



Infront Group Sustainability Report 2023

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A message from our President & CEO

Dear readers,

As we present this year's update of the Infront Group Sustainability Report, we reflect on the journey we embarked on with our inaugural report 2022. That first step marked the beginning of a more coherent and strategic approach to ESG across the Infront Group.

We continue to be guided by 25 targets in five strategic focus areas: Shaping the Sports Ecosystem, Fostering Integrity, Promoting Health, Enabling Inclusive Growth, and Fighting Climate Change. Here, we want to achieve considerable progress from 2023 until 2025. This report is a status update on our progress in the first year, it showcases the strides we have made and the actions we have taken in 2023. We already achieved a lot, particularly in Promoting Health, and

continued to work diligently on our ESG governance and our Corporate Carbon Footprint. However, we remain committed to achieve more progress in the area of Inclusive Growth in the coming years.

We designed this update to be concise and focused. For a deeper dive into our organisational details, business activities, and foundational principles, please refer to our comprehensive 2022 report. It also includes the roots of our material topics and our overall approach to sustainability.

We are eager to hear your thoughts and questions. Your feedback is invaluable as we continue to grow and improve on our path toward a more sustainable future. Thank you for joining us on this journey.



Philippe Blatter
President & CEO
Infront Sports & Media AG

KEY ACTIVITIES IN OUR FOCUS AREAS



Focus area: 01

SHAPING THE SPORTS ECOSYSTEM

Sports ecosystem: Our targets from 2023 to 2025



Maintain active stakeholder dialogue and regularly evaluate participation in relevant sustainability networks.



Enhance internal knowledge on ESG and Infront's material topics.



Develop employee engagement framework.



Improve internal ESG governance and process.



+90%

of Infront employees love working at Infront according to our global employee survey in 2023.

Key Activities in 2023

Maintaining an active stakeholder dialogue

Infront is committed to shaping the sports ecosystem and the future of sports by actively contributing and listening to the industry dialogue. In 2023, Infront experts participated in ten panels with topics reaching from integrity in sports to innovations in broadcasting, from the use of technology to strengthen fan engagement to the future of sports and the integration of ESG.

Two events were specifically dedicated to young talents:

- Infront invited students from a training and education centre in Central Switzerland to introduce them to the work of a sports marketing agency by presenting several case studies.
- Infront contributed to the Impulse Summit, a graduate fair with a supporting program of workshops, presentations, and panel discussions, organised by students from the University of St. Gallen.

Infront aims to incorporate the inputs and feedback gathered from these events in its material topics.



Enhancing internal knowledge: Second global employee survey

Infront is committed to continuously follow up on the internal dialogue with its employees. In the fourth quarter of 2023, Infront wrapped up its second global employee survey. It included 52 questions spread across eight sections: Overall satisfaction and motivation, Leadership and management, Values and culture, World of work, Collaboration and work environment, Sustainability, Learning and development and Compliance. Sustainability has been added as a new survey section following the more strategic and coherent approach to ESG initiated in 2023.

Compared to the first employee survey conducted in 2022, the overall response rate increased from 45% to 53% in 2023. Next to the quantitative results the respondents included a lot of valuable qualitative feedback. The insights help to further define Infront's material topics.

Overall, the satisfaction and motivation of employees at Infront is very high: More than 90% of the survey respondents stated that they like working at Infront and feel proud to be part of the team. Adapting to a hybrid working model has gone well, with high marks for collaboration.

Room for improvement is seen in living up to the corporate values "taking initiative" and "innovation". Training and development got mixed reviews as well indicating a need of employees for better support in this area.

The Group's first sustainability report has been actively perceived by around 60% of the respondents. Shaping the sports ecosystem, promoting health, and fighting climate change are considered the most relevant focus areas for the company. Fostering integrity is a continuous theme of internal communication and the compliance management system is well-known and perceived effective. However, the survey results indicate a lacking awareness and trust of reporting misconduct. Internal communication efforts on the topic of compliance have been kept high and are planned to be continued (see also p. 12).

Infront is committed to implement positive, achievable changes based on the insights from the employee survey.



Employee engagement

In its aim to develop an employee engagement framework, Infront started with a first layout and inventory in 2023.

Internal communication including feedback mechanisms (staff survey, speak-up line) and various formats of information sharing (intranet, regular staff info sessions and management updates) are already well established.

Office spaces of headquarters as well as for the team of Infront's Active Lifestyle company XLETIX were moved and re-designed to a more open and modern work environment in 2023. During the refurbishment at headquarters, Infront supported its employees with regular, two-way communication offerings such as suggestion boxes, displays of future room layouts and question and answer sessions. A housewarming party was organised by a voluntary group. Volunteer work has always been part of Infront's corporate culture (see also p. 20).

Infront will build on this foundational elements and set priorities for developing a holistic employee engagement framework as targeted by 2025.



Development of an ESG governance structure

In 2023, Infront decided to adapt its internal governance on ESG topics. Therefore, a dedicated ESG Board has been created. The ESG Board supports the Board of Directors (BoD) in defining and steering the ESG strategy, identifies relevant ESG topics, decides on the yearly planning and measures proposed by the ESG Lead and respective project groups, and reviews the annual sustainability report. It ensures the efficient and adequate day-to-day coordination and management of all ESG related matters.

The ESG Lead lies within Infront Group's Strategic Communication. It owns the Group Sustainability Report and coordinates the relevant data collection as well as the project groups that are relevant to follow up on legal ESG requirements. The ESG Lead defines the agenda for the ESG Board, provides guidance, promotes cross-programme coordination and alignment, and ensures proper tracking of initiatives and deliverables.





Focus area: 02

FOSTERING INTEGRITY

Fostering integrity: Our targets from 2023 to 2025



Conduct due diligence analysis of child labour risks in supply chain in 2023 (Art. 964 b. Swiss law of obligations).



Encourage staff to seek guidance on ethical questions or concerns and report any suspected violations or concerns.



Annual ISO-recertification of compliance management system.



Maintain 100% completion rate in online compliance trainings.



100%

of our permanent employees are regularly trained in compliance topics.

Child labour due diligence

The Infront Group is a limited company incorporated in Switzerland and is therefore subject to the Swiss Code of Obligations (CO) and the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO). The Infront Group does not fall under the exemptions of Art. 6 for SMEs and 7 for low-risk undertakings of the DDTrO.

At the Infront Group, we have considered the risk of child labour in our upstream supply chain and reached the following conclusion:

- As part of its business activities and due to the international scope of its business, Infront also sources products and services that might bear potential risks of child labour. In our global upstream supply chain, we identified and documented potential risks of child labour particularly regarding apparel and technology, which are partially sourced from countries with enhanced risks of child labour according to the UNICEF's Children's Rights in the Workplace Index.
- As a company, Infront respects the rights of every individual and abides by the employment laws in the markets where it operates. We do not have knowledge of business with any individual or company that participates in the exploitation of children (including child labour), physical punishment, forced or prison labour or human trafficking (Infront Code of Conduct, p. 28).

Following an internal risk analysis for the business year 2023, no specific evidence or indications of child labour were identified.

Overall, we have come to the conclusion that there is no reasonable suspicion of child labour at the Infront Group and within its upstream supply chain.

Against this background, our conclusion is that the Infront Group is therefore exempt from further due diligence and reporting obligations (Art. 5 para. 2 DDTrO and Art. 964j et seqq. CO).



Guiding employees on ethical questions: Revised Code of Conduct

To adapt to the organisational and external developments of recent years and guide employees on ethical questions, Infront has completely revised and redesigned its Code of Conduct in 2023. Employees were asked to provide input and feedback during this process as well. The updated version was approved by the Board of Directors of the Infront Holding in the first quarter and introduced to staff during the second half of the year.

In addition, the Gifts & Hospitality Policy was revised as well. While the core process remains the same, thresholds were adapted with a strong focus on business purpose and social adequacy of the gifts or hospitality.

The revised Code of Conduct comes with examples of how the various compliance and corporate responsibility topics may impact employees' day-to-day operations. To create further awareness and engagement, Infront employees were asked to create their own mobile videos (reels) on a topic of their choice. 18 reels were handed in for an internal voting. A dedicated staff info session and additional, mandatory online trainings on the Code of Conduct further supported communication and understanding.

All employees were asked to actively accept the revised Code of Conduct as well as the

Gifts & Hospitality Policy through the Digital Compliance Platform. Further, periodic compliance trainings are mandatory for all regular employees at Infront. As part of these trainings, employees are also reminded and encouraged to speak up and report suspected or witnessed misconduct.



ISO re-certification of Infront's compliance management system

One year after its ISO certification, Infront's compliance management system has passed its first re-certification audit in ISO standards 37301:2021 (Compliance Management System) and 37001:2016 (Anti-Corruption Management System). Next to Infront headquarters in Switzerland, the audit particularly focussed on the Group's German and Austrian entities. Measures that have been introduced since the first assessment include the integration of ethical and compliance aspects in the annual performance review. Further a risk-based training concept for third parties has been developed.

The ISO re-certification is based on the principle of continuous improvement. Infront aims for an annual re-certification.





Focus area: 03

PROMOTING HEALTH

Promoting health: Our targets from 2023 to 2025



Establish a regular employee campaign to promote holistic healthy lifestyle (body, mind, soul).



Increase participants in Active Lifestyle events by at least 5% on average per year.



Increase roll-out of XLETIX Kids events to promote an active lifestyle for families and kids.



Evaluate public-private partnerships and/or campaign support around the Active Lifestyle portfolio to promote public health.



>725,000

people joined Infront's participation sports events in 2023 - a record attendance.

**Employee health and engagement:
#AllAboutUs Campaign**

In 2023, Infront decided to re-establish an internal employee health campaign in 2024 that was successfully conducted during the Corona pandemic for the first time. The #AllAboutUs campaign that is based on a digital challenge takes physical and mental health aspects into consideration therewith promoting a holistic healthy lifestyle. The five-week challenge has been running from May to mid-June 2024.



**Participation record in Infront's
Active Lifestyle events**

With more than 725,000 participants at over 125 events, Infront's participation sports business (Active Lifestyle) reached a new record in 2023. Infront's strategic focus lies in owning and developing strong intellectual properties (IP) in participation sports.

The Infront Group has already successfully created a diversified portfolio with a wide range of events for professionals, amateur athletes, and corporate teams including various forms of activities, e. g. running, hiking, fitness competitions, road cycling and obstacle course racing. This is our contribution to foster public, corporate and individuals' health and and promote an active, healthy lifestyle.



XLETIX Kids world record

In 2021, the XLETIX GmbH, a wholly-owned Infront subsidiary headquartered in Germany, introduced XLETIX Kids, an obstacle course event that's all about family fun, laughter, teamwork, and motivation. The kids can join with their family or team up with their peers and companions. Within three years, the format has grown to become the world's largest obstacle running event for families with more than 100,000 participants in 2023. With its September event in Hamburg XLETIX Kids even set a new Official World Record for the Largest Obstacle Course Event for Children (5-15 years) counting 6,617 participants.

Together with its partners, XLETIX jointly works towards promoting a healthy lifestyle including exercise and nutrition for children. With every ticket and fan article sold, 1 Euro goes to the GUT DRAUF initiative, supporting projects in Germany that focus on qualified promotion in the work with children and young people.



Rising popularity of the indoor fitness competition HYROX

HYROX is a fitness competition for "every body". Bolstered by an investment of Infront, Hyrox has been growing to an internationally recognized event series. It allows people who normally train individually in gyms to compete against each other. Since Infront became the majority stakeholder in 2021, the total number of yearly participants has grown continuously, from around 9,000 in 2019 to 120,000 in 2023.

HYROX is an inclusive format, as people of various age or even with different types of disabilities can participate in the race without any variation needed. This happened in the 2023 Turin race, for example, when a team from Bionic People, an amateur sports association composed of individuals with various types of disabilities, completed the challenges without any adaptations.



Threshold community partnerships

Recognising that some communities are underrepresented in outdoor sports, Infront's UK-based events agency Threshold Sports, has introduced a community partnership programme to foster equal opportunities in enjoying the great outdoors.

Threshold's current Community Partners include organisations such as the Active Inclusion Network's Muslim Runners, Black Girls Do Run UK, Black Trail Runners, TrailFam and She Races to name just a few.

The programme endeavours to support these grassroots organisations in creating meaningful, positive change within their communities and to encourage even more people to get outside and active.

Threshold offers each partner complimentary or discounted places to their events, promotional opportunities to support their causes, partner discounts and invitations to exclusive events and launches.





Focus area: 04

ENABLING INCLUSIVE GROWTH

Inclusive growth: Our targets from 2023 to 2025



Increase training to foster inclusive growth both within the Infront Group and the industry.



Run pilot project in employee volunteering and evaluate use case for international roll out.



Conduct in-depth qualitative and quantitative analysis on available data with focus on hiring, retention, and career development in selected key markets to identify potential improvement measures (initial focus on gender diversity aspects).



Extend Infront headquarters' equal pay analysis to all Infront locations.



39%

is the ratio of women
working at Infront
(2022: 37%).

Increase training within the Infront Group

In 2023, Infront introduced the internal learning platform Good Habitz. It offers a broad range of short, digital on-demand trainings to all Infront employees who are intrinsically motivated for training and development.

Courses are based on competencies that can be clustered in eight areas of development: Self-care and sensitivity, management and authority, security and control, technology and expertise, strategy and realisation, creation and innovation, inspiration and connection, and collaboration and harmony.



Employee volunteering

Infront supports its employees' passion for sports and regularly offers them the opportunity to volunteer at its promoted or owned events. In the 2023/2024 season of the Champions Hockey League, Infront employees from various European locations once again used the opportunity to volunteer as venue managers in the hockey stadiums. Further colleagues supported the set-up, on site organisation and/or dismantling of Active Lifestyle events.

Infront Germany run a pilot project with the NGO "Pure Water for Generations" encouraging its employees to support raising awareness of young students for clean rivers and riverside landscapes in Germany.



Diversity data analysis

To better understand the diversity distribution within Infront and identify potential starting points to promote gender diversity, a first data analysis was carried out including the larger Infront Group entities (excl. HBS).

While key diversity metrics (gender, age, tenure) remain rather stable year-on-year, with an overall women's ratio of 39% in 2023, the analysis revealed an overall decreasing proportion of women in higher management levels. However, these ratios differ between the various Infront entities and locations.

Voluntary termination of tenure is higher in the lower management levels, which potentially adds to the lack of female talent in senior positions. Infront will conduct further in-depth analysis on available data to identify potential improvement measures.

The international roll-out of the equal pay analysis conducted at headquarters in 2022 is a further milestone planned until 2025.



Female inclusion on ultra running trails

Threshold Sports is committed to making its events as inclusive as possible (see also p. 17). While Threshold has consistently welcomed a higher proportion of female athletes than the industry standard, they want to go one step further in 2024 and achieve 50% female participation at their ultra runs through the UK (50 km or 100 km).

The Ultra 50:50 initiative endeavours to inspire, empower and enable women to take part in these events, which are at the toughest end of the running distance spectrum, by making them a female-friendly experience from signing up to the finish line.

Measures include fair deferral policies in case of pregnancy, breastfeeding support and sanitary products during the event, generous cut-offs, equal prizes, and safety precautions in particular during night running times.

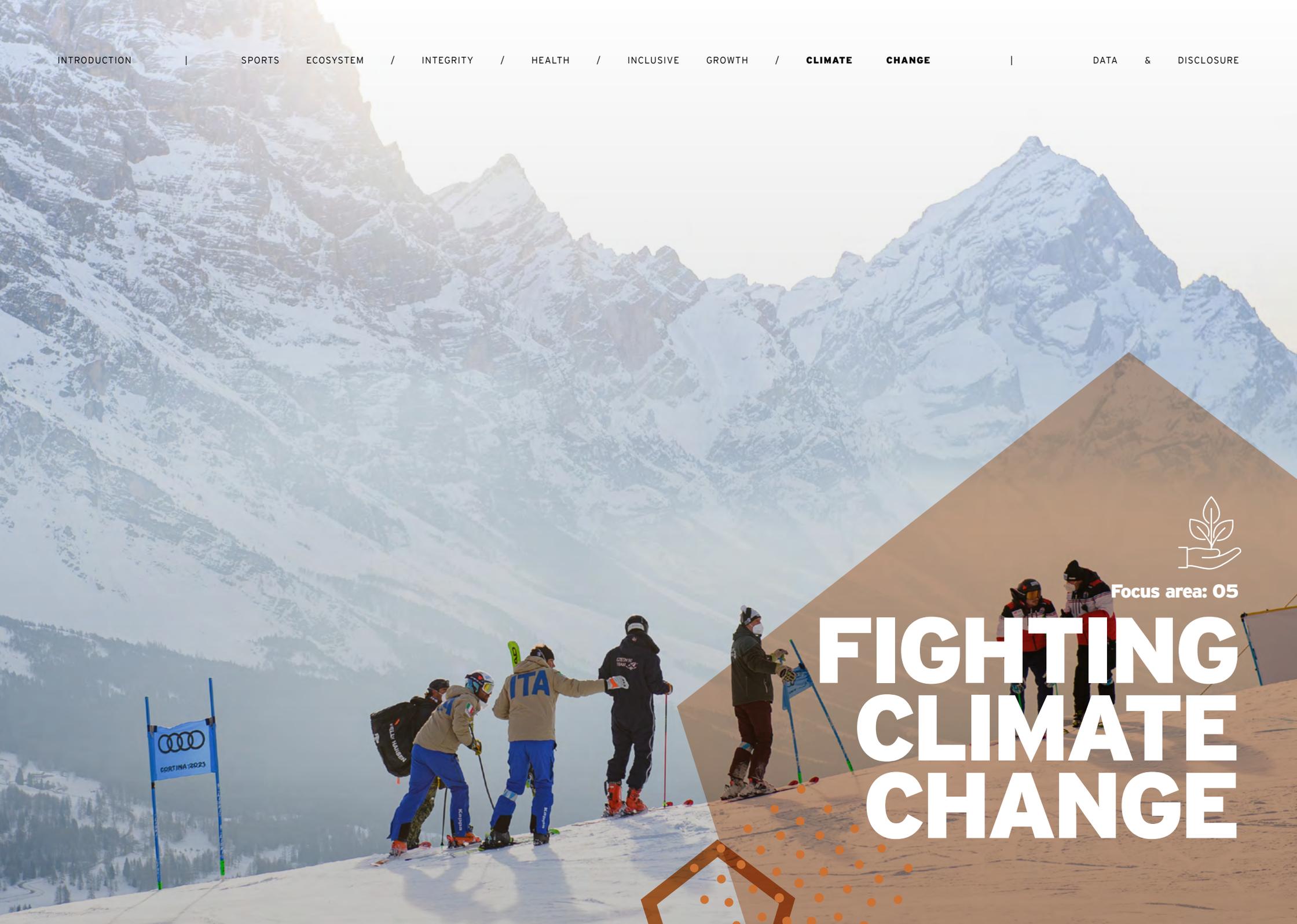
To understand the challenges that prevent women from taking part in ultras, and to address these challenges head on, Threshold has partnered with SheRACES, grassroots running groups, female runners, as well as those not already in the running community.





Focus area: 05

FIGHTING CLIMATE CHANGE



Climate change: Our targets from 2023 to 2025



Support clients and partners in their attempt to undertake systematic efforts to promote greater environmental responsibility through their respective sports, events, and sponsorship engagements.



Continuously enhance the data basis of our corporate carbon footprint and close existing data gaps (incl. event CCF footprints).



Systematically optimise energy efficient office infrastructure and related employee awareness.



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. Review participations in industry climate action frameworks and/or industry dialogue groups.



~95%

of Infront's emissions are stemming from its up- and downstream activities (Scope 3).

Supporting major sports events with a more sustainable media production

HBS, Infront's dedicated host broadcasting arm, was responsible for the full Host Broadcast of the FIFA Women's World Cup™ 2023 in Australia and New Zealand making it accessible for a broad audience.

Production workflows were mostly remote, with match directors and their teams working from a remote live hub facility in Sydney instead of being based at the stadium. Non-live production was also done remotely from London, meaning that venue-based personnel was limited to technical staff, camera operations and venue services management for Media Relation services.

Facilitated by the extensive IP-network coverage in Australia, this marks the first time a fully remote production has been applied on an event of such a scale.

Remote production allows HBS to be more sustainable and inclusive in its operations as staff don't have to travel on site. HBS is gaining more and more experience in this field, allowing it to apply methods to other events at this scale.

Multiple initiatives have been implemented by HBS to decrease the carbon footprint of its operations during the Rugby World Cup in France, for example. These included 100% biofuel for generators supplying broadcast power and LEDs, remote production and local crew, the careful scheduling of truck movements as well as an International Broadcast Centre (IBC) that was re-purposed from French Open tennis at Roland-Garros.



**Acea Run Rome:
The Marathon follows up on its
ISO-certified sustainability management**

The Acea Run Rome Marathon adopted a sustainable management system, earning ISO 20121 certification for “Sustainable event management” for the first time in 2022. Through this formal commitment, the marathon set itself a benchmark for sustainability which it continues to work on and progress year-by-year.

A long-term sustainability roadmap has been developed, which focuses on measuring and reducing the event's carbon footprint through transparent and continuous improvement efforts, following internationally recognized methodologies.

In keeping with its sustainability goals, the marathon has adopted first eco-friendly practices in its value chain. Upstream, the merchandise production including the use of recycled material for advertisement banners to runners' t-shirts are made from recycled yarn. The additional focus on sustainable

transport, augmenting the use of hybrid or electric vehicles up to 39% and enabling athletes to utilise sustainable mobility options, also contributed to the reduction of CO2 production by 25 tons.

Downstream, the use of disposable plastics was minimised where possible, especially in dining areas, whilst compostable cups were used for water distribution during the race, reducing emissions from waste. With the help of partners like Associazione Banco Alimentare Roma ODV, the event's food surplus was given to people in need. The associated emissions from the recovery of all surplus food contributed to a total saving of 11.72 tons of CO2 eq.

The commitment to creating new forest areas in Guatemala, created with the support of marathon participants, symbolizes the event's long-term commitment to CO2 absorption and support for local communities. As a result of this, between 2021 and 2023, the marathon, in collaboration with zeroCO2, contributed to the creation of a forest in Guatemala with over 6,000 trees.



Corporate Carbon Footprint (CCF) 2023

Extension of data base

Aiming at continuously enhancing the data base of its corporate carbon footprint, the first of which was conducted for the business year 2022, Infront included five new data categories in its 2023 calculation:

1. Externally calculated service emissions
2. Production materials and consumables
3. Inbound logistics
4. Capital goods
5. Food and drink

All categories reflect upstream activities (spend-based calculations) that are necessary to conduct Infront's business, particularly event operations. In contrast to the previous year's CCF, two Infront owned events were included in the 2023 calculation for the first time, namely the B2Run event series and two exemplary events of Infront's hiking series Megamarsch. While B2Run has been calculating its event footprint since 2017 and was therefore able to deliver a comprehensive data base, the Megamarsch events were assessed for the first time with consequently less available data.

The varying data base as well as the mixed data quality of the individual emission categories do still not allow direct year-on-year comparisons. However, with the new categories added, it is clear that activities within the value chain (up- and downstream, scope 3) make up for more than 90% of Infront's overall carbon footprint.

The complete Corporate Carbon Footprint can be found on page 29.

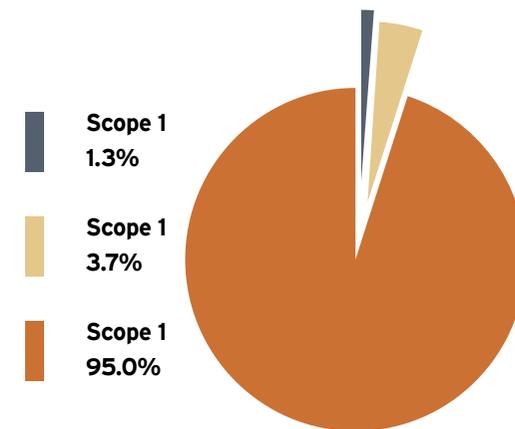


Findings from the 2023 data analysis

Adjusted for the new data categories (see left), Infront's overall footprint increased by 7% compared to 2022. This was mainly due to an increase of emissions from purchased electricity and business flights. Travel activity is back to pre-pandemic levels. With Infront's significant involvement in major sports events in the Philippines, Australia and New Zealand, the number of long-haul flights increased.

Infront will use until 2025 to further improve its data base. This will help us to fully understand the main drivers of our emissions and effectively use the carbon footprint calculation as a tool for the environmental management of our business operations and to engage with our clients and partners.

CO2 emissions categorised by scope 1, 2 and 3



B2Run: Commitment to climate and environmental protection

B2Run, Infront's corporate running series, launched a tree planting initiative in 2023. The contribution to global reforestation efforts was enabled by the platform Tree-Nation.

A tree was planted for each team registered at a B2Run event in Germany or at the BASF Company Cup, respectively. At six event locations, participants had the additional opportunity to donate their cup deposit. Each donated cup also resulted in a tree being planted. Through the initiative, reforestation projects in various countries across the Global South were supported. 10,029 trees have been planted counting for an estimated offset of 6,346.55 tons of CO₂ over their lifetime, with 6,137.05 tons attributed to trees planted for registered teams and the remainder from cup deposit donations.

The tree planting initiative is part of B2Run's continued dedication to sustainability and involving participants in its efforts. Since 2017, B2Run has been making an annual contribution to climate protection by investing in certified climate projects. In 2023, the investment went to a hydropower plant in Uganda.

B2Run Switzerland has implemented some environmental initiatives as well. For each finisher of a B2Run CHF 1 was donated to a sustainable project of the World Wildlife Fund (WWF) in 2023. The initiative in collaboration with B2Run Switzerland's presenting partner SWICA replaced the production of 15'000 finisher medals and facilitated a donation of CHF 12,726 to the WWF.

Another CHF 15,500 were raised for the not-for-profit organisation Right to Play, which aims at the empowerment of children through sports and any kind of play.



DATA & DISCLOSURE

CCF 2023

¹ Electricity emissions were calculated using the market-based method. This means that calculation used a specific emission factor associated with the purchased electricity or, if this was not available, a country-specific residual factor.

Emission Sources	t CO2	%
Scope 1	317.91	1.3
Direct emissions from company vehicles	258.18	1.0
Vehicle fleet	258.18	1.0
Direct emissions from company facilities	59.73	0.2
Heat (self-generated)	40.54	0.2
Refrigerant leakage	19.18	0.1
Scope 2	944.50	3.7
Purchased electricity for own use ¹	853.68	3.4
Electricity (stationary)	836.43	3.3
Electricity (vehicle fleet)	17.25	0.1
Purchased heating, steam and cooling for own use	90.83	0.4
Heat (purchased)	90.83	0.4
Scope 3	23,992.89	95.0
Purchased goods and services	14,767.74	58.5
Externally calculated service emissions	13,920.48	55.1
Production materials and consumables	591.18	2.3
Food and drink	160.61	0.6
Electronic devices	45.70	0.2
Print products	45.03	0.2
Water	3.85	0.0
Office paper	0.88	0.0
External data centre	0.03	0.0

Emission Sources	t CO2	%
Scope 3 continued		
Business travel	7,346.50	29.1
Flights	4,521.42	17.9
Hotel nights	1,818.63	7.2
Rental and private vehicles	757.80	3.0
Rail	248.65	1.0
Employee commuting	1,020.17	4.0
Employee Commuting	862.38	3.4
Home office	157.78	0.6
Upstream transportation and distribution	314.68	1.2
Inbound logistics	314.68	1.2
Fuel- and energy-related activities	300.75	1.2
Upstream emissions electricity	198.0	0.8
Upstream emissions vehicle fleet	64.79	0.3
Upstream emissions heat	37.96	0.2
Capital goods	199.45	0.8
Capital goods	199.45	0.8
Waste generated in operations	43.60	0.2
Operational waste	42.32	0.2
Transport to disposal facility	1.28	0.0
Overall results	25,255.30	100.0

Key data

¹Data are end-of-year unless otherwise stated

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

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

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

⁵No end-of-year data. Corresponds to 100% of regular (permanent) employees who were fully integrated into the Infront Compliance Management System and invited to the compliance training 2023

Reporting period: 1 Jan - 31 Dec ¹		
	2022	2023
Employees	TOTAL	TOTAL
Number of employees (HC)²	954	850
thereof regular (permanent) staff	749	746
thereof employees covered by collective bargaining agreements (%)	32.0%	34.0%
Number of employees (FTE)²	923.5	815.7
of whom in Switzerland (%)	17.5%	20.1%
of whom in Germany (%)	22.4%	25.8%
of whom in Austria (%)	1.9%	2.6%
of whom in Italy (%)	14.6%	15.7%
of whom in France (%)	18.1%	18.8%
of whom in UK (%)	4.3%	5.0%
of whom Rest of Europe (%)	7.0%	2.3%
of whom in Israel and Middle East (%)	4.8%	4.2%
of whom in Asia-Pacific (%)	3.6%	4.2%
of whom in North America (%)	5.8%	1.1%

Reporting period: 1 Jan - 31 Dec ¹		
	2022	2023
Employee diversity	TOTAL	TOTAL
Number of employees (HC)²	954	850
of whom 29 years or younger (%)	23.1%	25.2%
of whom 30 to 50 years (%)	66.8%	63.8%
of whom 50 years or older (%)	10.2%	11.1%
Ratio of women (% of total headcount)	37.1%	38.7%
Women on employee level (% of total employee level ³)	41.7%	44.4%
Women in management (% of total management level ⁴)	24.1%	22.2%
Women on the Executive Board (%)	7.1%	7.1%
Employee well-being and benefits		
Part-time ratio (% of total headcount)	10.2%	12.4%
Women in part-time (% of total female headcount)	17.2%	21.6%
Men in part-time (% of total male headcount)	6.0%	6.5%
Integrity		
Number of employees and governance body members trained in compliance topics (incl. anti-corruption)	836 ⁵	754 ⁵

Progress in our targets

Target achievement period from 2023 to 2025

Supporting the sports ecosystem	
Maintain active stakeholder dialogue and regularly evaluate participation in relevant sustainability networks.	■
Enhance internal knowledge on ESG and Infront's material topics.	■
Develop employee engagement framework.	■
Improve internal ESG governance and process.	■

Promoting health	
Establish a regular employee campaign to promote holistic, healthy lifestyle (body, mind, soul).	■
Increase participants in AL events by at least 5% on average per year.	■
Increase roll-out of XLETIX Kids events to promote active lifestyle of families and kids.	■
Evaluate public-private partnerships and/or campaign support around AL portfolio to promote public health.	■

Fighting climate change	
Continuously enhance the data basis of our corporate carbon footprint and close existing data gaps.	■
Systematically optimise energy efficient office infrastructure and related employee awareness.	■
Assess next steps towards emission reduction and Infront's position on a long-term Net Zero goal.	■
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. Review participations in industry climate action frameworks and/or industry dialogue groups.	■
Support clients and partners in their attempt to undertake systematic efforts to promote greater environmental responsibility through their respective sports, events, and sponsorship engagements.	■

Fostering integrity	
Conduct due diligence analysis of child labour risks in supply chain in 2023.	■
Encourage staff to seek guidance on ethical questions or concerns and report any suspected violations or concerns.	■
Annual ISO-recertification of compliance management system.	■
Maintain 100% completion rate in online compliance trainings.	■

Enabling inclusive growth	
Extend Infront headquarters' equal pay analysis to all Infront locations.	□
Run pilot project in employee volunteering and evaluate use case for international roll-out.	■
Increase training to foster inclusive growth, both within the Infront Group and the industry.	■
Conduct in-depth qualitative and quantitative analysis on available data with focus on hiring, retention and career development in selected markets to identification.	■

- Project in plan
- Project slightly behind plan
- Project not started

GRI Content Index

Disclosure / GRI Standard	
GRI 2: General Disclosures (2021)	
2-1 Organizational Details	Infront Sustainability Report 2022
2-3 Reporting period, frequency and contact point	p. 34
2-4 Restatements of information	Infront's Corporate Carbon Footprint calculated for 2022 is counting up to 7'120.87 tCO ₂ (instead of 6'971.53 tCO ₂ as accidentally stated in the Sustainability Report 2022, p. 61)
2-5 External assurance	p. 34
2-6 Activities, value chain, and other business relationships	Infront Sustainability Report 2022
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GRI 3: Material topics (2021)	
3-1 Approach to determine material topics	Infront Sustainability Report 2022
3-2 List of material topics	Infront Sustainability Report 2022
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.

Disclosure / GRI Standard	
206: Anti-competitive behavior (2016)	
3-3 Management of material topics	p. 8, p. 12
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.
305: Emissions (2016)	
3-3 Management of material topics	p. 8, p. 26
305-1 Direct (Scope 1) GHG emissions	p. 29
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403: Occupational health and safety (2018)	
3-3 Management of material topics	Sustainability Report 2022
403-6 Promotion of worker health	p. 15
405: Diversity and equal opportunity (2016)	
3-3 Management of material topics	p. 8, p. 21
405-1 Diversity of Governance bodies and employees	p. 30
406: Non-discrimination (2016)	
3-3 Management of material topics	p. 8, p. 12
406-1 Incidents of discrimination and corrective actions taken	Two cases of discrimination were reported through the speak-up line in 2023. Both cases related to sexual harrasment. Infront took appropriate measures.

List of abbreviations

Abbreviation	Definition
CCF	Corporate carbon footprint
CHF	Swiss Francs (currency)
CO ₂ /CO ₂	Carbon dioxide
CO ₂ e/CO ₂ e	Carbon dioxide equivalents
FTE	Full time equivalents
ESG	Environmental, social and governance aspects. (In this report used equivalent to sustainability).
EUR	Euro (currency)
e.V.	German abbreviation for "registered association"
HC	Headcount
IP	Intellectual property
GRI	Global Reporting Initiative
ISO	International Organization for Standardization
t	Tons
Unicef	United Nations Children's Fund
WWF	World Wildlife Fund

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

Infront reports annually. Unless otherwise stated, this report covers the reporting period of the calendar year 2023, 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 has been conducted with reference to the Standards of the Global Reporting Initiative (GRI Standards 2022).

External assurance

No external assurance has been conducted.

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Pictures in this report

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Corporate Carbon Footprint Calculation

ClimatePartner Switzerland AG

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