



MINUTES

IBU Executive Board Meeting 166 28 March 2023, Salzburg/AUT + Virtual

Attendance List

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|-----------------------|-----|--|
| DAHLIN, Olle | IBU | President |
| HAMZA, Jiri | IBU | Vice President ¹ - virtually |
| SCHERER, Christian | IBU | Treasurer – virtually |
| BOYGARD, Tore | IBU | Executive Board Member – virtually |
| EGAN, Clare | IBU | Executive Board Member - virtually |
| DAFOVSKA, Ekaterina | IBU | Executive Board Member - virtually |
| FARCNIK, Tim | IBU | Executive Board Member – virtually |
| SAGUEZ, Fabien | IBU | Executive Board Member - virtually |
| SANTER, Nathalie | IBU | Executive Board Member - virtually |
| STEINLE, Franz | IBU | Executive Board Member - virtually |
| COBB, Max | IBU | Secretary General ² |
| <u>Guests:</u> | | |
| BÖHM, Daniel | IBU | Sport & Event Director (SD) - virtually |
| EIDENHAMMER, Margit | IBU | Head of Finance and Administration (HFA) |
| GERASIMUK, Dagmara | IBU | Development Director (DD) - virtually |
| RAKIC, Riikka | IBU | Senior Project Manager |
| WINKLER, Christian | IBU | Communications Director (CD) |

¹ Further referred to as VP

² Further referred to as SG



AGENDA

IBU Executive Board Meeting 166
28 March 2023, 14:00-16:00 CET, Virtual + Salzburg/AUT

1. President's welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
4. Reports, General
 - I. President
 - II. Other EB members
 - III. Secretary General
5. Finance and Administration (M. Eidenhammer)
 - I. Report: Update Forecast 3, 2022/23
 - II. Decision new staff position: Marketing Manager
 - III. Decision: Budget 2023/24
6. Meetings
 - I. EB meetings
 1. EB167, 4-6 June, Salzburg
 2. EB Meeting with Auditors 30 June, 14:00 Vienna/AUT
 - II. Other IBU meetings
 1. TC Meeting 10-12 May, Salzburg/AUT
 2. Presidents' Meeting, 30 June-2 July, Vienna/AUT

Effective: 21 March 2023



MINUTES

IBU Executive Board Meeting 166
28 March 2023, 14:00-16:00 CET, Virtual + Salzburg/AUT

1. President's welcome

The President welcomed the EB members and staff to the hybrid meeting with most board members attending virtually.
He thanked the IBU Staff and EB Members for the delivery of a successful season.

2. Approval of agenda items + pot. conflict of interest announcement

The agenda was approved as distributed.
There were no announcements of potential conflicts of interest.

3. Circular decisions between EB Meetings

There were no circular decisions since the EB meeting #165 in February 2023.

4. Reports, General

I. President

The President referred to the written overview of his activities since the previous EB meeting, making special reference to his attendance at the YJWCH in Shchuchinsk/KAZ. He commended the local organizers for their first international championships, despite the challenging wind conditions. The competitions were produced live for international TV distribution. An IBU Regional Meeting for the Asian and Eastern European NFs was held in conjunction with the event and the participating countries expressed interest in hosting both summer and winter Asian Regional Championships in the coming years. They will need to apply to the IBU to host these events.

He also highlighted the MoU recently signed between the IBU and the Mid Sweden University as the first of several cooperation arrangements planned with leading universities including one in Norway to be signed soon.

The President further noted his attendance at the WADA Annual Symposium along with EB Member Clare Egan who is a WADA Athlete Council member, and several BIU staff. The Symposium presented a good opportunity to meet WADA Foundation Board and IOC members.

He also referred to a recent meeting with the leadership of NF Moldova who shared a plan for a new biathlon venue in the country for which expert advice will be provided by the IBU.

The AIOWF Council recently also met and approved the appointment of Colin Grahamslaw of World Curling as the new AIOWF Secretary General, succeeding Heike Grösswang of the IBSF.



The President also attended the Ukrainian Biathlon Championships in Bukovel/ UKR, which has a new biathlon centre that is not yet finished but is in operation despite the ongoing war. Sadly, the biathlon centre of Ukraine in Chernihiv has been destroyed by the Russian aggression, as well as a biathlon sport school.

Prior to the IOC EB meetings during the week of 27 March, traditional consultation calls were held with the IFs, NOCs, Athletes Committees, and IOC Members. The main topic of the IOC EB meetings is the potential return of Russian and Belarussian athletes to competition with a view to participation in the Olympic Summer Games Paris 2024. The IBU and World Athletics are two international federations with strong opposing positions and took the opportunity to express their views during the IF call. The IIHF has already decided not to allow participation by Russia and Belarus during the 2023/2024 ice hockey season.

Finally, the President referred to a recent review of IBU insurances. The market remains expensive for most insurance coverage needs.

II. Other EB members

VP stressed the importance for the IBU to continue to implement the Congress decision taken in September 2022 related to the invasion of Ukraine.

Treasurer highlighted the need to have a comprehensive summary of the total support for Ukraine provided by the IBU and all the NFs which the SG is working on.

Franz Steinle suggested to extend the IBU's university cooperation program to include non-Scandinavian universities in the future. He also noted that the German Ambassador has inquired the German Ski Association about potential support to rebuild the biathlon centre in Ukraine.

Tore Boygard welcomed the signal of support given by the visit of the IBU President to Ukraine. He also highlighted the successful meeting of the Working Group of the IBU Academy in Oslo, and the fruitful discussions and promising ideas exchanged by the experts.

Claire Egan reported on her participation in the WADA Athlete Council meeting as well as the IBU Cup events in Canmore. She suggested that the IBU continue active outreach towards the teams in advance of the next overseas competitions planned in the next few seasons to ensure broad participation.

She pointed out the athletes meeting held at the Finals in Oslo to review plans for the IBU's full fluor ban. Another athletes meeting is planned in April in preparation of the TC meeting. She also complemented the active participation of IBU athletes in the IOC consultation call for athletes prior to the IOC EB meeting.

III. Secretary General



The SG referred to the successful conclusion of the season and thanked all the staff for a great team effort and hard work that went into delivering the season.

He noted that a busy period is coming up in April and May with regional meetings and meetings with different stakeholders such as the EBU and the OCs, not to mention the IBU Presidents Meeting and 30th IBU Anniversary celebrations from 30 June – 2 July.

He also highlighted that after the end of the season it is now full steam ahead for the Development Department with the third and final week of the IBU Coaches First Level Certificate education underway in Jakusyce, Poland during the week of the EB meeting.

5. Finance and Administration (M. Eidenhammer)

III. Report: Update Forecast 3, 2022/23

To cover the lower than planned revenues from the media partner, the EB decided to allocate an additional one million from the Temporarily Restricted Reserves to the operational result of the Financial Year 2022/2023. With the above allocation, the Forecast 3 currently foresee a positive operating result.

Given the current market situation, however, a write down of the IBU's financial assets is expected, predicting a negative result. Since the IBU is a non-profit association and as such not allowed to make a loss, the EB also decided to allocate from the Temporarily Restricted Reserves to the accounts so a positive final result for the Financial Year 2022/2023 (appr. 2.5 million EUR) is secured.

VP asked for a review of the cost of IBU's external consultants. The SG will prepare a full review for the EB's June meeting.

Treasurer cautioned against planning with the IBU's reserves returning to their original book value in the short term and ensuring that any write-downs are fully considered in the operational financial planning.

IV. Decision new staff position: Marketing Manager

The EB approved the proposed new marketing staff position, with the role description and title to be reviewed with the EB Media and Marketing Working Group that is planned to meet shortly.

V. Decision: Budget 2023/24

The EB approved the budget for budget year 2023/2024 as proposed, however highlighting the need for continuing flexibility given the unpredictability of the current situation.

Concerning support for Ukraine, the SG will determine the total level of support that the IBU family altogether has provided during the 2022/2023 season. Meanwhile the IBU will query the potential availability of funding for supporting biathlon in Ukraine through the newly established IOC funds for that purpose.

The EB will take decision on the IBU's future support for Ukraine during budget year 2023/2024.

6. Meetings

- II. EB meetings
 - I. EB167, 4-6 June, Salzburg/AUT
 - II. EB Meeting with Auditors 30 June, 14:00 CET in Vienna/AUT
 - III. EB 168, 6 (arrival & dinner) - 8 (lunch) Sept, TBD or hybrid (TBC)
 - IV. EB 169, November, date TBC
- III. Other IBU meetings
 - I. TC Meeting, TC Working Groups 10 May, TC 11-12 May, Salzburg/AUT
 - II. OC Meeting, 23-25 June, Prague/CZE
 - III. Presidents' Meeting and 30th Anniversary Jubilee Dinner, 30 June - 2 July, Vienna/AUT