockey League (CHL), we calculated the footprint of our services, which enables us for more targeted climate action in the future. (Page 24 - 26)

While this report is structured along the progress in our 21 targets in the five focus areas, we have already begun aligning on our ambitions for the next phase in ESG. I sincerely hope we can count on your continued support as we move forward – together.

With sportive regards,



Philippe Blatter
President & CEO
Infront Sports & Media AG



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President & CEO
Infront Sports & Media AG

ABOUT INFRONT

Welcome to Infront

Headquartered in Switzerland - active around the world.



Key numbers from 2024



~30
Sports covered



~200
Rights-in partners



~870
Sponsor & media partners worldwide



+1M
Participating athletes in +100 Infront owned Active Lifestyle events

● Events 2018 - 2025

Our people

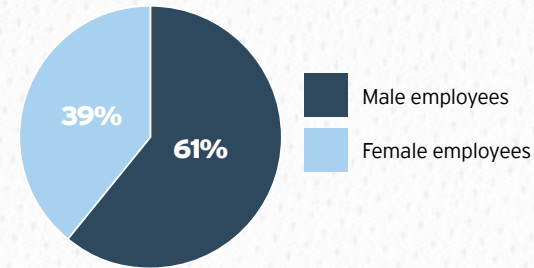
Infront is an international company with a multinational working environment. Our people, their expertise and their unparalleled passion for sport are our biggest assets. We promote young talent and create long term prospect. In 2024, we have been named one of the **Most Attractive Employer in Sport**. While gender diversity overall is rather balanced, we see less women in leadership roles and a significant higher proportion of them working part-time. Infront offers part-time work at all levels and up to 40% working from home if the role and function allows it.



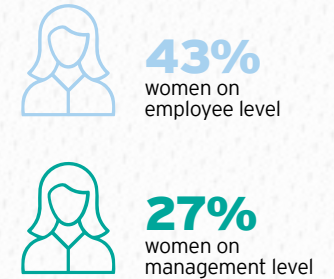
Total number of employees

887

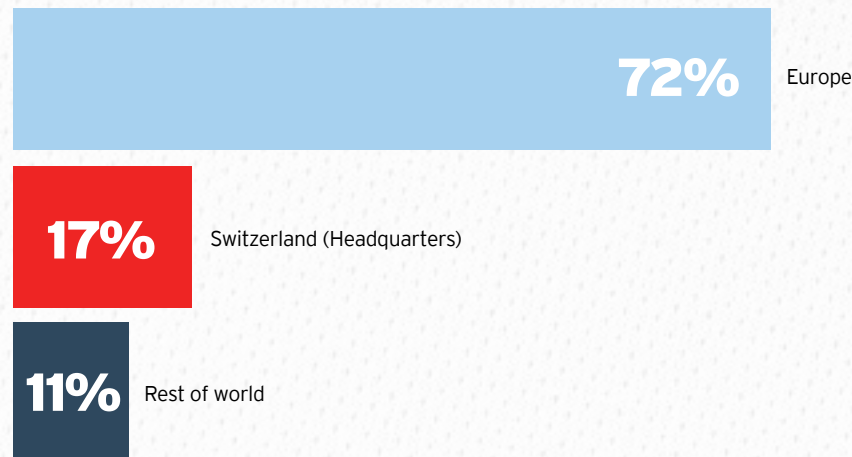
Gender diversity



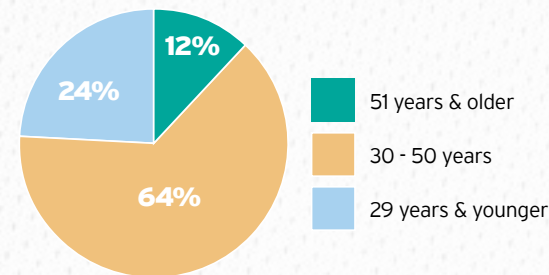
Gender distribution on employee levels



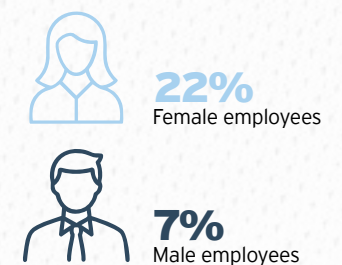
Employees distributed around the world



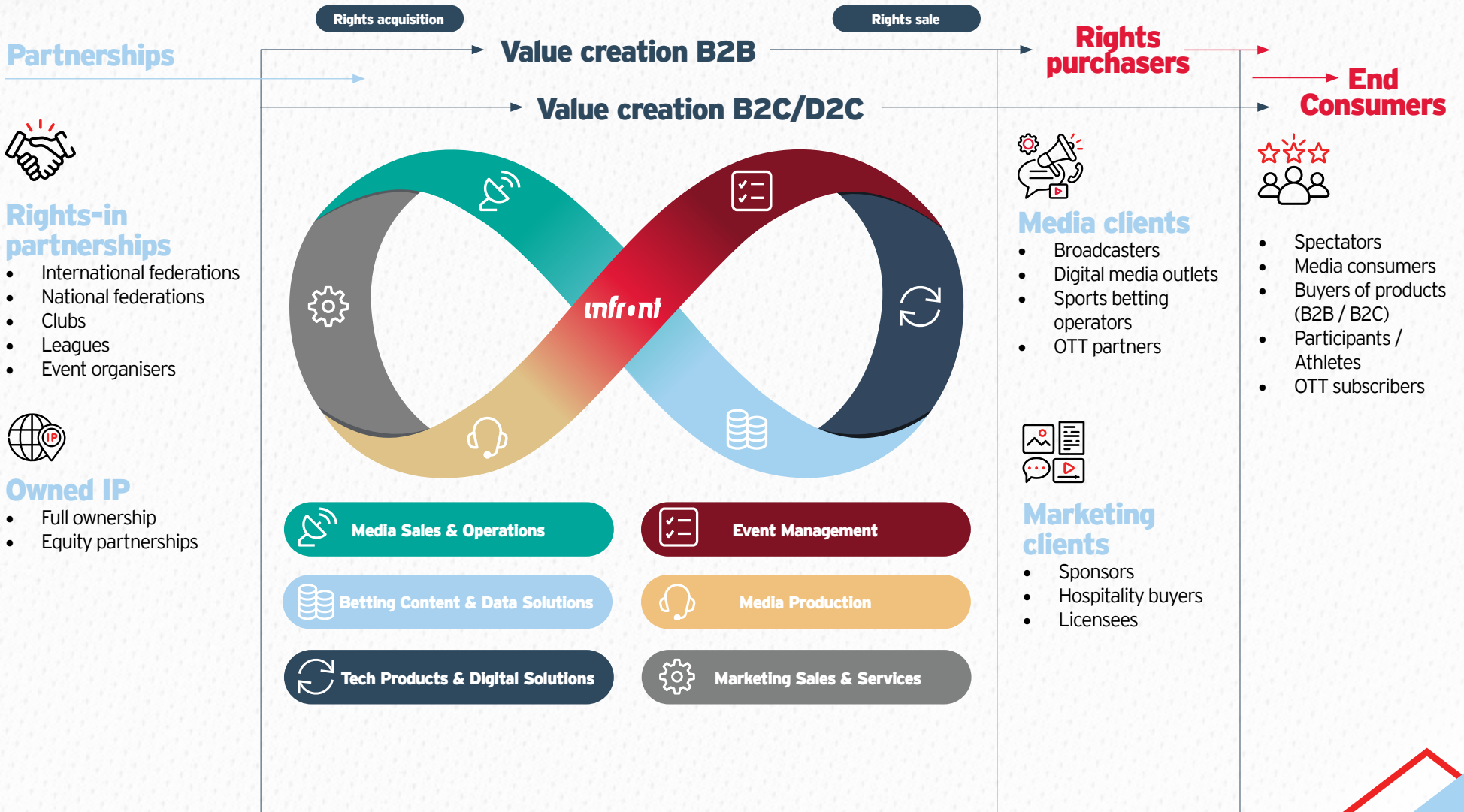
Age ratio



Part-time ratio



Where we add value



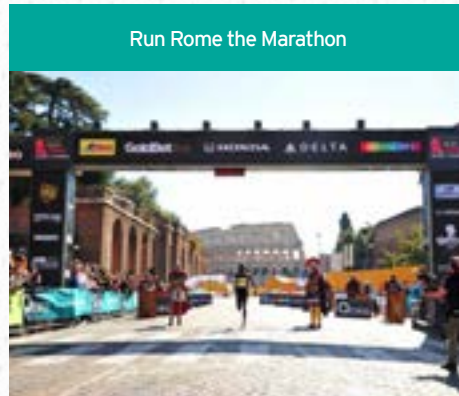
Events mentioned in this report

Partner Events



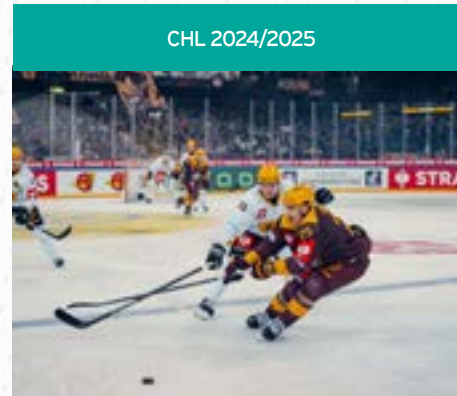
2024 Paris Olympics & Paralympics

Find more on page 21



Run Rome the Marathon

Find more on page 24



CHL 2024/2025

Find more on page 24

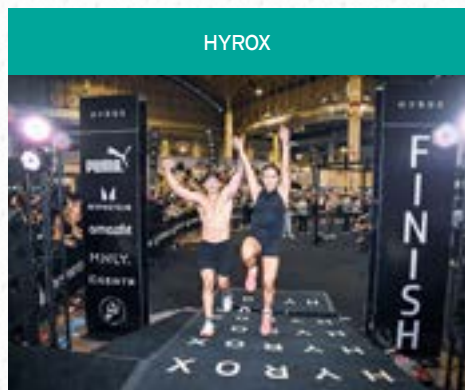
Employee Event



Infront Nations Cup 2024

Find more on page 12

Infront owned events (Active Lifestyle)



HYROX

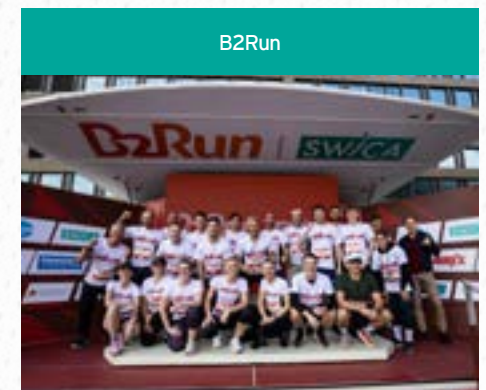
Find more on page 18



XLETIX & XLETIX Kids

Find more on page 18

Find more on page 18



B2Run

Find more on page 18

OUR FOCUS IN SUSTAINABILITY 2024

CSRD Compliance

In 2024, a lot of our resources in sustainability were spent on the preparation for compliance with the EU's Corporate Sustainability Reporting Directive (CSRD).

So far, Infront Italy is the only entity within the Infront Group subject to mandatory sustainability reporting in accordance with European standards. In 2024, an interdepartmental project group was created to prepare for Infront Italy's CSRD compliance from 2025 onwards.

A double materiality assessment was concluded by the project team, identifying Infront Italy's material impacts, risks and opportunities in ESG. However, in the light of the European Commission's (EC) 'Omnibus' package of proposals aimed at streamlining the existing sustainability framework, the focus shifted to the assessment of the EC framework and its anticipated impact on Infront's reporting approach.

Based on the assessment of the project team, Infront's ESG Board decided to put the CSRD project on hold until the new law is approved, and new requirements are clear. So far, Infront Italy remains obliged to prepare and publish a sustainability report in accordance with European standards, but only from 2027 onwards. However, a further reduction in scope and complexity of the reporting standards is still being negotiated to date, which is why full legal security was still missing by the time of the publication of this report.

Once the revised standards are enacted, the project team will reassess the scope and revive the project as per new requirements. Meanwhile, Infront is committed to continue its annual voluntary reporting on Group level with reference to the GRI standards. If Infront is not in-scope for CSRD in the future, we may assess and discuss the adoption of the new EU reporting standard for SMEs (VSME).

Our focus areas

We cluster our activities in ESG along five strategic focus areas. Here, we want to further bundle our strengths and achieve measurable progress in the future.

In each focus area, we have defined specific targets that we intend to follow up on until end of 2025. The new strategic cycle, from 2026 onwards, will be built on what we've achieved by then.





FOCUS AREA 1: SHAPING THE SPORTS ECOSYSTEM

Collaboration is key for sustainable success

Collaboration is essential to achieving a more sustainable development. As a partner and service provider to the global sports industry, Infront is well-placed to advance sustainability through a collaborative approach.

In sport, rightsholders and sponsors increasingly seek cross-sector solutions to drive positive change. Event hosts and organisers but also young talents have long embraced sustainability not only as a licence to operate but also as a strategic driver to success. To stay connected to emerging standards, incorporate stakeholder expectations and evaluate potential for impactful collaborations, Infront aims to maintain an active dialogue with its internal and external audiences.

Employee engagement

People at Infront have an unparalleled passion for sport. Collaboration, team spirit and mutual support are traditionally ranking high in our annual staff surveys. Interdepartmental and cross-country collaboration is weaker but improving. With regular formats like the Monthly Management Update and quarterly Staff Info Sessions, Infront wants to increase transparency from leadership and provide opportunity for questions from across the Group.

To improve teamwork and knowledge exchange through cross-team activities, Infront introduced the “Collaboration Week” in 2024, encouraging more than 250 colleagues in joining workshops, knowledge sharing sessions and lunch sports at its headquarters in Zug. Seventy-two percent of the participants rated this initiative good or excellent, which is why Infront will repeat it in 2025.

The Nations Cup - an internal sports tournament organised in rotation by Infront offices across Europe - is targeting similar purposes in an even larger setting: In 2024, the event was organised by a core team of 7 colleagues from the Infront Germany offices. Roughly one-third of our international team participated for a celebration of sport, culture and camaraderie.

External stakeholder dialogue

With its focus on shaping the sports ecosystem, Infront is committed to actively contributing to the industry dialogue in



sports. In 2024, Infront experts actively contributed to more than 10 events, sharing their knowledge on sports business trends, innovations in broadcasting or findings from our future study “Brave New Sport”.

At the 2024 Impulse Summit, Infront co-hosted a workshop on innovation, responsibility and sustainability in snow sports exchanging with students and young talents on how winter sports can become more sustainable. The same question was raised with sustainability experts on an industry panel co-hosted with the Swiss-based sustainability network GreenBuzz – Infront’s first collaboration with an environmental NPO.

Outlook

In 2025, Infront will further expand its internal and external knowledge-sharing forums. We explore joining a multi-stakeholder sustainability network to further promote the dialogue on ESG and Infront’s material topics. With the 2025 editions of the Collaboration Week and the Nations Cup we aim continued enhancement of our employee engagement.

[Read more online](#)

Highlights and insights of 2024

Employee engagement



268 colleagues

from 19 Infront entities competed in the 2024 Nations Cup, an annual internal sports competition fostering international team cohesion and exchange.

Internal training



5 knowledge sharing sessions

were prepared and hosted by our employees during the 2024 Collaboration Week. Topics included the practical use of Artificial Intelligence, best practices in sustainable sponsorships or live sports broadcast operations.

Stakeholder dialogue




1st collaboration

of Infront with an environmental NPO co-hosting a panel on sustainability in snow sports.

Progress in our targets

Target achievement period from 2023 to 2025

 Shaping the sports ecosystem		
Maintain active stakeholder dialogue and regularly evaluate participation in relevant sustainability networks.	●	See more on page 12/13
Enhance internal knowledge on ESG and Infront's material topics.	●	See more on page 12
Develop employee engagement framework.	●	See more on page 12
Improve internal ESG governance and process.	●	See Sustainability Report 2023, page 8

Sustainable Development Goals supported

By aiming at encouraging and promoting effective public, public-private and civil society partnerships building on our experience in collaborative approaches, we contribute to:

17 PARTNERSHIPS FOR THE GOALS



● Project in plan
 ● Project slightly behind plan
 ○ Project not started



 FOCUS AREA 2: FOSTERING INTEGRITY

Trust is built in actions

In business, as in sport, it is important that everyone understands and follows the rules. We all know that even the best players only win when they work together as a functioning team. Integrity is key to fostering mutual trust and protecting the reputation and inspirational power of sports.

For over a decade, Infront has been striving to shape its corporate culture as well as to optimise its compliance management system to further ensure efficient teamwork and uphold internal and external trust.

Re-certification of compliance management system

Infront's compliance management system is annually re-certified in ISO 37301:2021 (Compliance Management System) and ISO 37001:2016 (Anti-Bribery Management Systems). Through comprehensive online trainings and other internal communication measures, Infront continuously promotes ethical behaviour and compliance with regulations, international sanctions and Human Rights.

Associated requirements for employees are formalised in Group policies on Conflict of Interest, Business Partner Due Diligence, Gifts & Hospitality, Antitrust and Competition law and Speak Up as well as in Infront's Code of Conduct.

Employee training and encouragement to speak up

All employees are regularly trained on these requirements through mandatory e-learning sessions. Infront conducted 2 e-learning sessions maintaining a completion rate of 100%. Infront's Code of Conduct, revised in 2023, and the possibility to report misconduct anonymously via the Speak up Line remained recurring training topics.

Across the Group, five cases were reported via the Speak up Line in 2024. Two cases concerned harassment, two concerned attempted bribes, one turned out to be unsubstantiated. All reported cases were investigated by Infront. When necessary, disciplinary measures applied and/or the business relationship was ended.



Outlook

Infront does not tolerate any form of bribery, corruption, discrimination, harassment or other misconduct. Integrity is one of our core values. In 2025/2026, we particularly aim at strengthening our harassment prevention. This includes further promoting trust in our feedback and speak up mechanisms to promote a corporate culture that early detects and prevents any misconduct.

[Read more online](#)

Highlights and insights of 2024

5 core values

shape our corporate culture:



We have integrity



We show passion



We have a positive mindset



We are united



We take initiative

Compliance management



2nd re-certification

of Infront's compliance management system in ISO standards 37301:2021 (Compliance Management System) and 37001: 2016 (Anti-Bribery Management System).

Compliance training



2 global compliance trainings

conducted internally in 2024 with a 100% completion rate.

Progress in our targets

Target achievement period from 2023 to 2025



Fostering integrity

Annual ISO re-certification of compliance management system.	●	See more on page 15
Maintain 100% completion rate in online compliance trainings.	●	See more on page 16
Encourage staff to seek guidance on ethical questions or concerns and report any suspected violations or concerns.	●	See more on page 15
Conduct due diligence analysis of child labour risks in 2023.	●	See Sustainability Report 2023, page 11

Sustainable Development Goals supported

By continually investing in our corporate culture and compliance management, we aim for reducing corruption and bribery in our operations and avoiding the support of illicit financial flows.



● Project in plan ● Project slightly behind plan ○ Project not started





FOCUS AREA 3: PROMOTING HEALTH

Community supports an active, healthy lifestyle

Stronger communities mean healthier lives: Shared experiences, social belonging, and peer motivation play a central role in encouraging people to move more, eat better, and care for their mental well-being.

Infront enables community building in and through sports therewith supporting not only the well-being of its employees but also contributing to a healthier and more resilient society.

Infront's purpose is to unite people in sports. Whether through team-based fitness challenges, cause-driven participation sports or fan engagement, strong communities create accountability, purpose, and enjoyment – all of which are proven to improve long-term health behaviours. In 2024, this commitment played out both within our walls and around the world.

Employee health campaign #AllAboutUs

Inside the company, "All About Us" brought 218 employees from 15 locations together in a five-week challenge on nutrition, fitness, sleep, and mindfulness. The friendly

competition strengthened connections and sparked healthier habits, with measurable improvements in exercise, rest, and focus. We'll now run the challenge every second year, aiming for higher participation and continued, measurable gains in employee well-being.

Participants increase in Active Lifestyle events

Beyond Infront, our Active Lifestyle events gathered over 1 million people across more than 155 events worldwide, exceeding by far our goal of 5% annual increase. We expanded into new countries, grew formats like HYROX and Megamarsch, and tapped into rising enthusiasm for active living. Following up on our goal to promote an active lifestyle particularly also of families and kids, we piloted the XLETIX Kids challenge in Switzerland.



Partnerships with charities and the dedication of thousands of volunteers amplified the social impact, showing how sport can unite people in support of both health and community causes.

Outlook

During the year, we will introduce new accessible formats at Megamarsch and Endure24 and aim for steady annual growth in participation, ensuring mass participation sports remain inclusive and far-reaching.

[Read more online](#)

Highlights and insights of 2024

Employee health campaign #AllAboutUs



25%
participation rate



24%
exercise increase



8%
rise in healthy meals



61%
reduction in insufficient sleep reports



53%
boost in reported focus from start to finish

Participants increase in Active Lifestyle



30%
year-on-year
participant growth

in Active Lifestyle events
(compared to 5% targeted).

Partnerships to promote public health



+€1.2million raised
for charity partners supporting public health.



**+32,700
hours contributed**

by 4,629 volunteers at XLETIX GmbH, Megamarsch and Threshold Sports events.

Progress in our targets

Target achievement period from 2023 to 2025



Promoting Health

Establish a regular employee campaign to promote holistic, healthy lifestyle (body, mind, soul).	●	See more on page 18
Increase participants in Active Lifestyle events by at least 5% on average per year.	●	See more on page 19
Increase roll-out of XLETIX Kids events to promote active lifestyle of families and kids.	●	See more on page 18
Evaluate public-private partnerships and campaign support around Active Lifestyle portfolio to promote public health.	●	See more on page 19

Sustainable Development Goals supported

By investing in well-being, access to physical activity, and social engagement, we contribute to the following Sustainable Development Goals (SDGs):



● Project in plan ● Project slightly behind plan ○ Project not started



 **FOCUS AREA 4: ENABLING INCLUSIVE GROWTH**

Inclusive growth requires equal participation

Sport has the power to bridge personal, cultural, social, and economic divides, helping to reduce inequalities through fan engagement, (friendly) competition, play, and physical activity. By offering inclusive access to a wide range of spectator and participation sports, Infront creates opportunities for individuals and organisations to connect and grow together.

Sports broadcasting is a powerful tool to engage masses irrespective of any physical, mental or cultural diversities. It can also reshape norms and stereotypes by promoting a balanced exposure of sports and a fair portrayal of sports people.

Paris 2024 Paralympics

This became obvious, when Infront as the exclusive European media partner of the International Paralympic Committee drove unprecedented international exposure for the Paris 2024 Paralympic Games. Media rights agreements covered 46 markets across Europe resulting in a record-breaking coverage. In addition, Infront's production units (Infront Productions and HBS) created tailored digital content provided to broadcasters for free. This included featuring Para athletes in the build-up to the Games, for example.

The unique nature of the Paralympics necessitated a skilled team with in-depth knowledge of para-sports. This included team members with disabilities, who brought their personal experience and insights into Para sports to ensure authentic and bias-free coverage.

Foster inclusive growth within the Infront Group

Infront's Active Lifestyle companies have always aimed for considering the diverse realities of their customers' lives and integrating them in their value proposition.

Meanwhile, almost every event format has implemented measures to guarantee an inclusive experience and barrier-free participation: For example, B2Run has improved its communication to runners with cognitive or physical impairments; a voluntary "Diversity Team" at XLETIX is addressing all seven diversity dimensions



through various measures on corporate and event level; and HYROX has introduced the Adaptive Division designed for athletes with permanent physical or mental impairments.

Outlook

While events have been consciously designed barrier-free to become more inclusive, the implementation of measures to achieve inclusion targets on a corporate level (see next page) is slightly behind plan. Infront's ESG Board has decided to prioritise resources until the end of the target achievement period on establishing a harassment prevention framework within Infront and analysing the existing corporate diversity data. The target of an equal pay analysis across the whole Infront Group will need to be adapted to the requirements of the EU Pay Transparency Initiative in 2026.

[Read more online](#)

Highlights and insights of 2024

Paris 2024 Paralympics



46 markets

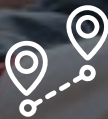
across Europe covered the 2024 Paralympic Games thanks to media rights agreements brokered by Infront.



+200 content pieces

produced by Infront Productions and HBS to feature the highlights of 2024 Paralympic Games.

Foster inclusion across the Infront Group



5-6 kilometres

running distance makes up a B2Run. Wheelchair users want - and should - complete the same course as all other participants. Inclines and hard-to-navigate sections are clearly marked on the route map.



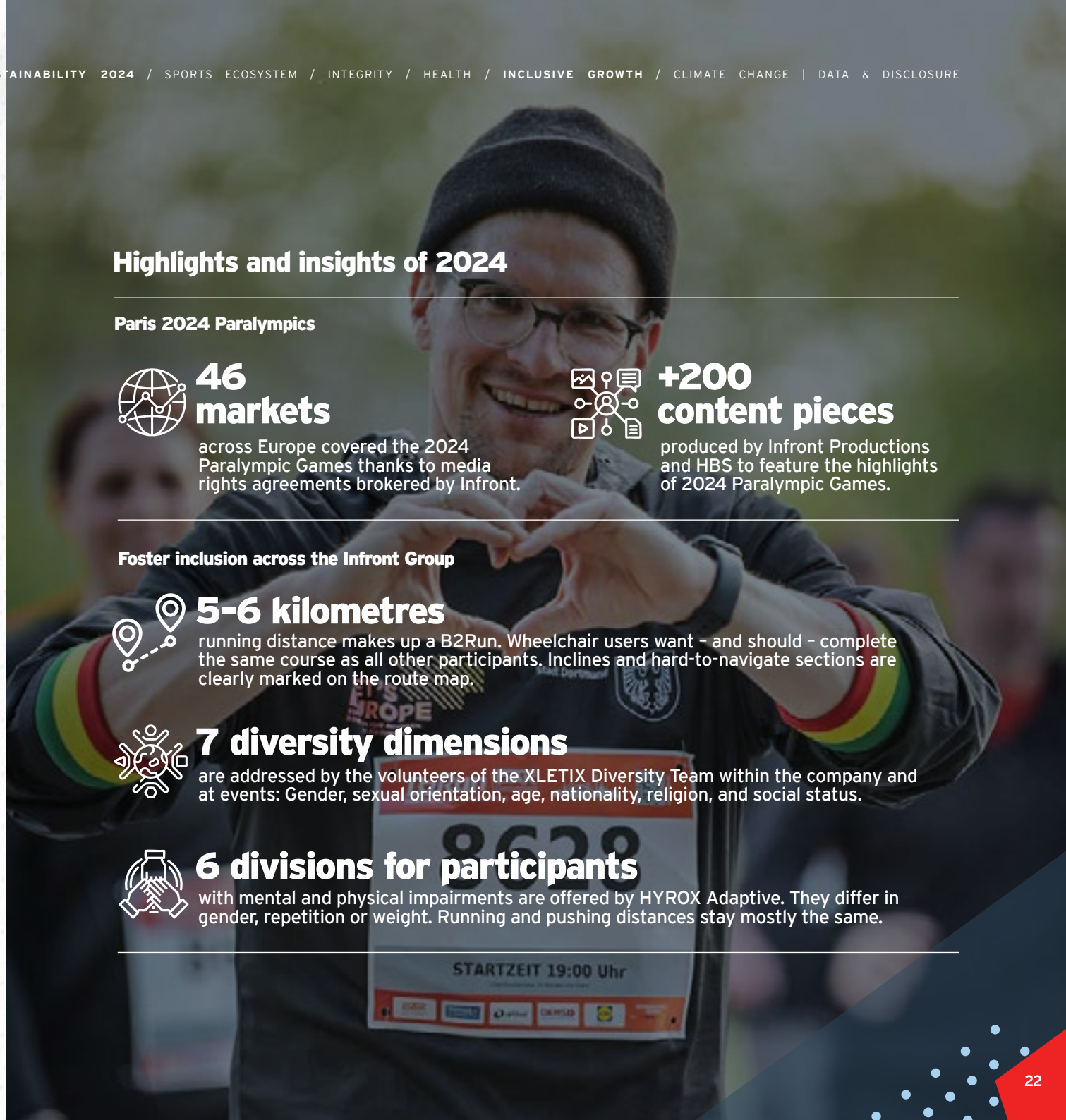
7 diversity dimensions

are addressed by the volunteers of the XLETIX Diversity Team within the company and at events: Gender, sexual orientation, age, nationality, religion, and social status.



6 divisions for participants

with mental and physical impairments are offered by HYROX Adaptive. They differ in gender, repetition or weight. Running and pushing distances stay mostly the same.



Progress in our targets

Target achievement period from 2023 to 2025



Enabling inclusive growth

Increase training to foster inclusive growth both within the Infront Group and the industry.	●	See more on page 21/22
Run pilot project in employee volunteering and evaluate use case for international roll-out.	●	See Sustainability Report 2023, page 20
Extend Infront headquarters' equal pay analysis to all Infront locations	○	Outlook, page 22
Conduct in-depth qualitative and quantitative analysis on available data with focus on hiring, retention and career development to potentially improve gender diversity.	○	Outlook, page 22

Sustainable Development Goals supported

By empowering and promoting social inclusion through sport, irrespective of age, sex, disability, race, ethnicity, origin or religion we contribute to:



● Project in plan ● Project slightly behind plan ○ Project not started





FOCUS AREA 5: FIGHTING CLIMATE CHANGE

Impact multiplies along the value chain

Climate change is increasingly influencing the global sports industry, with Infront’s partners – particularly in outdoor sports – feeling its effects. Conversely, Infront’s business activities also exert an influence on the environment and contribute to climate-related challenges.

On a corporate level, Infront’s main emission drivers stem from activities in the upstream value chain (scope 3), with purchased goods and services currently accounting for roughly 49% and business travel for 28% of overall Group emissions. This reflects Infront’s international and strongly event-driven business. However, scope 3 data across the Group are currently still inconsistent and purchasing data are calculated using a spend-based approach. This will likely lead to restatements in the future.

Extension of the carbon footprint calculation

To get a better understanding on how Infront’s services impact the overall footprint of a sports event, Infront assessed the carbon emissions of its services to the Champions Hockey League (CHL) in 2024/2025. Infront is responsible for media production and distribution, marketing program, sales and implementation

plus part of the merchandise rights of the league, which comprised 101 games across 27 European venues (24 clubs in 12 European countries) in the respective season. According to the assessment, almost one-third of Infront’s emissions from services to the CHL stem from media production, predominantly driven by the production staff travelling to and around venues by car. This shows the positive effect that a remote production set-up can have on an event’s footprint.

Support Run Rome the Marathon in its sustainable event management

For the Run Rome the Marathon, Infront follows up on an ISO-certified sustainable event management (ISO 20121), which includes a roadmap to carbon neutrality gradually reducing offsets. In 2024, the team aimed for a 20% reduction in food waste, 100% clean energy, 30% of the car fleet being hybrid and 100% of all sponsors supporting recyclable materials used for



merchandise, runners' shirts and ADV banners. Thanks to the combined efforts of the organization and all stakeholders involved, a 40% waste reduction per participant was achieved. Plastic recycling was increased by 4% and paper recycling by 12% respectively. This resulted in over 7 tons of CO₂ emissions less compared to the previous year. Residual emissions are offset through a reforestation project in collaboration with ZeroCO₂ and a project with Lifegate to adopt a Seabin in the Fiumicino port that will absorb dispersed plastic.

Outlook

Through the efforts and progress made in 2024, Infront significantly strengthened its capability to support its partners in their systematic approach to greater environmental responsibility. On a corporate level, internal processes and responsibilities still need to be adapted to get more comprehensive and consistent data across the whole Group, which allow for year-on-year comparisons in emissions increase and/or reduction. However, the overall picture is clear and main leavers for emissions reduction have been identified. Insights will feed into a reduction roadmap subject to ESG Board approval as of 2026.

[Read more online](#)

Highlights and insights of 2024

Infront's Corporate Carbon Footprint



+95% of Infront's corporate emissions

stem from business activities within the value chain.



3 main emission drivers

- Purchased goods and services
- Business travel
- Capital goods

Sustainable event management of Run Rome the Marathon



ISO 20121

is the framework for sustainable event management adopted by Run Rome Marathon.




9,000 trees

planted from 2022 onwards to neutralize the carbon impact of Run Rome the Marathon.

Progress in our targets

Target achievement period from 2023 to 2025

 Fighting climate change		
Continuously enhance the data basis of our corporate carbon footprint.	●	See more on page 24
Systemically optimise the energy efficiency of our office infrastructure.	●	Outlook, page 25
Assess next steps towards emission reduction and Infront's position on a long-term Net Zero goal.	●	Outlook, page 25
Further engage in an industry dialogue to orchestrate the collective effort on climate action and better understand climate change issues in the context of sports.	●	See more on page 13 (external stakeholder dialogue)
Support clients and partner in their systematic efforts to promote environmental responsibility.	●	See more on page 24

Sustainable Development Goals supported

By improving its capacity on climate change mitigation, adaptation and impact reduction, Infront is contributing to:



● Project in plan
 ● Project slightly behind plan
 ○ Project not started



DATA & DISCLOSURE

Key data

¹Data are end-of-year unless otherwise stated

² Includes regular, temporary, and fixed term employees as well as trainees and students participating in the dual study programme

³ Includes trainees, dual students, apprentices, Associate, Manager, and Senior Manager level

⁴ Includes Associate Director, Director, Senior Director, and Managing Director level

Reporting period: 1 Jan - 31 Dec ¹		
	2023	2024
Employees	TOTAL	TOTAL
Number of employees (HC)²	850	887
thereof employees covered by collective bargaining agreements (%)	34%	30%
Number of employees (FTE)²	816	776
of whom in Switzerland (%)	20%	17%
of whom in Germany (%)	26%	28%
of whom in Austria (%)	3%	3%
of whom in Italy (%)	16%	16%
of whom in France (%)	19%	16%
of whom in UK (%)	5%	8%
of whom Rest of Europe (%)	2%	2%
of whom in Israel and Middle East (%)	4%	5%
of whom in Asia-Pacific (%)	4%	5%
of whom in North America (%)	1%	1%

Reporting period: 1 Jan - 31 Dec ¹		
	2023	2024
Employee diversity	TOTAL	TOTAL
Ratio of women (% of total headcount)	39%	39%
Women on employee level (% of total employee level ³)	44%	43%
Women on management level (% of total management level ⁴)	22%	27%
Women on the Executive Board (%)	7%	0%
Women in part-time (% of total female headcount)	22%	22%
Men in part-time (% of total male headcount)	7%	7%
Age ratio		
29 years or younger (%)	25%	24%
30 to 50 years (%)	64%	64%
51 years or older (%)	11%	12%

Corporate Carbon Footprint 2024

Row Labels	Sum of Emissions [t CO2e]
1.01 Direct Emissions From Company Facilities	19.90
1.01.03 Heat Self Generated	15.01
1.01.04 Refrigerant Leaks	4.89
1.02. Direct Emissions From Company Vehicles	286.14
1.02.01 Own Vehicle Fleet	286.14
2.01 Purchased Heating Steam Cooling For Own Use	224.49
2.01.01 Heat Purchased	222.11
2.01.02 Purchased Cooling	2.38
2.02. Purchased Electricity For Own Use	846.62
2.02.01 Electricity Stationary	841.13
2.02.02 Vehicles Electricity	5.49
3.01 Purchased Goods And Services	17,127.90
3.01.03 Electronic Devices	135.33
3.01.04 External Data Center	2.91
3.01.05 Externally Calculated Service Emissions	16,400.02
3.01.06 Gastronomy	289.31
3.01.09 Office Paper	1.08
3.01.11 Printed Product	6.46
3.01.12 Production Materials And Consumables	289.54
3.01.14 Water	3.27
3.02 Capital Goods	4,520.37
3.02.01 Capital Goods	4,520.37
3.03 Fuel And Energy Related Activities	515.68
3.03.02 Upstream Cooling	24.44
3.03.03 Upstream Electricity	332.50
3.03.04 Upstream Heating	86.25
3.03.05 Upstream Vehicles	72.49
3.04 Upstream Transportation And Distribution	62.46
3.04.01 Inbound Logistics	62.46
3.05 Waste Generated In Operations	31.87
3.05.01 Operational Waste	30.45
3.05.02 Transport To Disposal Facility	1.42
3.06 Business Travel	9,836.93
3.06.01 Flights	7,717.88
3.06.02 Hotel Nights	341.82
3.06.03 Rental And Private Vehicles	1,346.10
3.06.04 Train	431.12
3.07 Employee Commuting	784.57
3.07.01 Employee Commuting	602.86
3.07.02 Home Office	181.72
Grand Total	34,256.92

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205: Anti-corruption (2016)	
3-3 Management of material topics	p. 8, p. 12
205-2 Communication and training about anti-corruption policies and procedures	p. 12, p. 30
205-3d Public legal cases regarding corruption brought against the organization or its employees	Ongoing investigation in Austria related to potential misconduct in the business relationship between Infront Austria GmbH and the former President of the International Biathlon Unit (IBU). Infront is fully cooperating with the law enforcement authorities. On July 25, 2025 Infront submitted its statement of defence.

Disclosure / GRI Standard	
206: Anti-competitive behavior (2016)	
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206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	On February 3, 2022 the Brazilian antitrust authorities (CADE) opened a cartel investigation in relation to the acquisition of sports rights. Infront is one of the eight investigated companies. The investigation is ongoing.
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403: Occupational health and safety (2018)	
3-3 Management of material topics	Sustainability Report 2022
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405: Diversity and equal opportunity (2016)	
3-3 Management of material topics	p. 6, 21
405-1 Diversity of Governance bodies and employees	p. 6, 27
406: Non-discrimination (2016)	
3-3 Management of material topics	p. 15
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Approach to the report

This report covers the Infront Holding AG (Infront/Group), which is a limited company incorporated in Switzerland with its registered office located in Zug, Switzerland.

Reporting period

Unless otherwise stated, this report covers the reporting period of the calendar year 2024, from 1 January to 31 December. Fully consolidated participations of the Holding are included in the data, which are as per year-end unless otherwise stated.

Reporting standards

This report and has been conducted with reference to the Standards of the Global Reporting Initiative (GRI Standards 2022).

Date of Publication

08.10.2025

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