



ITALIAN ICE SPORTS
FEDERATION

SUSTAINABILITY REPORT

2025 - 2026





FEDERAZIONE ITALIANA
SPORT DEL GHIACCIO



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PRESIDENT'S LETTER TO STAKEHOLDERS

The publication of the first Sustainability Report of the Italian Ice Sports Federation represents a significant milestone in our organisation's journey of growth and responsibility.

We voluntarily chose to produce this document because we believe that a modern Federation must be capable not only of achieving sporting excellence, but also of transparently presenting the value generated by its activities, the impacts produced, and the commitments made to people, the environment, and the community.

FISG is a broad and articulated community made up of female and male athletes, coaches, executives, affiliated clubs, technical officials, employees, collaborators, volunteers, families, institutions, sponsors, partners, and fans. People and organisations who contribute every day to growing ice sports and promoting the values they stand for.

I wish to extend my heartfelt thanks to each of them. Every achievement is the result of shared expertise, passion, sacrifice, and dedication.

The season covered in this Report held a truly special significance. The Milano-Cortina 2026 Winter Olympic and Paralympic Games represented a historic milestone for the Italian ice sports movement, offering our athletes the opportunity to compete on home ice and giving the Federation the occasion to contribute to building a sports, social, and organisational legacy destined to endure over time.

The results achieved confirmed the value of the Federation's community and the international competitiveness of our disciplines. They represent the culmination of years of hard work by sports clubs, coaches, athletes, families, and all components of the Federation.

Sustainability, however, is not limited to the legacy of a major event. For FISG, it means creating an increasingly safe, inclusive, and accessible sports environment, with a strong focus on safeguarding people, especially young athletes. It also involves promoting well-being, respect, fairness, healthy lifestyles, and fair play, encouraging female and paralympic participation, investing in training, and contributing to the development of local areas and host communities.

We are also aware of the specific environmental challenges facing ice sports. Facility operations, energy and water consumption, competition-related mobility, and the impacts of climate change call for a progressive commitment based on measuring impacts, driving innovation, and collaborating with clubs, facility managers, institutions, and partners.

This Report was created as a tool for understanding, transparency, and continuous improvement. Through the double materiality assessment and stakeholder dialogue, the Federation identified the priority topics to focus on and laid the groundwork for integrating sustainability more systematically into its decision-making processes, sports activities, and organisational model.

We see this document not as a finish line, but as the first step of a continuous path—one that will grow stronger year after year through measurable targets, clear ownership, active dialogue, and an ever-greater transparency in sharing our progress.

In 2026, FISG is also celebrating its centenary. It is a milestone that calls on us to look back with pride at the Federation's history, and forward with a profound sense of duty to its future.



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We want to keep growing Italian ice sports with the same ambition that drives our athletes in competition: striving for excellence while remaining steadfast in our responsibility to people, local communities, the environment, and generations to come.

Hope you enjoy reading.

Andrea Gios



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1 The Federation: Identity and Governance

1.1 Identity and Values

The Italian Ice Sports Federation – FISG is the National Sports Federation recognised by the Italian National Olympic Committee (CONI) and the Italian Paralympic Committee (CIP) responsible for the organisation, regulation, promotion, and development of ice sports in Italy.

The Federation operates within the national and international sports regulatory system, coordinating the activities of affiliated clubs, athletes, coaches, technical officials, and other members of the Federation's community.

The main objectives of FISG include:

- the promotion and dissemination of ice sports;
- the organisation of national competitions and championships;
- the regulation of sports activities;
- the selection, preparation, and participation of national teams in international competitions;
- the training of athletes, coaches, technical officials, and executives;
- the promotion of youth, women's, and paralympic activities;
- the safeguarding of health, safety, and well-being of registered members;
- the dissemination of the values of sports ethics, respect, inclusion, and fair play;
- the combat against doping, abuse, discrimination, and all forms of sports misconduct.

FISG was founded in Milan in September 1926 through the merger of the Italian Skating Federation, the Italian Hockey Federation, and the Italian Bobsleigh Club Federation.

Following a post-war institutional reorganisation —marked by its separation from the Italian Winter Sports Federation (FISI) and readmission to the relevant international federations—FISG was re-established in its present form on 6 September 1952.

Throughout its history, the Federation has accompanied the evolution of Italian ice sports, supporting the growth of sports clubs, the development of technical and organisational skills, and the participation of Italian athletes in major international competitions.

Today, FISG represents a complex sports ecosystem capable of bringing together different disciplines united by ice sports practice and a shared identity under the Federation.

Its mission is to foster the sustainable development of ice sports in Italy, ensuring safe, inclusive, and high-quality conditions for sports practice, and accompanying athletes on a path from grassroots activities to high performance.



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The Federation's actions are based on the following values:

- Integrity, understood as compliance with rules, fairness, transparency, and combating all forms of misconduct;
- Inclusion, through the promotion of participation regardless of gender, age, background, economic status, or disability;
- Safeguarding people, with particular focus on young athletes, health, safety, and physical and mental well-being;
- Excellence, pursued through training, innovation, organisational quality, and the pursuit of continuous improvement;
- Collaboration, as a key element in relations between the Federation, affiliated clubs, institutions, local communities, families, and partners;
- Responsibility towards people, communities, resources used, and the environment.

1.2 Organisational Structure

The Federation's governance is defined by the Federation's Statutes and the regulations adopted within the national sports legal framework.

The National Assembly is the highest governing body of the Federation, expressing the will of affiliated clubs as well as athlete and coach representatives, in accordance with the representation criteria set forth in the Statutes.

The President legally represents the Federation, ensures its sports-policy direction, and oversees the implementation of resolutions adopted by federal bodies.

The Federal Council provides general strategic direction and makes key decisions regarding management, discipline development, sports activities, organisation, and the use of the Federation's resources.

The General Secretariat coordinates the administrative structure and ensures the operational execution of directives approved by federal bodies, across its various organisational areas and departments.

The FISG structure also includes:

- federal sports justice bodies;
- Board of Auditors;
- technical commissions and bodies;
- structures dedicated to individual disciplines;
- regional and local representations;
- bodies in charge of safeguarding and protection of registered members;
- national team structures;
- administrative, sports, and organisational functions of the Federation.

The technical and sports organisation is structured into the Federation's divisions and disciplines, with bodies dedicated to competition planning, training, youth development, and national team preparation.



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FISG also operates in coordination with CONI, CIP, Sport e Salute, international sports bodies, and local public institutions, promoting collaboration with affiliated clubs, facility managers, organizers, and other stakeholders involved in the ice sports community.

REGIONAL GOVERNANCE OF THE FEDERATION

Regional governance constitutes an essential part of the FISG organisational model and ensures the connection between the Federation's central structure, affiliated clubs, local institutions, and sports communities.

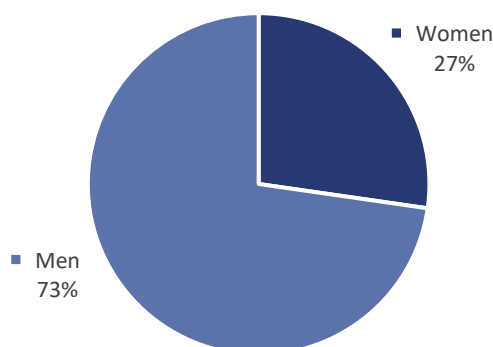
As of the reporting date, the territorial network includes six regional and provincial committees– Alto Adige, Lazio, Lombardy, Piedmont, Trentino, and Veneto – and four Regional Delegations – Campania, Friuli-Venezia Giulia, Liguria, and Valle d'Aosta.

Committees and Delegations contribute, according to their respective competencies and regional characteristics, to promoting disciplines, coordinating local sports activity, supporting affiliated clubs, training the Federation's stakeholders, and dialoguing with public authorities, schools, and facility managers. They also act as a listening channel through which the Federation can understand the needs of the ice sports community and tailor national directives to different local contexts.

GENDER DIVERSITY IN THE GOVERNANCE BODY

As of the reporting date, the Federal Council consists of 11 members, including 3 women and 8 men. Female presence is therefore equal to 27.3% of the total, while the ratio of women to men is 37.5%.

The Federation recognizes the value of balanced representation in its governance bodies and intends to monitor its evolution over time, promoting conditions that foster the participation of both genders in decision-making processes.



1.3 Disciplines

FISG coordinates and promotes ten sports disciplines representing the various forms of competitive and grassroots practice of ice sports in Italy.

The disciplines are organized within the **Federation's six divisions**:



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Hockey Division

- Ice Hockey

Figure Skating Division

- Figure Skating
- Ice Dance
- Synchronized Skating

Speed Skating Division

- Long-Track Speed Skating
- Short-Track Speed Skating

Curling Division

- Curling

Ice Stock Sport Division

- Ice Stock Sport

Paralympic Division

- Para Ice Hockey
- Wheelchair Curling

Through its technical and organisational structures, the Federation promotes the development of its disciplines at all levels: from introduction to sports to youth activities, from national championships to Olympic and Paralympic preparation.

Multiple disciplines represent a core element of FISG, demanding organisational models capable of addressing varying needs across facilities, equipment, technical training, competition organisation, and regional development.

Particular attention is paid to increasing youth and female participation, developing paralympic disciplines, and creating conditions that make sports practice progressively more accessible and inclusive.

2 Sports Events and Results 2025/2026

The 2025/2026 sports season was a milestone period for FISG, highlighted by the staging of the Milano-Cortina 2026 Winter Olympic and Paralympic Games and intense national and international activity.

The Federation's activities involved all disciplines through the organisation of Italian championships, youth competitions, and national sports events, as well as the participation of the Italian national teams in European and World Championships and other competitions scheduled in international calendars.

The Federation's sports system relies on the contribution of affiliated clubs, which daily ensure grassroots activity, athlete development, and the organisation of competitions across local areas.

2.1 National Competitions

During the 2025/2026 season, FISG organised and coordinated the national competitive activities of its disciplines through championships, cups, tournaments, qualifying events, and youth sports events.

A total of **2,435 matches, races and competitions** were played, accounting for approximately **105,000 athlete entries**. The latter indicator represents the sum of match appearances recorded across individual competitions, rather than the number of unique athletes.

2,435 matches, races and
competitions held

105,000 match appearances

National competitions represent not only the primary arena for sports competition between athletes and affiliated clubs, but also a **key tool for promoting disciplines, developing young talents, and strengthening the presence of ice sports across local regions**.

The Federation worked in collaboration with host clubs, local committees, facility managers, and technical officials, with the aim of ensuring activities were conducted in compliance with technical rules, athlete safety, and principles of sportsmanship.

2.2 International Competitions

During the season, FISG teams and athletes participated in major international competitions organised by their respective world and European federations.

Activities included:

- World and European championships;
- World Cups and international circuits;
- Qualifying tournaments;
- Youth competitions;
- Paralympic sports events;
- Tournaments and matches of national representative teams;
- International competitions organised in Italy.

2.3 Olympic and Paralympic Games

The Milano Cortina 2026 Winter Olympic and Paralympic Games represented a **historic milestone** for the Italian Ice Sports Federation. For the first time in its history, the Federation **won medals in four out of the five scheduled Olympic ice disciplines**: long-track speed skating, short-track speed skating, figure skating, and curling, topping the previous record of three disciplines set at Beijing 2022.



The overall medal tally for the Italian ice sports delegation closed with **11 medals: 4 gold, 2 silver, and 5 bronze**—the best result ever in FISG history at the Winter Olympic Games. **Five medals** came from **long-track speed skating** (an all-time record in the discipline), **four from short-track speed skating**, matching

the Beijing record, and finally, **two** came from **curling and figure skating**.

Complementing these results is the significant **8th place finish of the Women's National Ice Hockey Team**, a major achievement highlighting the overall growth of the sporting movement.

Participation in the Milano-Cortina 2026 Olympic and Paralympic Games		UoM	2026		
Gender (Olympics)			Women	Men	Total
Athletes Selected - Long-Track Speed Skating		No.	3	7	10
Athletes Selected - Figure Skating		No.	4	5	9
Athletes Selected - Curling		No.	5	5	10
Athletes Selected - Short-Track Speed Skating		No.	5	5	10
Athletes Selected - Ice Hockey		No.	23	25	48
Gender (Paralympics)					
Athletes Selected - Wheelchair Curling		No.	3	4	7
Athletes - Para Ice Hockey		No.	0	17	17
Total		No.	43	68	111

Discipline	Gold	Silver	Bronze	Tot.
Long-Track Speed skating	3	0	2	5
Short-Track Speed Skating	1	2	1	4



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Discipline	Gold	Silver	Bronze	Tot.
Figure Skating	—	—	1	1
Curling	—	—	1	1
TOTAL	4	2	5	11

Paralympic participation involved **24 FISG athletes across the disciplines of Para Ice Hockey and Wheelchair Curling**. The **National Para Ice Hockey Team finished the tournament in fifth place**; the **Wheelchair Curling team reached sixth place**, narrowly missing out on semi-final qualification, while the **mixed doubles finished in eighth place**. The results achieved testify to the competitiveness of the Federation's movement and the value of investments made in athlete preparation, staff qualification, and the development of Olympic and Paralympic disciplines.

3 FISG's Sustainability Journey

3.1 Double Materiality Assessment

The Federation's sustainability journey takes place within a constantly evolving regulatory and market context, in which ESG topics play an increasingly leading role. Even for organisations not directly subject to the obligations under the **Corporate Sustainability Reporting Directive (CSRD)**, sustainability reporting represents a functional tool for communicating the impacts of their activities, strengthening transparency towards stakeholders, and guiding future development directions.

Although not currently falling within the scope of application of the CSRD, FISG chose to initiate a **voluntary ESG reporting journey** with the aim of presenting in a structured manner its initiatives, key impacts generated, and the ways in which the Federation intends to exercise oversight over environmental, social, and governance topics. This choice reflects the commitment to strengthening transparency towards its stakeholders and adopting a tool useful for progressively guiding its **sustainability journey**.

In this context, the Federation chose to base its **first Sustainability Report** on the **VSME Standards** defined by EFRAG (European Financial Reporting Advisory Group) and adopted as an EU recommendation in 2025. To reflect the Federation's specific characteristics, these standards were enhanced with a **double materiality assessment** to identify its most material ESG topics.

Although not required by the VSME Standards, the double materiality assessment was developed by **drawing inspiration from the guidelines of the ESRS Standards and EFRAG's Implementation Guidance** dedicated to the Double Materiality Assessment process. In line with the voluntary nature of this journey and the Federation's characteristics, the assessment was conducted using a **simplified and proportionate approach**, which prioritised alignment with FISG's operational reality over a full application of the requirements set out by the Standards. This setting responds to the need to measure and communicate transparently the impacts arising from the Federation's activities, in consistency with the level of maturity of its sustainability journey.

This approach constitutes a first step towards the progressive integration of sustainability into the Federation's decision-making processes and organisational and operational model.

The double materiality assessment is structured around two key pillars:

- **Impact Materiality Assessment**, which analyses ESG topics from an inside-out perspective, thereby evaluating positive or negative **impacts** that the Federation generates or may generate on the environment, employees, and all external stakeholders;
- **Financial Materiality Assessment**, which analyses ESG topics from an outside-in perspective, thereby evaluating the **risks** and **opportunities** that environmental, social, and governance factors may have on the Federation's financial performance.

Overall, the double materiality assessment enabled the identification of a series of **pacts and one material risk for FISG, while no opportunities were identified**.

The double materiality assessment process was carried out following a three-stage structured approach:

1. CONTEXT ANALYSIS

Carried out through a benchmarking exercise on major Italian and international sports federations, with the aim of understanding the sector's level of sustainability maturity; within the same phase, relevant stakeholders for the Federation were also mapped; based on this mapping, entities were selected for involvement in stakeholder engagement activities.

2. MAPPING THE “LONG LIST” OF IMPACTS AND RISKS

Developed taking into account the sustainability topics envisaged by the ESRS Standards, while considering the Federation's specific characteristics. This phase provided an initial overall perspective of the sustainability topics applicable to the Federation.

3. IMPACT AND RISK ASSESSMENT

The assessment was conducted using quantitative rating scales, in accordance with the methodologies set out in the aforementioned standards and with the involvement of the internal working group and key stakeholders. This phase allowed for the identification of priority and material topics for the Federation.

3.1.1 Context Analysis

The context analysis was conducted with the aim of framing FISG's sustainability journey against key practices adopted in the sports sector, with particular focus on comparable national and international federations. The activity was based on a desk analysis and benchmarking conducted on a panel of **11 selected entities** for their **comparable size** to the Federation, **affinity in sports managed**, and **level of ESG maturity**.

For each entity, publicly available documents and information were reviewed to understand the level of oversight of ESG topics and the main sustainability reporting approaches adopted in the sector. Based on the information gathered, the key topics reported or mapped by the benchmarked entities were mapped against the areas set out in the ESRS standards and categorized into environmental, social, and governance (ESG) topics.

In addition to topics falling within the ESRS standards, the exercise also considered certain **sports sector-specific topics**, identified on the basis of analysed documents and relevance to the Federations' operational model. These include, for example, **sustainable mobility**, the **role of member clubs and teams**, **registered members**, and **anti-doping policies**.

Finally, the context analysis included an update of FISG's stakeholder mapping, developed considering the Federation's characteristics, relationships with its stakeholders, and operational context. This exercise

formed the basis for defining the scope of stakeholder engagement and identifying potentially material topics to be submitted for assessment.

3.1.2 Mapping Impacts and Risks

To map relevant impacts, risks, and opportunities, the ESRS Standards and Guidelines envisaged by EFRAG (“Implementation Guidance 1”) suggest starting from mapping FISG’s activities and **enhancing** it with the Federation’s **unique characteristics** through internal and external context analysis. Based on this mapping, an initial list of topics applicable to the Federation was selected, and an initial extensive list of **impacts and risks** potentially material to FISG was established.

Regarding **Impact Materiality**, a **comprehensive list of potential positive and negative impacts** was completed, considering not only the impacts arising from its **direct operations**, but also **those related to the value chain**—specifically, the effects the Federation could generate on connected stakeholders and value chain actors.

Regarding **Financial Materiality**, risks related to environmental, social, and governance factors capable of influencing FISG’s financial performance were identified. As a prior **risk assessment** conducted by the Federation was not available, a set of potential risks was identified.

Risks and Impacts defined in this manner were then submitted to the **assessment process**.

3.1.3 Impact and Risk Assessment

Impacts and risks potentially relevant to FISG were subjected to an assessment process aimed at determining their materiality level and identifying material topics for the Federation. The assessment was conducted by combining the view of the internal working group with the engagement of internal and external stakeholders.

Impact Assessment

The impact assessment was carried out by the Federation’s internal working group using qualitative-quantitative scales from 1 (minimum value) to 5 (maximum value). For each impact, the **likelihood of occurrence** and the **severity of consequences generated** were considered distinguishing between **positive and negative impacts**.

For positive impacts, the ability to generate benefits for the environment, people, or relevant socio-economic environment was evaluated. For negative impacts, the assessment considered the severity of consequences based on three parameters:

- **Scale**, understood as the severity of consequences (positive or negative) generated by the impact on the environment, people, or relevant socio-economic environment;
- **Scope**, understood as the extent of the impact, evaluated in relation to the number of people affected, stakeholder categories concerned, or geographic/environmental area impacted;
- **Irreparability**, considered for negative impacts, understood as the level of difficulty in remedying consequences generated by the impact in terms of time, resources, and actual restoration feasibility.

Likelihood was evaluated by distinguishing between unlikely, slightly likely, likely, highly likely, and actual impacts, the latter referring to impacts already occurred in the past year.

The analysis enabled assigning an Impact Materiality score to each topic, used to identify the materiality level of impacts generated or potentially generated by the Federation. The **materiality threshold was set at a score equal to or greater than 2.5** on a scale from 1 to 5.

Risk Assessment

In parallel, potentially material ESG risks were evaluated based on the **likelihood of occurrence and potential severity of effects**. A scale from 1 to 5 was also adopted in this case.

The potential scale was assessed based on possible impacts on the Federation—such as financial losses, increased costs, or reputational damage—ranging from low to very high. The combination of likelihood and potential scale enabled a Financial Materiality score to be assigned to each topic. Also for risk assessment, the **materiality threshold** was set at a score **equal to or greater than 2.5**.

Stakeholder Engagement

In addition to the internal assessment, FISG conducted a **stakeholder engagement** exercise aimed at gathering key stakeholders' perspectives on the materiality of identified ESG topics.

For **internal stakeholders**, represented by the Federation's employees, engagement was conducted via an **online survey**, to which **9 people responded**. For each topic, participants were asked to assess the extent to which FISG can generate positive or negative impacts on the relevant environmental and social context, and to identify ESG topics deemed to be priority for the Federation.

For **external stakeholders**, **two engagement methods** were applied:

- **an online survey**, with 20 respondents;
- **6 one-to-one interviews** with strategic stakeholders of the Federation.

Interviews involved representatives from the **media, military sports groups, Sport e Salute**, and **selected sponsors**. During meetings, stakeholders were invited to **prioritise sustainability topics based on FISG's capacity to generate positive or negative impacts, and to share feedback, rationales, and key insights to guide the Federation's ESG journey**.

Topics submitted for stakeholder assessment were reprocessed based on the impacts evaluated by the working group, making them easier to understand and streamlining the collection of feedback. Discussions covered **environmental, social, and governance** topics, including climate change, sustainable mobility, water, circular economy, own workforce, affected communities, registered members, safeguarding, supplier relations, anti-bribery and corruption, and anti-doping.

3.1.4 Double Materiality Assessment: Results

Stakeholder engagement outcomes were consolidated using a **weighted average** between external engagement results and employee survey findings. Subsequently, for final materiality assessment purposes, **these results were integrated with the assessment conducted by the internal working group** of the Federation.

Qualitative insights captured through stakeholder engagement—particularly through one-to-one interviews with strategic stakeholders—also **helped guide the definition of the Federation's Sustainability Plan**, supporting the identification of priority areas and potential future actions.

Impacts

Based on the defined materiality threshold of 2.5, the following topics were found to be material under Impact Materiality:

Topic	Brief description of impacts	Materiality
Environment		
Climate change	Impacts related to the generation of direct and indirect CO ₂ emissions and awareness-raising initiatives on climate topics	■ ■
Sustainable mobility	Reduction of emissions arising from travel for sports events and competitions	■ ■ ■
Water	Indirect water consumption related to the use of sports facilities and awareness raising towards a more responsible use of resources	■ ■ ■
Circular Economy	Promotion of eco-sustainable practices within the Federation and environmentally friendly behaviours during sports events	■ ■
Social		
Own Workforce	Guaranteeing fair working conditions, health and safety, equal treatment and opportunities	■ ■ ■
Affected Communities	Benefits generated for local communities through holding sports events and competitions, including in mountain or remote areas	■ ■ ■ ■
Consumers and End-Users - (Entity-Specific) Registered Members	Promoting inclusion and gender balance among registered members and athletes	■ ■ ■

Governance		
Business Conduct – Safeguarding	Safeguarding young athletes and preventing behaviours inconsistent with the principles of protection, respect, and safety	■ ■ ■ ■
Supplier Relationship Management	Enhancing sustainability criteria in the selection of purchased products and services	■ ■
Business Conduct – Corruption	Combating economic and sports corruption	■ ■ ■
Business Conduct – (Entity-Specific) Anti- Doping	Combating the spread of doping through dedicated policies and athlete testing	■ ■ ■ ■

Risks

With reference to Financial Materiality, the only material topic concerns **Climate change**, in relation to the risk of operational disruption associated with extreme weather events or environmental conditions that could impact facilities and the execution of sports activities. The other risks assessed—in particular, reputational risks related to safeguarding, anti-corruption, and anti-doping—did not exceed the financial materiality threshold.

The following chapters outline the tools, actions, and metrics related to the ESG topics identified through the double materiality assessment.

4 Environment

Environmental topics represent a **key area of focus** for FISG, **given the nature of ice disciplines** and activities linked to organising events, training camps, and competitions. The materiality assessment highlighted the relevance of aspects such as **climate change, sustainable mobility**—also regarding travel generated by sports activities—and the **use of water** in sports facilities.

In this context, the Federation's role involves overseeing its operational office activities as well as providing guidance and awareness-raising initiatives for sports personnel and athletes involved in travel.

Through the targets defined in its sustainability strategy, FISG intends to contribute to achieving several United Nations 2030 Agenda Sustainable Development Goals (SDGs). In particular, initiatives aimed at promoting energy efficiency, reducing emissions, fostering responsible water usage, and encouraging more sustainable resource and material management align with **SDG 7 Affordable and Clean Energy, SDG 13 Climate Action, SDG 6 Clean Water and Sanitation, and SDG 12 Responsible Consumption and Production**.



As of the reporting date, oversight of these topics is conducted through **identifying areas of potential exposure related to direct operations and the execution of sports and institutional activities across local regions**. In particular, the key factors identified include **energy consumption associated with offices, employee commuting**, and, more broadly, **mobility** related to participation in training sessions, squad gatherings, and competitions—including fuel consumption from vehicles used by registered members, selected athletes, and other stakeholders to reach the Federation's event and gathering venues. Focus areas also include **water** usage and **materials and waste management** related to headquarters activities and event staging. Indeed, the Federation does not directly manage sports facilities.

These aspects are material as they are connected to generating direct and indirect emissions from the Federation's operations and travel generated by sports activities.

The following paragraphs outline key environmental measures adopted by FISG in terms of climate change, sustainable mobility, water, and circular economy.

4.1 Climate Change and Sustainable Mobility

4.1.1 Actions

Currently, the Federation does not own the premises occupied by its offices; therefore, intervention, monitoring, and reduction of emissions from direct office energy consumption will be applied starting from the next reporting cycle. The prevailing measures, however, concern curbing emissions related to mobility. In particular, the Federation promotes more sustainable forms of mobility both in terms of internal management and in organising directly managed sports activities and events, where the greatest impacts remain.



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Corporate Mobility

Regarding corporate mobility, **over 50% of the Federation's vehicle fleet consists of hybrid powertrain vehicles**, thus contributing to reducing the environmental impact of travel compared to conventional solutions.

Athlete Travel

Regarding athlete travel, FISG has also introduced a **policy to discourage solo car travel** by reducing **mileage reimbursements for individual journeys**, thereby encouraging carpooling and shared travel options whenever possible.

Event Logistics

When organising sports events, the Federation **also takes into account the location of accommodation relative to sports venues**, prioritizing solutions that allow match venues to be reached on foot. This approach helps **curb local travel, reducing traffic, energy consumption, and mobility-related emissions during events**.

4.1.2 Targets

Aligning with recognised international standards to improve the Federation's environmental performance	Target Date
Adopting recognized international standards represents a benchmark for the Federation towards more responsible management of its activities, particularly regarding the organisation of events, squad gatherings, and sports competitions. To this end, the Federation is pursuing ISO 20121 certification —the international standard for sustainable event management systems—and plans to develop specific Event organisation Guidelines designed as a guidance tool for affiliated sports clubs managing events locally.	• ISO 20121, 2028 • Guidelines for Sustainable Organisations and Events, 2026
Strengthening the culture of sustainability within the Federation	Target Date
To foster greater awareness of environmental topics among affiliated clubs, the Federation plans to launch a communication campaign dedicated to climate, water, and waste, alongside the development of a poster or other communication formats aimed at highlighting key environmental event-related impacts (regarding travel, water usage, and waste generation).	• 2026
Structuring the collection and reporting of direct and energy emissions (Scope 1 and Scope 2)	Target Date
Regarding direct emissions and energy consumption, the Federation intends to establish a structured approach for data collection and reporting . For Scope 2 , this translates into defining procedures to track gas and electricity consumption at headquarters; for Scope 1 , it involves mapping the vehicle fleet and collecting fuel consumption data.	• 2027

Curbing headquarters emissions through self-production of renewable energy (Scope 2)	Target Date
Regarding headquarters energy consumption, the Federation wishes to introduce renewable self-production solutions, specifically the use of solar batteries for energy storage as a key lever for Scope 2 emissions reduction.	2027
Quantifying emissions from event-related mobility (Scope 3)	Target Date
Travel associated with training, squad gatherings, and competitions represents one of the main sources of indirect emissions for the Federation. To assess its impact and identify relevant reduction levers, the Federation plans to set up a data collection system designed to compute Scope 3 emissions generated by events.	2028

4.1.3 Metrics

Regarding **greenhouse gas emissions**, the Federation monitors fuel consumption of owned vehicles used in travel connected with the Federation's operations, particularly concerning transportation of athletes, technical staff, and sports equipment to training, squad gathering, and competition venues.

The following table presents, for each vehicle, the kilometres driven during 2025 and corresponding emissions, calculated from total recorded mileage (155,939 km) and the DEFRA emission factor associated with large diesel cars (0.21007).

Mobility-Related Emissions	
UoM	Total Emissions
Tonnes CO ₂ eq.	32,758

4.2 Water

4.2.1 Actions

Given the nature of ice sports, the Federation **recognises the significance of water consumption related to sports facilities**, with particular reference to water usage in venues where sports activities take place. As the Federation does not directly manage these facilities, its role is primarily focused on providing guidance and raising awareness among event stakeholders, whereas direct oversight is limited to office water consumption.

Raising Awareness During Events

In this context, the Federation promotes responsible water usage mainly through **awareness-raising initiatives** intended for stakeholders involved in sports events. Specifically, during events, **informational materials and dedicated signage** are used to encourage spectators, staff, and participants to adopt behaviours aimed at curbing consumption and reducing waste.

Water Bottle Distribution

Such initiatives also include the **distribution of reusable water bottles** to foster more sustainable habits and **reduce reliance on single-use containers**. Given the limited number of directly managed events, the Federation's role is expressed primarily through guidance, awareness-raising initiatives, and promotion of best practices, rather than direct operational control over water consumption.

4.2.2 Targets

Training Staff, Athletes, and Organisers on Water Resource Protection	Target Date
The Federation's oversight of water consumption is expressed primarily through guidance and awareness-raising activities initiatives targeting those involved in sports events. Building on this approach, the Federation intends to develop a training programme for staff, athletes, and organisers focused on water conservation and best practice sharing, thereby reinforcing responsible behaviours across its community.	2027
Adopting Structured Reporting for Water Consumption	Target Date
As previously explained, the availability of water consumption data is currently limited. To progressively strengthen oversight in this area, the Federation intends to implement a structured water data reporting framework , starting with the collection of office consumptions as these are the spaces over which it exercises more direct control.	2027

4.3 Circular Economy

4.3.1 Actions

The Federation applies circular economy principles mainly through guidance initiatives and best practices adopted within sports activities and events. Given the limited number of directly managed events, **the Federation's scope for action is primarily focused on promoting responsible behaviours and implementing waste reduction solutions.**

Waste Sorting in Sports Facilities

In this context, FISG **promotes waste sorting in sports facilities** and during events, fostering a more orderly and conscious management of materials produced during competitions.

Reuse of Materials and Event Setups

Furthermore, the **Federation prioritises**, where feasible, **the reuse of materials and available event setups**—including backdrops, banners, roll-ups, and modular components used for the Senior National Hockey Team's locker rooms—**enabling their use for future events.**



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4.3.2 Targets

Quantifying materials and waste generated by headquarters	Target Date
The Federation's application of circular economy principles currently focuses primarily on sports activities and events. To extend this oversight also to headquarters operations, the Federation intends to implement a material and waste reporting methodology based on tracking and quantifying purchased materials .	• 2027
Adopting lower-impact materials for office activities	Target Date
The Federation already prioritises, where feasible, the reuse of materials and event setups within its activities. Building on this approach, the Federation aims to adopt lower-impact solutions for office consumption . Specifically, it intends to use 100% FSC-certified paper , monitor the proportion of e-waste (WEEE) sent for recovery , and use remanufactured toner cartridges .	• 2027
Promoting proper waste management practices within the sports community	Target Date
Promoting waste sorting and responsible waste management behaviours represents one of the Federation's key action levers during events and competitions. On this basis, the Federation plans to develop a training programme for athletes, staff, and organisers focused on proper waste disposal practices , thereby embedding sustainable habits across its community.	• 2027

5 Social

5.1 Own Workforce

The Federation's own workforce represents a material topic for FISG, serving as a **core element for the operation of its organisational structure and for oversight of administrative, organisational, and sports activities**. The Federation recognises the importance of fostering a professional environment built on fairness, respect, and accountability.

FISG recognises the value of all individuals who, in various capacities, contribute to carrying out its activities. Through initiatives aimed at health and safety protection, continuous training, skill development, and equal opportunity promotion, the Federation strives to foster an inclusive, safe, and collaborative work environment oriented towards professional growth. These objectives align with **SDG 3 Good Health and Well-being**, **SDG 5 Gender Equality**, and **SDG 8 Decent Work and Economic Growth**.



The materiality assessment confirmed the relevance of the topic, with reference to guaranteeing fair working conditions, health and safety, and equal treatment and opportunities.

The following paragraphs provide key information on the workforce breakdown, personnel measures, and the tools through which FISG regulates roles, responsibilities, and expected conduct within its organisation.

5.1.1 Policies

To oversee activities carried out across its organisation and by entities operating within its framework, FISG has established a system of rules, regulations, and procedures designed to govern roles, responsibilities, and standards of conduct. Key references include the **Code of Ethics**, alongside the **Figure Skating Technical Officials Panel**, as well as codes and regulations adopted by affiliated clubs.

Code of Ethics

The **Code of Ethics** outlines **the set of values, principles, and rules of conduct guiding the actions of FISG and all entities operating in its name or on its behalf**. The document emphasizes the role of sport as a platform for education, community building, and social responsibility, placing strong focus on compliance with the **law, sportsmanship, fairness, human dignity, and Olympic values**.

The Code applies to federal bodies, registered members, affiliated clubs, employees, collaborators, and third parties maintaining relations with the Federation. It establishes **binding principles of conduct**, including regulatory compliance, fair play, anti-doping, the fight against violence and all forms of discrimination, safeguarding, impartiality, confidentiality, data protection, and conflict-of-interest prevention. The document also regulates expected conduct in relations with the media, suppliers, public authorities, human resources, and third parties, promoting **transparency, accountability, fairness, and integrity in both internal and external relations**. Special attention is devoted to **workplace protection, health and safety,**



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prevention of harassment, abuse, and gender-based violence, as well as the prohibition of undue influence, match-fixing, betting, and improper use of the Federation's assets.

Finally, the Code sets out implementation, oversight, and disciplinary procedures, serving as an essential tool to guarantee the proper functioning, reliability, and reputation of the Federation. Overall, it represents FISG's value and behavioural framework, aimed at **promoting a sports model rooted in legality, integrity, respect, inclusion, and responsibility.**

5.1.2 Actions

Working Conditions

The Federation ensures its employees **working conditions governed by collective bargaining agreements, guaranteeing access to the protections envisaged** by current legislation and applicable contractual frameworks. **All personnel benefit from social protection schemes** covering events such as **illness, unemployment, occupational injuries, acquired disability, parental leave, and retirement.**

The Federation provides a series of tools aimed at **fostering work-life balance.** These include the **right to study leave up to 150 hours, unpaid leave** for family or personal reasons, international mobility, PhD research, or scholarships, alongside **various statutory and contractual leave entitlements provided by law and applicable collective bargaining agreements.**

Additional benefits include **meal vouchers, supplementary health insurance with preventive care coverage, and both company-wide and individual performance bonuses.** These measures are complemented by corporate welfare initiatives, offering employees goods and services through dedicated platforms.

Social Dialogue and Freedom of Association

The Federation guarantees **respect for trade union rights and freedom of association as provided for by applicable legislation and collective bargaining agreements.** Indeed, **100% of employees are hired in compliance with relevant collective agreements** governing economic and regulatory employment terms, as well as labour-management dialogue and participation of employer and workers.

Health and Safety

Protecting the health and safety of everyone involved in the Federation's activities is a fundamental requirement in the management of FISG's operations.

For **employed personnel**, the Federation **ensures full compliance with statutory workplace health and safety obligations**, promoting suitable working conditions to safeguard physical integrity and well-being.

For directly **organized sports events**, the **Federation frequently relies on the support of volunteers**, typically provided and made available by local sports clubs in the host area. **The volunteers involved may also be sourced outside the National Register of Amateur Sports Activities** and are therefore not selected exclusively from registered entities. On such occasions, the Federation ensures the provision of **mandatory health and safety training, supplemented by specific operational training activities to guarantee the proper execution of assigned tasks and awareness of activity-related risks.**

Training and Skill Development

The Federation considers skill development a key driver of organisational effectiveness and the quality of its institutional and sports activities.

To this end, **it promotes professional development and training initiatives for employees** aimed at maintaining and strengthening the technical and soft skills required to meet evolving organisational and operational needs.

For **volunteers** involved in the Federation's events, **training is primarily operational and safety-oriented**, ensuring an adequate level of preparation for tasks assigned.

Diversity and Equal Opportunities

The Federation **operates in accordance with the principles of equal opportunity, inclusion, and non-discrimination**, thus committing to a working environment founded on respect for human dignity and appreciation of diversity.

Adopted policies and frameworks aim to **foster work-life balance through parental support measures, flexible working arrangements**, and specific legal protections, including **statutory leave for female victims of violence**.

5.1.3 Targets

Adopting Recognized International Standards to Safeguard People and Processes	Target Date
On the social front, the Federation intends to anchor management of its resources and activities to internationally recognized benchmarks, so as to translate principles of responsibility and fairness into structured and verifiable organisational practices. To this end, the Federation is pursuing ISO 9001 certification—the international benchmark for quality management systems—oriented towards continuous process improvement and effectively meeting stakeholder needs.	• 2028
Strengthening employee well-being starting from listening	Target Date
The well-being and satisfaction of everyone working within the Federation are essential prerequisites for proper organisational functioning. To this end, the Federation intends to conduct an internal climate survey to assess employee needs and guide subsequent support measures.	• 2027
Enhancing employee skills through training	Target Date
To support the evolution of its administrative, organisational, and sports activities, the Federation focuses on internal skill development. In this area, it aims to deliver dedicated training pathways, providing at least two hours of mandatory occupational health and safety training alongside technical-specialist refresher sessions in key areas such as event management, digitalisation, and administration.	• 2026
Safeguarding occupational health and safety	Target Date
Health and safety protection emerged as a priority area from the materiality assessment. To strengthen oversight and contribute to reducing injury risks, the Federation plans to regularly update its health and safety policy , extending it	• Ongoing

to both employees and non-employee/third-party workers operating within its framework.

Promoting equity, inclusion, and gender equality

Target Date

The Federation recognizes equal treatment and opportunity as core pillars of an equitable and inclusive work environment. In line with this principle, it intends to monitor, promote, and train female representation across **governance bodies**.

- 2027

Promoting inclusion through sports and local partnerships

Target Date

For the Federation, sport is a platform for social cohesion and responsibility, open to participation by all people. To this end, **the Federation intends to establish 2 partnerships** aimed at **fostering inclusion and breaking down barriers to sports participation**, while tracking the number of active initiatives.

- 2027

5.1.4 Metrics

EMPLOYEE DEMOGRAPHICS

The Federation has a total of 24 employees, 50% of whom are women. Permanent contracts account for 92% of FISG's workforce.

Employees by Contract Type	UoM	2025		
Employees, of which:		Women	Men	Total
Permanent	No.	12	10	22
Temporary	No.	-	2	2
Total	No.	12	12	24

During 2025, there were 4 departures: one retirement, two resignations, and the completion of an internship contract.

Employees Who Left the Federation during 2025	UoM	2025
Employees who left the Federation in the reporting year	No.	4
Average number of employees in the reporting year	No.	23.5
Employee Turnover	%	17

In 2025, managerial positions were held by two individuals, both male. This composition recorded during the year was due to the temporary leave of a female manager assigned to another role, who returned in 2026.

Regarding other workforce characteristics, no self-employed workers were present during the period. With respect to the employment inclusion of persons with disabilities, the workforce includes one employee falling within this category.

HEALTH AND SAFETY

Regarding **occupational health and safety**, no **work-related injuries** or **fatalities** were recorded in 2025.

REMUNERATION, COLLECTIVE BARGAINING AGREEMENT, TRAINING

FISG applies the National Collective Bargaining Agreement (CCNL), providing an entry-level wage approximately 12% higher than the statutory minimum wage.

Training	UoM	2025
Average Training Hours by Gender	h.	3
Average number of training hours provided to women	h.	3
Average number of training hours provided to men	h.	3

WORK-LIFE BALANCE

Family and Caregiver Leave	UoM	2025
Total Employees	No.	24
Employees entitled to family and caregiver leave	No.	10
	%	41.7
Employees who took family and caregiver leave	No.	8
Women	No.	6
	%	60
Men	No.	2
	%	20

The National Collective Bargaining Agreement covers 100% of FISG employees.

5.2 Affected Communities

Affected communities include individuals and groups who, while not part of the organisational structure, are impacted by the Federation's activities and sports events held locally. The Federation targets these communities through initiatives aimed at encouraging participation in sports and promoting the values of the sporting movement.

FISG promotes a **safe, inclusive sporting environment that respects the principles of loyalty, fairness, and equal opportunity, placing the safeguarding of athletes and registered members at its core.** Through initiatives aimed at fostering well-being, inclusion, safeguarding, and doping prevention, the Federation contributes to the UN 2030 Agenda Sustainable Development Goals—specifically **SDG 3 Good Health and Well-being, SDG 5 Gender Equality, SDG 10 Reduced Inequalities, and SDG 16 Peace, Justice and Strong Institutions.**



5.2.1 Actions

The Federation promotes initiatives aimed at affected communities to encourage engagement with ice sports—particularly among younger generations—and to strengthen the bond between sporting activities, schools, and local communities.

Sports and School

Completed initiatives include **Curling@School**, a project aimed at introducing curling into Italian schools and engaging children and young people with the discipline through dedicated activities. This project is part of a broader **youth sports promotion** pathway designed to make ice sports more accessible and widely known beyond traditional participation settings.



This scope also encompasses activities **carried out under the Scuola Attiva (Active School) initiative, promoted by Sport e Salute**, as well as the **Ghiaccio & Scuola (Ice & School)** project, developed in collaboration with the Toniolo Sports High School in Bolzano and the Sports High School of Fondo (Province of Trento). These initiatives contribute to strengthening relations between the Federation and youth education, fostering pathways of awareness, orientation, and engagement with ice sports.

Dissemination and Public Participation



The Federation also promotes public outreach and participation opportunities for young people and the general public—such as the **Suzuki Ice Camp Ice Festival**—providing an occasion to connect local communities with the Federation's sports while highlighting the educational, social, and promotional dimensions of sporting practice.

Regional Facility Development

To support the regional development of ice sports, FISG also highlights the **Call for Tenders for Ice Rinks in Veneto**, an initiative that aligns with the broader goal of expanding the availability and suitability of sports venues, thereby supporting movement growth and local accessibility.



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In 2025, FISG contributed to defining a three-year Framework Agreement with the Presidency of the Council of Ministers and the Veneto Region for the redevelopment of ice sports facilities. As part of this process, approximately €8.9 million was allocated to interventions across four facilities, out of a total potential allocation of €18 million.

This initiative strengthens the availability and quality of infrastructure where grassroots activities and youth training take place, serving as a model of institutional collaboration that can potentially be replicated in other regions.

Federation Website Digital Accessibility

In 2025, the Federation completed the revamp of its institutional website, introducing a clearer, faster interface, improved mobile and tablet compatibility, and streamlined browsing for schedules, results, and events. Integrations with Italian Hockey and FISG.TV were also enhanced, facilitating access to statistics, standings, and both live and on-demand content.

Digital Accessibility and Event Dissemination: FISG.TV

FISG.TV represents one of the primary tools through which the Federation increases competition accessibility and brings registered members, families, and fans closer to ice sports, overcoming geographical barriers linked to venue locations and traditional media coverage.

During the 2025/2026 season, the platform live-streamed 1,546 matches, ensuring over 95% coverage of Italian championships. Broadcast programming also included National Team matches, Para Ice Hockey, and major youth tournaments.

This outcome was achieved through collaboration between FISG, sports clubs, and Sportway, alongside progressive investments in arena technological infrastructure. In addition to expanding visibility across the movement, this model generates direct financial returns for hockey clubs, as resources under the agreement are redistributed to clubs based partly on viewership generated by their respective matches.

For other disciplines, 148 event days of figure skating and speed skating were broadcast during the season, while select curling activities were made available via FISG's YouTube channel in collaboration with host clubs. FISG.TV thereby contributes to promoting sports culture, enhancing the profile of national and youth competitions, strengthening relations between clubs and host communities, and supporting the movement's long-term economic sustainability.

Regional Governance and Committee Operations

Activities carried out by Regional Committees and Delegations extend the Federation's reach within local communities, supporting ice sports development beyond initiatives directly managed by central headquarters.

During the 2025/2026 season, regional bodies played a key role in liaising with affiliated clubs and supporting sports, promotional, and training activities developed locally. Tailored to regional needs, their work covered competition organisation and coordination, introduction to sports, youth education relations, training for coaches and technical officials, youth activity promotion, and ongoing dialogue with institutions and facility managers.



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This regional governance structure enables FISG to address varying local needs, support clubs in activity execution, and foster community networks between sports, schools, institutions, and local areas. In this perspective, Committees and Delegations serve not only as organisational branches of the Federation, but also as drivers for generating local participation, skills, and social value.

Scuola Attiva Program

In the 2025/2026 school year, FISG joined the "Scuola Attiva" program, promoting collaboration between affiliated clubs, the Federation's coaches, and educational institutions. The project introduces children and young people to physical activity and the Federation's disciplines, highlighting sport as an educational, inclusive tool that promotes healthy lifestyles.

Fiera Ice Arena: Legacy, Accessibility, and Circular Economy

In July 2026, work began on the Fiera Ice Arena in Rho, a new Federation's multidisciplinary centre dedicated to the development, promotion, and organisation of ice sports. Supported by Fondazione Fiera Milano with a €7 million investment, operations are scheduled to launch in October 2026.

The facility will host competitive, youth, recreational, and promotional activities across hockey, para ice hockey, figure skating, short-track speed skating, and curling, while developing active partnerships with local schools. The project was designed according to principles of continuity and reuse: a significant portion of the structures and technologies used can be recovered within the exhibition centre or integrated into the future permanent facility.

The Fiera Ice Arena thereby represents a tangible legacy of Milano Cortina 2026, generating ice availability, access to sports practice, youth development, and long-term value for the region.

5.2.2 Targets

Generating social value for local communities	Target Date
The Federation strives to maximize its positive impact on host communities, enhancing the social and community-building role of ice sports. The construction of the Fiera Ice Arena aligns directly with this goal—a project through which the Federation aims to strengthen its presence in areas not currently served by its sporting network and expand accessibility to its disciplines.	• 2026
Regional Facility Development	Target Date
Modernizing sports infrastructure represents a fundamental milestone in the Federation's journey toward social and regional sustainability. In this light, the Federation signed a three-year Framework Agreement with the Presidency of the Council of Ministers and the Veneto Region for regional ice rink redevelopment, backed by a regional grant of €8.9 million (2025–2027), expandable to €18 million and supplemented by municipal resources. This initiative aims to guarantee efficient, safe, and barrier-free facilities for athletes with disabilities and citizens alike, leaving a positive and inclusive local legacy, with periodic monitoring entrusted to a Steering Committee and Supervisory Board.	• 2027

Engaging the public with ice sports and sustainability topics	Target Date
Promoting sports culture and sustainability values is a priority area of the Federation's commitment to local communities. To this end, FISG promotes initiatives introducing ice disciplines both within Rho Fieramilano and across other Italian regions , highlighting their educational, inclusive, and promotional dimensions. The Federation also develops sports access programs targeted at schools, youth, vulnerable groups, and persons with disabilities, tracking both the number and geographical distribution of implemented initiatives.	• 2027
Enhancing community participation through volunteering	Target Date
Active community involvement is a defining pillar of the Federation's sports model, particularly during events and competitions. To quantify this contribution, the Federation intends to report in a structured manner the number of volunteers involved , and total volunteering hours completed , reflecting the community's input into its operations.	• 2026

5.3 Registered Members

5.3.1 Policies

5.3.1.1 Policies governing registered members

The activities of registered **members** and affiliated clubs are governed by a framework of regulations, provisions, and resolutions defining conditions for access, retention, and participation in the Federation's system, aimed at ensuring order, operational consistency, fairness, and transparency.

The primary reference document is the **Affiliation and Membership Regulations, which govern the conditions, procedures, and obligations through which clubs, sports groups, and individuals join the Federation's system.**

The document sets out the **requirements for sports club affiliation and re-affiliation**, regulating key aspects such as required documentation, facility availability, minimum registration thresholds for athletes, executives, and coaches, affiliate liabilities, fee arrears, corporate changes, mergers, demergers, and sports title management. The Regulations also govern the **membership** registration of various categories of individuals involved in the Federation's activities, clarifying rights, duties, and participation conditions across FISG operations. Particular focus is given to membership regularity, health protection, sports eligibility, and affiliate responsibility in verifying required documentation. Finally, the document regulates aspects linked to the **athlete retention rule, transfers, loans, releases, the registration of athletes from foreign Federations**, and—specifically for hockey—**training indemnities**.



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5.3.1.2 Policies governing athletes

Athletes' activities are governed by regulations and procedures defining criteria for participation in the Federation's events, obligations associated with national team selection and required standards of conduct during sports practice.

A key benchmark is the **Regulatory Rules for Athletes Selected for National Teams**, which govern participation obligations, sporting and disciplinary conduct, compliance with FISG, CONI, and International Federation regulations, as well as insurance coverage. These rules apply to athletes, national-level coaches, and members' parent clubs, aiming to ensure continuity and discipline in national team activities, clarify the rights and duties of involved entities, and safeguard both national and international operations.

These are complemented by **sector-specific technical regulations**—including the Annual Federal organisational Rules (NOFA)—governing competitions, standings, admission criteria, equipment, and safety standards. Applying to athletes, coaches, and technical officials, these regulations ensure consistency, fairness, and safety in sports execution, while providing transparent competition entry criteria.

The regulatory framework is completed by the **Code of Ethics** and **sports conduct regulations**, which emphasize principles of respect, integrity, fairness, anti-corruption, and fair play. These tools apply to all registered members and contribute directly to protecting the Federation's reputation.

5.3.2 Actions

5.3.2.1 Actions supporting registered members

Benefits for Registered Members

The Federation promotes initiatives for its registered members designed to expand access to opportunities in major national and international sports events and strengthen belonging within the Federation's community. In particular, **FISG provided priority access codes for purchasing tickets to the Milano Cortina 2026 Winter Olympic Games**, granting registered members priority access to competitions. The Federation **also offered dedicated benefits during the Milan leg of the World Tour** through reserved discount schemes.

Digitalisation and Technical Support for Clubs

Furthermore, the Federation granted all hockey clubs access to the Hockey Centre platform as a shared tool to plan and manage training programs, monitor sports activity, and enhance communication between coaches, technical staff, and players.

This service is complemented by tools developed in collaboration with Sportway and FISG.TV. Matches recorded through systems installed in arenas are available live and on-demand, creating a video asset valuable not only for broadcasting competitions, but also for technical, educational, and performance improvement purposes.

Through the video analysis platform, coaches and staff can review individual and team performances, analyse specific game situations, add annotations, and share targeted feedback with athletes, seamlessly integrating match analysis into training planning.



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Footage also supports referee training and refresher courses by facilitating the analysis of match episodes, deeper application of regulations, comparison of refereeing decisions, and greater consistency in interpretive criteria.

Together, these initiatives contribute to digitalising sports activities, expanding club access to advanced tools, and supporting continuous skill development for coaches, staff, athletes, and technical officials.

Technical Skills and Ice Sports Development

The Federation consistently promotes continuous coach training through annual CNA courses, coaching symposia, and dedicated refresher sessions, enriched by contributions from foreign experts to foster engagement with international methodologies and experiences.

Through the Italian Hockey Development Program (IHDP), the Federation promotes a coordinated framework for executives and coaches, aimed at improving hockey instruction and practice across all age groups. The program provides dedicated tools for training coaches and executives, supporting families, identifying and developing talent, preparing goaltenders, and nurturing youth athletes of national interest.

This initiative helps standardize training pathways locally and strengthens the capabilities of clubs accompanying athletes from grassroots practice to high performance.

5.3.2.2 Actions supporting athletes

With specific reference to athletes, the Federation provides various support initiatives designed to facilitate sports practice, competition participation, and growth pathways within the Federation's programs.

Technical Support for National Teams

Key measures include **supplying technical apparel to national teams** through existing sponsorship agreements. Specifically, through the **partnership with FILA**, national teams receive the Federation's apparel, with the exception of junior hockey teams, whose supply is provided through the partnership with CCM. The Federation also provides **reimbursements for technical equipment used by national teams**, such as hockey sticks and curling brooms.

To support the sporting movement and the clubs contributing to athlete development, **FISG established a hockey indemnity fund** to recognize the vital role of sports clubs in athlete development pathways.

Balancing Sport and Personal Life

The Federation also promotes initiatives aimed at balancing athletic commitments with personal life. This includes **the project dedicated to athlete mothers**, aimed at supporting their return to high-performance sports activities following maternity leave through logistical and financial support measures. This is complemented by the **Scuola dei Campioni** (School of Champions) **scholarship programme**, which provides financial support to young athletes for their sports and educational development. FISG offered two full scholarships and fifty partial scholarships to federated athletes, aiming to support the balance between education and competitive sports. In December 2025, two full scholarships were awarded for the 2025/2026 academic year based on motivational and financial criteria.

This initiative helps safeguard dual careers, reducing the risk that sports commitments, travel, and training schedules compromise the educational continuity of young athletes.

5.3.3 Targets

Supporting and enhancing women's sport at all levels	Target Date
Supporting female participation is a cross-cutting objective for the Federation across all levels of sports practice, from introduction to high-level competition. Within this scope, the Federation plans to roll out an awareness-raising campaign dedicated to promoting female participation in ice sports.	• 2027
Training coaches in inclusive sports practice	Target Date
Coach training is a key lever for embedding an inclusive sports culture across all levels of practice. To this end, the Federation plans to deliver coach training courses , developed in collaboration with the CNA, aimed at integrating inclusion principles into technical and athletic instruction.	• 2027
Promoting sports access starting from schools	Target Date
Access to sports practice can be hindered by cultural barriers, particularly among younger generations. To help overcome these barriers, the Federation plans to organize educational events in schools focused on sport and cultural accessibility across sporting disciplines.	• 2027

5.3.4 Metrics

GENDER DIVERSITY: REGISTERED MEMBERS, TECHNICAL STAFF, AND ATHLETES

Breakdown of Registered Members by Gender	UoM	2025
Registered Members - Men	No.	8,338
Registered Members - Women	No.	9,990
Total	No.	18,328

Data refers to athletes, coaches, technical officials, medical staff, and club executives active as of 30 June 2025.



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Breakdown of Sports Personnel by Gender	UoM	2025
Sports Personnel - Men	No.	326
Sports Personnel - Women	No.	248
Total	No.	574

“Number Sports Personnel - Women” refers to all women within the organisation holding any of the following roles: coach, instructor, technical director, sports director, athletic trainer, or match director. “Number Sports Personnel - Men” refers to all men within the organisation holding any of the following roles: coach, instructor, technical director, sports director, athletic trainer, or match director. Athletes are excluded from this calculation, as they are evaluated separately for the purposes of this assessment.

Breakdown of Athletes by Gender	UoM	2025
Male Athletes	No.	6,373
Female Athletes	No.	8,042
Total	No.	14,415

RESOURCES ALLOCATED TO OLYMPIC PREPARATION BY GENDER

Average Investment per Athlete by Gender	UoM	2025
Average investment per male athlete in Olympic Preparation / High-Performance Sport	€	6,790
Annual budget allocated to male athletes for Olympic Preparation / High-Performance Sport	€	2,403,704
Male athletes included in national teams of all age groups	No.	354
Average investment per female athlete in Olympic Preparation / High-Performance Sport	€	7,469
Annual budget allocated to female athletes for Olympic Preparation / High-Performance Sport	€	896,296
Female athletes included in national teams of all age groups	No.	120

The figure is precisely calculated only for hockey, which maintains separate cost centres for male and female national teams; for other disciplines, it was allocated based on athlete numbers.

6 Governance

The management of governance matters plays a leading role for the Federation, ensuring transparency, integrity, and accountability in conducting institutional and sports activities. An effective governance system guarantees compliance with regulations and sports legal frameworks, sound resource management, and proper decision-making oversight, thereby strengthening trust among athletes, affiliated clubs, registered members, and all stakeholders.

FISG guides its operations by principles of good governance, integrity, transparency, and accountability, promoting an **organisational culture founded on ethics, regulatory compliance, and the protection of sports integrity**. Through its governance system, federal codes and regulations, safeguarding policies, anti-doping prevention measures, and stakeholder dialogue, the Federation contributes to the 2030 Agenda Sustainable Development Goals, particularly **SDG 16 Peace, Justice and Strong Institutions** and **SDG 17 Partnerships for the Goals**.



The following paragraphs describe key policies, tools, and initiatives adopted by FISG for governance oversight, as well as measures implemented during the reporting year.

6.1 Policies

To oversee activities carried out across its organisation and by entities operating within its framework, **FISG has established a structured system of rules, regulations, and governance tools** designed to define roles, responsibilities, standards of conduct, and operational methods for executing the Federation's activities.

Key benchmarks include the **Statutes** and the **Federation's General Regulations**, alongside the **Sports Job Classification / Duties Registry**—a national reference document identifying the roles and duties required for sports activities that helps clarify **roles, functions, and responsibilities within the organisation** supporting proper job classification and qualification for sports personnel.

The governance system is further complemented by the **Code of Ethics**, the **Code of Ethics of the Figure Skating Technical Officials Panel**, the **Federation's Health Regulations**, as well as **policies governing safeguarding, doping prevention, and anti-doping** compliance that have been adopted in compliance with national legislation and international standards. The regulatory framework is completed by regulations adopted by affiliates, provisions dedicated to specific Federation's categories—including the **Regulations of the Ice Hockey Referees Group (G.A.H.G.)** and the **Regulations of the Technical Officials Panel (G.U.G.)**—as well as **regulations governing the Federation's coaches and individual sports disciplines**.

Statutes

The **Statutes** govern the establishment, registered office, and unlimited duration of FISG, qualifying it as a non-profit association recognized by CONI and CIP. The document defines the **institutional role of the Federation as the body responsible for promoting, organising, regulating, and developing ice sports**



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in Italy, encompassing key disciplines such as ice hockey, speed skating, figure skating, curling, para ice hockey, wheelchair curling, and ice stock sport.

The Statutes also outline the **objectives of the Federation**, oriented towards promoting sports practice, developing national and international competitive activities, encouraging Olympic and Paralympic participation, protecting athlete health, and ensuring compliance with anti-doping regulations. The document specifically regulates **affiliation and membership registration requirements**, defining rights, obligations, renewal procedures, termination of membership, and the representation of athletes and coaches.

The Statutes govern the **Federation's governance**, defining the composition, responsibilities, and operations of central and regional bodies, as well as the **rules governing general assemblies, voting rights, and eligibility for the Federation's offices**. The document also regulates the **federal sports justice system, financial and asset management, and dispute resolution mechanisms**.

The Statutes provide that their general provisions may be detailed through specific **Federation's Regulations**, designed to govern the Federation's operational functioning in greater detail. Furthermore, an **evolving regulatory framework** is established, consistent with evolving sports legislation, CONI and CIP principles, and the Federation's organisational needs.

Federation General Regulations (ROF)

The **Federation General Regulations** govern the **operational functioning of federal bodies, supplementing statutory provisions and establishing the procedures necessary to guarantee proper institutional operations of the Federation**.

In particular, the document regulates **access procedures for the Federation's offices** as well as terms for forfeiture of office. It also defines **operational rules for central bodies**, with specific reference to the General Assembly, the Federation President, the Council, and the Board of Auditors. It regulates the **convening, notice, and conduct of general assemblies**, agendas, affiliate participation, vote allocation, proxies, credential verification, minute-taking, and **election procedures for the Federation's offices**.

The document also devotes attention to **athlete and coach representation**, establishing how affiliates must select representatives designated to participate in the Federation's assembly processes. This provision helps strengthen the engagement of key sports stakeholders in the Federation's decision-making processes.

At the regional level, the Regulations govern the **functioning of regional bodies**—including Regional Assemblies, Regional Committee Presidents, Regional Councils, Regional Delegates, and Provincial Delegates—ensuring a strong connection between the central structure and local branches. Finally, the document regulates the **Federation's support bodies, Advisory Councils, technical official and referee groups**, as well as certain **administrative aspects** linked to management, financial statements, Federation dissolution, and the entry into force of regulatory provisions.

Regulations concerning technical officials (G.A.H.G. / G.U.G.)

FISG's regulatory framework for technical officials comprises two primary benchmarks: the **Regulations of the Ice Hockey Referees Group (G.A.H.G.)** and the **Regulations of the Technical Officials Panel (G.U.G.)**. The latter serves as the general reference framework for the organisation to ensure order, impartiality, and technical quality across the Federation's competitions, supplemented by **discipline-specific regulations**.



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The **G.A.H.G. Regulations govern the organisation and functioning of the Ice Hockey Referees Group**, a body established within FISG dedicated to coordinating ice hockey officiating personnel. The document outlines the Group's structure—made by the President and Executive Board—and identifies referee categories, including trainees, candidates, national and international referees, supervisors, assignors, and honorary referees.

The Regulations govern **admission, registration, training, technical refresher courses, grading, and referee appointments**, establishing that all matches organized or sanctioned by FISG must be officiated by registered referees appointed by competent bodies. The document also emphasizes **compliance with national and international game rules**, tasking referees with ensuring proper competition execution and application of technical rules. Special attention is devoted to **behavioural and professional obligations** for referees, who are required to ensure integrity, impartiality, confidentiality, responsibility, and technical proficiency. The Regulations also govern **operational and managerial aspects of refereeing**, including training, match management, ineligibility, reimbursements, and technical-disciplinary measures.

The **G.U.G. Regulations govern the organisation and functioning of the Technical Officials Panel**, a technical body within FISG tasked with bringing together and coordinating technical officials across disciplines other than ice hockey. The document defines the role of Technical Officials, who are tasked with competition execution, judging panel management, and the official announcement of results, thus emphasizing **principles of ethics, impartiality, loyalty, responsibility, competence, dignity, and propriety** in sports execution. The Regulations govern the **management cycle of Technical Officials**, from qualification and retention to conditions for suspension or forfeiture of role. The document also provides for keeping an activity record and the Federation's Official Roster to guarantee traceability, qualification, and oversight of technical officials' actions.

G.U.G. Governance is structured into general bodies and sector bodies, including the General Assembly, President, Executive Board, National Sector Assemblies, Board Members, and Sector Boards.

Code of Ethics

The **Code of Ethics** outlines **the set of values, principles, and rules of conduct guiding the actions of FISG and all entities operating in its name or on its behalf**. The document emphasizes the role of sport as a platform for education, community building, and social responsibility, placing strong focus on **compliance with the law, sportsmanship, fairness, human dignity, and Olympic values**. FISG's Code of Ethics is complemented by the **Code of Ethics of the Figure Skating Technical Officials Panel**, representing a specialised adaptation of these ethical standards. The document specifically regulates the **expected conduct of Technical Officials**, with a strong focus on conflict-of-interest prevention, judging impartiality, confidentiality of information, and professional integrity during competitions. The document also requires full compliance with the Code of Ethics issued by the International Skating Union (ISU).

Safeguarding

Guidelines for Preparing Organisational and Control Models for Sports Activities and Codes of Conduct

The Guidelines define the framework for preventing and combating all forms of abuse, violence, harassment, and discrimination across the Federation's activities, with a dedicated focus on child protection. The document guides affiliated sports associations and clubs in adopting organisational models and codes of conduct consistent with personal respect, inclusion, and the safeguarding of members' physical and psychological integrity. The Guidelines promote a preventive approach founded on organisational



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responsibilities, risk management, personnel training, and the adoption of procedures for reporting and managing harmful behaviour. The document also identifies the role of the Federal Safeguarding Officer, tasked with overseeing the effective implementation of measures by affiliates and fostering continuous improvement within the Federation's protection system.

Organisational and Control Model for Sports Activities

The Organisational and Control Model for Sports Activities represents the primary tool through which affiliated sports clubs and associations operationally implement the safeguarding principles defined by the Federation. The document identifies organisational measures, control procedures, and responsibilities needed to ensure a safe, inclusive sports environment that respects the rights of all registered members, with particular regard to minors. The Model governs key preventive measures, defines reporting management procedures, and assigns specific responsibilities to entities involved in sports activities. It also provides for training initiatives, periodic monitoring tools, and update procedures aimed at ensuring the effectiveness of the prevention system and strengthening a culture of protection within affiliated sports organisations.

Regulations for Preventing and Combating Abuse, Violence, and Discrimination against Registered Members (Safeguarding Regulations)

The Safeguarding Regulations govern the Federation's governance system dedicated to preventing and combating all forms of abuse, violence, and discrimination against registered members, incorporating provisions introduced by the sports reform and CONI principles. The document defines the obligations of affiliated sports clubs and associations, promoting the adoption of uniform organisational models and codes of conduct, while strengthening personal protection oversight within sports activities. The Regulations assign a leading role to the Federal Safeguarding Officer, responsible for monitoring the implementation of safeguarding measures, promoting preventive initiatives, and liaising with sports justice bodies. It completes the system by establishing specific compliance requirements for affiliates and a sanctioning framework aimed at ensuring compliance with the Federation's provisions and strengthening a culture of protection and inclusion.

Anti-Doping

Federal Health Regulations

The Federation's Health Regulations govern the organisation and functioning of the Health Department, defining the roles, responsibilities, and competencies of entities involved in safeguarding member health. The document regulates the activities of the Federal Medical Commission, the Chief Medical Officer, National Team Doctors, Regional Trust Doctors, Club Doctors, and paramedic personnel, in compliance with national legislation and CONI, IOC, and International Federation provisions. The Regulations also govern healthcare assistance for athletes, sports fitness monitoring, sports medicine training, and the coordination of the Federation's health activities. Within its functions, the Health Department promotes information, prevention, and anti-doping initiatives, contributing to athlete health protection and spreading principles of fairness and sports integrity.

WADA Anti-Doping Regulations

The Federation adopts and applies anti-doping regulations issued by the World Anti-Doping Agency (WADA), implementing the annually updated Prohibited List identifying prohibited substances and



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methods both in- and out-of-competition. This system represents the benchmark for prevention, information, and testing activities conducted across the Federation's operations, safeguarding athlete health and competition integrity. The Federation also follows periodic updates introduced by WADA, including annual changes to the Prohibited List and the Monitoring Program—which tracks substances not yet prohibited but under observation to identify potential misuse and support ongoing updates to anti-doping measures.

Anti-Bribery and Corruption

To oversee the prevention, detection, and management of active and passive corruption risks, the organisation established internal rules and tools to govern operational procedures, roles, and responsibilities linked to key sensitive processes. Key safeguards include **internal procurement protocols** aimed at guaranteeing transparency, traceability, and fairness during supplier selection, evaluation, and management, as well as an adequate **segregation of duties** ensuring the separation of decision-making, authorisation, and supervisory responsibilities.

The control system is further strengthened by the oversight of the **Board of Auditors**, supporting both financial planning (through reviews and reports on proposed budgets) and reporting (through audits of financial statements). This oversight is complemented by an **independent auditing firm** tasked with examining and evaluating annual financial statements, thereby contributing to the reliability, transparency, and accuracy of disclosures.

Transparency and Access to Information

The Federation recognises transparency as an essential principle to strengthen organisational accountability and stakeholder trust.

In compliance with Legislative Decree 33/2013, Law 124/2017, and CONI Guidelines for institutional activities of National Sports Federations, FISG maintains a “Federazione trasparente” (Transparency & Governance) section on its website, publishing and updating data, documents, and disclosures subject to mandatory publication.

The section includes documents regarding affiliation and membership registration, competition execution, Olympic preparation and high-performance sport, public grant usage, anti-doping, coach training, administrative controls, FOIA access, tenders, the Code of Ethics, safeguarding, and sustainability.

The Federation also appointed a Transparency Officer tasked with coordinating the collection, verification, and updating of information, liaising with relevant departments, and monitoring disclosure completeness and timeliness.

This appointment contributes to making transparency oversight, information accessibility, and stakeholder dialogue more structured and continuous.

Circular on Minimum First Aid Precautions during FISG Events

Health and safety protection during events is enhanced by the FISG Circular on Minimum First Aid Precautions, which sets out organizer requirements—including notifying emergency services, ensuring the availability of a regularly maintained AED and trained personnel, and, depending on the discipline and level of competition, the presence of a doctor or an ambulance—while also providing specific compliance forms to be submitted to technical officials.

6.2 Targets

Measuring the Social Impact of Federal Programs	Target Date
To strengthen transparency and reporting capacity on activity outcomes, the Federation intends to adopt tools for analysing the outcomes of the Federation's programs . In this perspective, it plans an impact assessment on a pilot project to measure effects, including the social value generated.	• 2027
Defining Behavioural Standards for Individual Protection	Target Date
As part of strengthening the safeguarding system, the Federation intends to establish clear behavioural standards for personal protection. To this end, it plans to define a Code of Conduct setting out expected behaviours for entities operating within the Federation's framework.	• 2026
Expanding Regional Safeguarding Oversight	Target Date
Alongside rule setting, effective safeguarding oversight requires a dedicated, widespread organisational structure. In this direction, the Federation plans to appoint safeguarding officers , reporting their number and the progressive regional coverage achieved.	• 2026
Strengthening Prevention Culture in Safeguarding	Target Date
Preventing safeguarding violations relies primarily on awareness among entities operating within the Federation's framework. In this light, the Federation plans to deliver mandatory training aimed at increasing the capacity to recognize and prevent risky behaviours, reporting the number of trained individuals.	• 2026
Promoting an Anti-Doping Culture through Education and Prevention	Target Date
Protecting athlete health and complying with anti-doping regulations represent core principles of the Federation's activities. Consistent with these principles, the Federation plans to develop educational and prevention programs aimed at preventing misconduct and raising member awareness, reporting training sessions and participants.	• 2026
Strengthening Anti-Corruption Oversight through a Structured Organisational Model	Target Date
To strengthen corruption risk oversight and guarantee transparency in decision-making processes, the Federation intends to adopt the Organisational, Management and Control Model pursuant to Legislative Decree 231/2001 (MOG 231) . The Model defines the set of protocols and procedures aimed at preventing relevant offenses, strengthening traceability and segregation of duties in managing sensitive processes.	• 2027



Oversight Conflicts of Interest to Safeguard Decision Impartiality	Target Date
To reduce the risk of biased decisions, the Federation intends to strengthen conflict of interest management through the systematic collection of declarations from individuals involved in decision-making processes. Oversight effectiveness is monitored by reporting the percentage of collected declarations and the number of cases managed .	• 2026
Promoting an Integrity Culture through Employee Training	Target Date
A solid culture of integrity requires full employee knowledge of anti-corruption policies and procedures. In this area, the Federation sets the target of delivering dedicated training to 100% of staff on ethics and corruption prevention.	• 2027
Extending Ethical Standards to Affiliated Clubs	Target Date
Integrity oversight is not limited to the Federation's structure but involves the entire sports supply chain. To this end, the Federation intends to integrate ethical standards into its regulations , promoting their adoption by affiliated clubs and verifying their application, reporting the percentage of compliant affiliates and the number of audits performed .	• Ongoing
Integrating Sustainability into Supplier Relationship Management	Target Date
Managing supplier relationships represents a lever to direct spending towards more sustainable and circular solutions. In this light, the Federation intends to adopt a procurement policy incorporating ESG performance evaluation criteria for suppliers.	• 2026

6.3 Metrics

CORRUPTION AND BRIBERY

During 2025, **no incidents of corruption or bribery occurred**; consequently, no convictions or sanctions were issued in this regard.

SAFEGUARDING PROCEDURES INITIATED IN 2025

Regarding safeguarding violations, the Federation initiated 3 procedures in 2025. Specifically, one procedure was linked to a case originating in 2024 prior to the full implementation of a comprehensive safeguarding system, while the other two concerned conduct inconsistent with the principles of respect, inclusion, and personal protection promoted by the Federation.



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7 Methodology Memorandum

This document represents the first Sustainability Report of the Italian Ice Sports Federation (FISG) and reports key social, environmental, and governance disclosures concerning the Federation's activities.

Reporting covers the period from 1 January 2025 to 31 December 2025. Given the specificities of the sports sector, the document also includes key sports activity data relating to the 2025/2026 season, major events occurring up to 30 June 2026, and strategic targets and directions planned for 2026–2028.

For the preparation of this Sustainability Report, the VSME Standards (Voluntary Sustainability Reporting Standard for non-listed SMEs) developed by EFRAG (European Financial Reporting Advisory Group) and adopted by the European Commission as a Recommendation on 30 July 2025 were adopted. Reporting was developed according to the Comprehensive module/approach, enabling a broad and structured presentation of the Federation's sustainability performance and initiatives.

To strengthen the reporting process and guide strategic choices regarding sustainability, FISG integrated the VSME framework with a double materiality assessment, developed consistently with the European Sustainability Reporting Standards (ESRS) developed by EFRAG.

The assessment enabled the mapping and prioritization of the Impacts, Risks, and Opportunities (IROs) most material to the Federation, referencing sustainability matters in Appendix A – List of Sustainability Matters of ESRS 1 – General Requirements and adopting qualitative-quantitative evaluation methodologies inspired by EFRAG Implementation Guidance 1 (IG 1).

To ensure an assessment as representative as possible and reduce the risk of self-referentiality, the process was supported by stakeholder engagement involving key internal and external stakeholders (the Federation's bodies, affiliated sports clubs, athletes, coaches, technical officials, employees, and institutional stakeholders). The results of the double materiality process and the corresponding methodology are presented in the dedicated chapter. This Sustainability Report has not been subjected to assurance by an independent third party.