



MINUTES

Executive Board Meeting 159

Lausanne/virtual - 13-14 November 2021

Attendance List

DAHLIN, Olle	IBU	President (in person)
HAMZA, Jiri	IBU	Vice President ¹ (virtual)
BOYGARD, Tore	IBU	Executive Board Member (in person)
CARRABRE, Jim	IBU	Executive Board Member (in person)
COBB, Max	IBU	Executive Board Member (in person)
EGAN, Clare	IBU	Executive Board Member (virtual, partially)
LEHOTAN, Ivor	IBU	Executive Board Member (in person)
STEINLE, Franz	IBU	Executive Board Member (in person)
CARLSSON, Niklas	IBU	Secretary General ² (in person)
<u>Guests:</u>		
BITTERLING, Felix	IBU	Sports & Event Director (SD, in person)
EIDENHAMMER, Margit	IBU	Head of Finance & Administration (HFA, virtual)
GERASIMUK, Dagmara	IBU	Development Director (DD, virtual)
OKSANEN, Jouni	IBU	Digital Project Manager (virtual, for 9.2 and 9.3)
RAKIC, Riikka	IBU	Senior Project Manager (in person on 13 Nov)
WINKLER, Christian	IBU	Communications Director (CD, virtual)

¹ Further referred to as VP ²Further referred to as SG



AGENDA

IBU Executive Board Meeting 159

2021-11-12-14 Lausanne/SUI

1. President's welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
4. Confirmation of EB minutes 158
5. Reports, General
 - I. President
 - II. Other EB-members
 - III. Secretary General
 - IV. IR Report
6. Reports, Overall and Strategy
 - I. Report: Target 26 - detailed situation report (N. Carlsson)
 - I. Discussion: 4.3 Stakeholders: Increase the involvement of stakeholders in IBU decision-making (N. Carlsson/F. Steinle)
 - II. Report: WG Constitution - situation report + Governance - situation report (N. Carlsson/F. Steinle/O. Dahlin)
 - III. Report/Decisions: "Work in progress" of Policies, Guidelines and Instructions (N. Carlsson)
 - I. For approval: Procurement Instructions (N. Carlsson)
 - II. Decision: Safeguarding (N. Carlsson)
 - IV. Report: Criteria Follow-up RBU (F. Steinle)
 - V. Report: Biathlon Integrity Unit (BIU) (F. Steinle)
 - I. Decision: Integrity Code (N. Carlsson)
 - VI. Report: Para Biathlon (N. Carlsson)
 - VII. Decision: Center for Sport Human Rights (C. Winkler)
 - VIII. Membership questions (N. Carlsson)
 - I. Decision: North Macedonia (N. Carlsson)
 - II. Decision: Lebanon (N. Carlsson)



III. Report: Chinese Biathlon and cooperation IBU (N. Carlsson/D. Gerasimuk)

7. Sports & Event

- I. Report: Update "Sport and Events" (F. Bitterling)
- II. Issues/Proposals from Technical Committee (F. Bitterling)
- III. Decision: Event Application Process 2022 (F. Bitterling)
- IV. Report: WG Fluor (M. Cobb)
- V. Report: WG Lead (F. Bitterling)
- VI. Report: OWG 2026 (F. Bitterling)
- VII. OWG 2022 Update/Inspection (F. Bitterling)
 - ✓ Info about Inspection/Preparation Status
 - ✓ Jury of Appeal Compilation (Change)
- VIII. EB Representatives Season 2021/22 (Change) (F. Bitterling)

8. Development

- I. Report: Update "Development" (D. Gerasimuk)
- II. Decision: Regional Events (D. Gerasimuk)
- III. Decision: Development Support (D. Gerasimuk)
- IV. Decision: Research Grants (D. Gerasimuk)

9. Communication

- I. Report: Update "Communication" (C. Winkler)
- II. Report: Digital Ecosystem, project up-date (C. Winkler)
- III. Decision: Digital Ecosystem Development Phase 21-22 (C. Winkler)

10. Finance and Administration

- I. Report: Update "Finance and Administration" (M. Eidenhammer)
- II. Report: Budget follow-up/Forecast 2 2021/22 (M. Eidenhammer)
- III. Discussion: Budget frames 2022/23, IOC Income (N. Carlsson)
- IV. Decision: Insurance Coverage (M. Eidenhammer)

11. Miscellaneous

12. Meetings

- I. EB meetings
 - I. EB 160 part I, February 2022, Beijing/CHN
 - II. EB 160 part II, March 16-17, Oslo/NOR



- III. EB 161 June, Salzburg/AUT
- II. Other IBU meetings
 - I.
- III. Other meetings



MINUTES

1. President's welcome

The President welcomed the Executive Board members to the meeting in Lausanne, except for the Vice President and Clare Egan who will participate virtually. He noted the resignation of Klaus Leistner, Treasurer, from the Executive Board after 15 years of service to the IBU, as already communicated on 25 October 2021.

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

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

3. Circular decisions between EB Meetings

The EB took the exceptional circular decision to relocate the IBU Cup event in January 2022 from Duszniki Zdroj in Poland to Osrblie in Slovakia.

The EB further stated that it does not wish to see similar last minute relocation requests in the future and that such requests will have consequences for future calendar planning.

4. Confirmation of EB minutes 158

The minutes of the EB meeting 158 were confirmed by email and then posted on the IBU website on 1st October 2021. In the future, this agenda point will no longer be included since the minutes are confirmed via circular decision.

5. Reports, General

I. President

The President referred to his written report. He especially highlighted a recent meeting with the IBU's new auditor, who are now initiated and well onboard.

He further noted that he attended the Farewell Dinners for the outgoing presidents Rene Fasel (IIHF) and Sepp Fendt (FIL) earlier in the autumn. He also



highlighted the recent 100 days to go until Beijing 2022 celebrations which received great global attention.

The President also reported on his participation in the recent ANOC General Assembly attended by 148 NOCs in person, including Afghanistan as well as 58 NOCs taking part virtually, and concluded this meeting being a great opportunity to interact with several other IFs and NOC leadership.

The President further mentioned the final coordination commission for Beijing 2022 which took place during the week of 1 November and included various meetings with the OCOG, IOC, other winter IFs and several working groups. Significant emphasis was placed on the health and safety measures against COVID-19 in force at the 2022 Games. As opposed to the bubble concept at Tokyo 2020, Beijing 2022 will work with the so-called Closed Loop concept where event volunteers will permanently live in their assigned Closed Loop for the duration of the event.

The AIOWF 2021 General Assembly was held during the week of 8 November under the coordination of the IBSF President Ivo Ferriani and Secretary General Heike Grösswang. The group of seven winter federations have established a fruitful cooperation and regular communication processes in positive, transparent spirit. This AIOWF meeting included the recently elected President and acting Secretary General (CFO) of the IIHF for the first time.

Notable topics on the AIOWF GA agenda included the IOC event cancellation insurance, future Games quotas and programme, Games gender balance, IOC funding to the winter IFs and the various types of funding available from Olympic Solidarity. The organisers of the Milano-Cortina 2026 Games also provided an update on their current work which is heavily focused on confirming the required accommodation capacity.

The International Ski Mountaineering Federation that are on the programme of the Olympic Winter Games 2026 will join the future meetings of AIOWF when common topics are discussed but will not join the AIOWF as an official member. The next AIOWF GA will be held in autumn 2022.

The President also noted the General Assembly of GAISF that was held on 12 November and saw the election of the President of AIOWF and IBSF Ivo Ferriani



as its President for the duration of two years following a rotation principle for GAISF presidency.

II. Other EB members

Ivor Lehotan noted the IBU's participation through himself, Sports and Event Director Felix Bitterling and Communication Director Christian Winkler at the recent Forum Nordicum meeting in Bodenmais where the IBU explained its planned COVID-19 measures and invited to the media back to the events after the pandemic, among other updates.

III. Secretary General

SG referred to his written report and highlighted especially the new IBU staff who have joined in recent weeks. Andrea Daniel will take over Ingrid Lackner's position following Ingrid's retirement, while Carola Wojak has replaced Martina Perendi. New Junior Digital Manager Jenni Ahonen will join 1 January 2022.

Decathlon has joined the IBU as a new premium partner. They are the 3rd biggest sport equipment manufacturer and retailer in the world. The long-term contract was agreed between Infront and Decathlon Germany. Consequently the category of beer or wine vacated by Erdinger will be open for the next three years.

The Data & Timing package is currently open and is being marketed by Infront.

IV. IR Report

A new report on the international developments in sport will be provided by JTA for future EB meetings to keep the board updated with the Olympic Movement trends.

6. Reports, Overall and Strategy

I. Report: Target 26 - detailed situation report (N. Carlsson)

Overall, all Target 26 projects are progressing well. Refer to the detailed report on the IBU website (<https://www.biathlonworld.com/inside-ibu/governance>).

- I. Discussion: 4.3 Stakeholders: Increase the involvement of stakeholders in IBU decision-making (N. Carlsson/F. Steinle)
SG presented a review of the current IBU structure for decision-making,



with particular focus on working groups and Committees with the goal of assessing options for member NF participation in the future.

The EB decided to dissolve the Ethics and Legal Committees that were set up by a previous EB decision.

The EB further decided to set up a working group consisting of the Target 26 working group for project 4.3 consisting of EB member Steinle, SG and Riikka Rakic with the addition of the President and EB member Cobb. The President will serve as the group's chairman and suggested to start the discussion among EB members first and then include NF representatives in the process to provide input. The EB invited the Athletes' Committee to also nominate a representative.

II. Report: WG Constitution - situation report + Governance - situation report (N.Carlsson/F.Steinle/O.Dahlin)

Work is progressing and will be shared in the working group at the end of January with the intention to work on the drafts during the OWG.

III. Report/Decisions: "Work in progress" of Policies, Guidelines and Instructions (N.Carlsson)

I. For approval: Procurement Instruction (N. Carlsson)

The approval of the procurement instruction was tabled until EB 160.

II. Decision: Safeguarding (N. Carlsson)

The EB approved the safeguarding policy as proposed by the BIU. This policy has previously been approved by the BIU board.

The EB noted the difficulty of correctly predicting budget requirements for implementing safeguarding. These needs will be assessed separately between IBU and BIU coordinated by SG.

The IBU dual career policy will be presented to the EB at a future meeting.

IV. Report: Criteria Follow-up RBU (F. Steinle)

EB member Franz Steinle referred to his written report outlining the educational efforts undertaken by the RBU together with the BIU in recent months.



- V. Report: Biathlon Integrity Unit (BIU) (F. Steinle)
EB member Steinle referred to his written report.
The EB highlighted the need for a timely resolution of the findings of the ERC that were referred to the BIU.
- I. Decision: Integrity Code (N. Carlsson)
The EB approved the proposed amendments to the Integrity Code.
- VI. Report: Para Biathlon (N. Carlsson)
The IPC are in the process of implementing the results of their governance review which included an audit of the future management options for IPC governed international federations. The IPC will have its General Assembly in December 2021 where it is expected to confirm that it does not wish to continue to act in the role of an international federation going forward. The former manager of the para snow sports at the IPC has joined the International Ski Federation (FIS) as development manager in autumn 2020. As a result, the FIS has a keen interest in discussing a solution for the management of para snow sports, especially of para-biathlon and para cross-country skiing, where numerous para-athletes compete in both disciplines.
- The EB decided to nominate Max Cobb and Tore Boygard as para sport liaisons among the EB members.
- VII. Decision: Center for Sport Human Rights (C. Winkler)
- The EB decided to begin a cooperation with the Center for Sport Human Rights based in Geneva, Switzerland, without making a financial contribution.
- VIII. Membership questions (N. Carlsson)
- I. Decision: North Macedonia (N. Carlsson)
An internal review conducted in North Macedonia by the Agency for Youth and Sport resulted in the request to transfer the role of the IBU national member federation from the Macedonian Ski Federation to the Biathlon Federation of North Macedonia. This was also in writing supported by the North Macedonian Olympic Committee.



The EB approved the proposed transfer of this full membership of the IBU as requested.

II. Decision: Lebanon (N. Carlsson)

Based on the complete application documentation submitted, the EB approved Lebanon as a provisional member of the IBU.

III. Report: Chinese Biathlon and cooperation IBU (N. Carlsson/D. Gerasimuk)

The EB approved the proposal for next steps in expanding cooperation with Chinese Biathlon, especially regarding investigating the availability and provision of laser rifles.

IV. Australia

Work continues to find a resolution for the NF Australia's governance issues.

V. Belarus

The NF Belarus is in a difficult financial and organisational situation due to the sanctions imposed on the state, specifically concerning acquisition of items such as waxes, rifles, and bullets.

The EB empowered the Secretary General to find a solution by which the BLR NF financial support could be used to acquire necessary supplies for the NF directly.

7. Sports & Event

I. Report: Update "Sport and Events" (F. Bitterling)

Sports and Event Director Felix Bitterling referred to his written report and the TC meeting minutes that were submitted as meeting documentation.

SD also reported on the first meeting of the IBU Snow Network in Bozen, ITA, in early October which brought together the snow managers of 19 organising committees, IBU competition management and external experts to discuss issues and share know-how and experiences in sustainable snow management.



Tore Boygard inquired about the IBU's role in the Norwegian project called "Snow for the Future" coordinated by [SINTEF](#) with other involved project partners being NTNU, Trondheim Municipality, the Norwegian Ski Federation, and the Norwegian Biathlon Federation, and funded by the Norwegian Ministry of Culture and Ministry of Climate and Environment.

SG confirmed that the IBU is not an official member of this project. Instead, the IBU wishes to work on the topics its organisers consider important regarding snow management, including collecting specific data to realise operational efficiencies and enhance the sustainability of the process.

II. Issues/Proposals from Technical Committee (F. Bitterling)

The EB acknowledged the minutes of the 59th TC Meeting.

The EB approved the updated version of the Special Event and Competition Rules for the 2021/2022 season, attached as Annex 1.

The EB approved the initial concept for the IBU SB WCH Gala Mass Start from 2022 (attached in Annex 2) , including the prize money which will be included in general IBU budget planning.

The EB approved the IBU A license for the Olympic venue for biathlon in Zhangjiakou/China at the Beijing 2022 Games.

The EB approved the event applications 2021 for Other Biathlon Events as stated in Annex 3 of these minutes.

The EB supported the plan proposed by SD for the IBU World Cup calendar 2022/2023, which will be shared with various stakeholders including the EBU members for further evaluation and confirmation.

The EB additionally acknowledged the discussions in the TC that set up a working group to define a proposal for a unified waxing concept for the Junior Cup from season 2022/2023 onward.

In regard to the reallocated IBU Cup 4 in January 2022 (from Duszniki Zdroj/POL) to Brezno-Osrbie/SVK) the EB expressed its concerns about such short termed event cancellation just before the season and clearly states that the



future steps of the involved OC/NF will be monitored before awarding new events.

III. Decision: Event Application Process 2022 (F. Bitterling)

The EB took note of the Event Application Process 2022 including the IBU WCH 2027.

IV. Report: WG Fluor (M. Cobb)

The result analysis of the samples collected through the ad-hoc onsite testing is well prepared. The teams and their service staff will be reminded of the procedure planned for the season. Additional outreach is planned for the supplying partners and other wax firms involved during the season. During the season, the NFs will be offered multiple testing opportunities to verify their ski cleaning procedure in preparation of the full fluor ban implementation in the future. To inform the NF Technicians in the best possible way, a virtual call with all interested technicians was conducted.

V. Report: WG Lead (F. Bitterling)

There have been no updates on the Lead topic since the last EB meeting.

VI. Report / Decision: COVID-19 Measures for season 2021/2022

The EB acknowledged the anti-pandemic measures planned for the upcoming competition season.

The EB decided to cover the costs for PCR testing on IBU event sites 2021/22 for fully vaccinated athletes (EU approved and non EU-vaccines) to enable their participation in IBU events where national requirements call for additional testing given the development of the pandemic during the season. This increase of cost for IBU is estimated to an amount to up to €500'000.

In addition, various scenarios that could emerge during a COVID19 effected season were discussed and fully supported by the EB.

Similar to last season, the IBU ETF (Event Task Force) will handle event related challenges that require rapid decision making during a pandemic.



VII. Report: OWG 2026 (F. Bitterling)

The SG informed about the new approach to quota and inclusion of new events for the OWG among the AIOWF members.

The EB decided to request the inclusion of the Single Mixed Relay for the OWG 2026 as the discipline fulfils the essential criteria and principles set out for the Games by the IOC. An athletes meeting, led by the Athletes Committee, will be held during the WC in Hochfilzen/AUT to ensure that the athletes are informed about the full (sport political) background for the EB's approach. The IBU President, Secretary General and other involved IBU staff/officials will be available for a Q&A session during that meeting as well.

VIII. OWG 2022 Update/Inspection (F. Bitterling)

The SD informed in detail about the latest inspection visit by the SG, SD, RD WC and the OBS TV Director to the National Biathlon Centre in Zhangjiakou. There are no red flags to raise about the preparation status.

The composition of the Jury of Appeal has been updated and now comprises EB Members Cobb (Chair), Steinle, Lehotan, Hamza, Carrabre.

The SD also informed the EB about the status of the IF Equipment Technicians group, which allows IFs to bring additional technicians for NFs/NOCs to the Games. The IBU is currently in negotiations with IOC/BOCOG about the responsibilities in regard to insurance questions and the COVID19 management for this group.

IX. YOG 2024

IBU will propose the same qualification/quota procedures as for YOG 2020 for the YOG 2024 to the IOC.

X. EB Representatives Season 2021/22 (Change) (F. Bitterling)

SG will replace Klaus Leistner as EB representative in Hochfilzen and Obertilliach. The updated assignment list is attached to these minutes in Annex 4.

XI. Summer / Street biathlon

Due to the confirmed dates for the Summer WCH 2022, the full implementation of the short-term concept for summer biathlon will only follow in 2023. However, the IBU is in discussions with the organisers of the Blink Festival (NF NOR) and the Martin Fourcade Nordic Festival (NF FRA) about a tightened cooperation that shall ensure qualification possibilities for such events.

8. Development

I. Report: Update "Development" (D. Gerasimuk)

The IBU Development Director updated the Board about work in the department:

The Development Reference Group is currently discussing the national development structures, categories and projects around the future of the sport. The IBU Academy is focused on finalising the IBU Coaching Framework and coaching course handbook. The basic and 1st level courses are scheduled to start in April 2022 including e-learning, in person courses, workshops and assessments.

For the E-Learning platform, the provider has been chosen and the department is currently working on the content. The seminar and webinar programme 2022 has also been provisionally set.

The DD also informed about the new mentorship programme in line with the IBU Gender Equality strategy under the umbrella of the department.

The IBU-IOC Summer Camp was reported to be very successful thanks to the great support from the OC Pokljuka. 66 athletes and 23 coaches from 21 NFs participated. The winter edition of the camp will be held in Martell from 27 November to 6 December. The material distribution is scheduled for the World Cup in Hochfilzen, 6-9 December.

Moreover, 857 youth and junior athletes competed in 7 regional summer events supported by the IBU in 2021.

II. Decision: Regional Events (D. Gerasimuk)

The EB decided to support the proposal by the DD to support 23 regional events in the winter season 2021/2022 with a total amount of € 229,420. For details see Annex 5.

III. Decision: Development Support (D. Gerasimuk)

The DD updated about the Development project support to the National Federations. For the remaining project year, the DD received 35 applications of



which 20 in a total value of € 260,040 are recommended for support to the EB. This would mean that a total of 35 NFs have benefited from the project support in the current project year. For details see Annex 6

The EB supported the proposal.

The EB further took the decision that the SG and DD can allocate the remaining budget of € 104,000 according to established project principles, with focus on NFs that have not received any support so far.

IV. Decision: Research Grants (D. Gerasimuk)

Max Cobb recused himself from the discussion due to a personal conflict of interest.

The EB decided to support 4 academic research projects related to biathlon and one IBU internal sustainability research project. For details see Annex 7

9. Communication

I. Report: Update "Communication" (C. Winkler)

Communication Director Christian Winkler provided an update on the season preparation work by the department in recent months. The department will welcome Katerina Outla (CZE) as the new IBU Junior Cup Media Manager and Jenni Ahonen (FIN) for the new position of a Junior Digital Manager.

Given the rising COVID-19 case numbers around the world, the team expects another challenging season and plans to continue the successful open communication strategy on COVID-19 related issues.

II. Report: Digital Ecosystem, project up-date (C. Winkler)

Digital Project Manager Jouni Oksanen and CD provided an update and a demo of the new Official IBU app with the support of the IBU digital ecosystem partner Vincit.

III. Decision: Digital Ecosystem Development Phase 21-22 (C. Winkler)

The EB supported the proposed release schedule that will spend a part of the previously approved total investment budget for the digital ecosystem.



10. Finance and Administration

I. Report: Update "Finance and Administration" (M. Eidenhammer)

The Head of Finance and Administration (HFA) reported about the new organisation of her department, which has completed all staff changes.

The IBU HQ has now completely switched to Office 365. The HFA informed the board about the internal IT review, which is currently being finalised with the aim of facilitating the work processes and creating more efficiency across departments. Further updates were provided on corporate pension support models, investments and the reserves.

II. Report: Budget follow-up/Forecast 2 2021/22 (M. Eidenhammer)

The HFA reported that there the current forecast for the budget year 21/22 shows a positive result.

III. Discussion: Budget frames 2022/23, IOC Income (N. Carlsson)

The SG proposed new budget frames for the year 2022/2023, which would book the IOC Olympic Games contribution not in the fiscal year after the Games but the year after, in this case, in the year 2023/2024. This would allow more precise forecasts and budget planning independent from the amount of the IOC contribution.

The EB tasked the management to work on two scenarios for the budget frames until the next EB meeting in February, where the budget frames will be discussed.

IV. Decision: Insurance Coverage (M. Eidenhammer)

The HFA reported on behalf of a working group which reviewed the IBU's insurance options. The EB decided to follow the proposal on a future insurance portfolio increasing IBU's protection.

11. Miscellaneous



- I. The EB welcomed Kit McConnell, IOC Sport Director, for a short update and Q&A session.
- II. The AC Chair, Clare Egan, informed the EB about the communications planned with the athletes before the start of the season.

12. Meetings

- I. EB meetings
 - I. EB 160 part I, February 2022, Beijing/CHN
 - II. EB 160 part II, March 16-17, Oslo/NOR
 - III. EB 161 18-20 June, Salzburg/AUT

Secretary General

Niklas Carlsson
(IBU Secretary General)

President

Olle Dahlin
(IBU President)