

## MINUTES

IBU Executive Board Meeting 177  
Berchtesgaden/GER  
10-11 September 2025

### ATTENDANCE

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President <sup>1</sup>
SCHERER, Christian	IBU	Treasurer (only on 11 September)
BOYGARD, Tore	IBU	Executive Board Member
DAFOVSKA, Ekaterina	IBU	Executive Board Member
FARCNİK, Tim	IBU	Executive Board Member
HÄCKI-GROSS, Lena	IBU	Executive Board Member
SAGUEZ, Fabien	IBU	Executive Board Member
SANTER, Nathalie	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
COBB, Max	IBU	Secretary General <sup>2</sup>
<b><u>Guests:</u></b>		
BÖHM, Daniel	IBU	Sport & Event Director (SD)
GERASIMUK, Dagmara	IBU	Development Director (DD)
KLEINEISEN, Hannes	IBU	Director of Finance and Administration (DFA)
MCKENNA, Greg	BIU	Head of BIU (For point 5)
RAKIC, Riikka	IBU	Head of Strategy, Sustainability & Governance (HSS)
WINKLER, Christian	IBU	Communication Director (CD)

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<sup>1</sup> Further referred to as VP

<sup>2</sup> Further referred to as SG

## AGENDA

IBU Executive Board Meeting 177

Berchtesgaden/GER

Sept 9, dinner 19.00/Sept 10, 09.00-17.00/Sept 11, 09.00-12.00

Sept 11, 15.00-18.00 CET Presidents' Meeting (virtual)

1. President's Welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
4. Reports, General
  - 4.1. President
  - 4.2. Other EB members
  - 4.3. Secretary General
5. Biathlon Integrity Unit
  - 5.1. Report: "BIU" (F.Steinle)
6. Reports, Overall and Strategy
  - 6.1. Report: Target 2030 action plan (O.Dahlin, M.Cobb, R.Rakic)
  - 6.2. Report: Organizational structural review (M.Cobb)
  - 6.3. Report: "Sustainability"(R.Rakic)
    - 6.3.1. Decision: Institutional campaign
  - 6.4. NF Membership
    - 6.4.1. Decision: Provisional Membership Trinidad & Tobago Snowsports Federation
  - 6.5. Report: Suspended members
    - 6.5.1. ROC and RBU Letters
7. Media and Marketing
  - 7.1. Report: "Media" (M.Cobb)
    - 7.1.1. Decision: NF Digital Content Rights Agreement
    - 7.1.2. Decision: Digital Reach Bonus Criteria
    - 7.1.3. Report: OKKO Media Rights Agreement
  - 7.2. Report: "Marketing" (M.Cobb)
    - 7.2.1. Report: Biathlon Partner Summit, Oslo March 2026
    - 7.2.2. Advertising Rules Clarification: NF Uniforms
8. Sport & Event
  - 8.1. Report: "Sport and Event" (D. Böhm)
    - 8.1.1. Report: OWG, MiCo 26
    - 8.1.2. Report: Clothing Partner
  - 8.2. "Loop One Festival", Munich Oct.2025
    - 8.2.1. Report: Planning status
    - 8.2.2. Decision: Date 2026

- 8.3. Decision: Wild Card transfer in case of NF change
- 8.4. Report: EB representatives, Season 2025/26
- 8.5. Report: Process Supplying Partner contracts beyond 2026
- 8.6. Report: Para Biathlon & PWG, MiCo 26 (R. Rakic)
- 8.6.1. Decision: Para ECR Corrections

9. Development

- 9.1. Report: "Development" (D. Gerasimuk)

10. Communication

- 10.1. Report: "Communication" (C.Winkler)
  - 10.1.1. Report: Reach 26 initiative
  - 10.1.2. Decision: Four "Big Olympic Project" Proposals

11. Finance and Administration

- 11.1. Report: "Finance and Administration" (H.Kleineisen)
- 11.2. Decision: Appointment of Auditor
- 11.3. Decision: Executive Assistant for SG
- 11.4. Report: Risk Register

12. Miscellaneous

- 12.1. Report: Congress 2026
- 12.2. Decision: Change of athlete nationality
- 12.3. Report: Transgender policy
- 12.4. Decision: Constitution Working Group tasked to define role of the treasurer

13. Meetings

- 13.1. EB meetings
  - 13.1.1. EB177 Sept 10-11, Berchtesgaden/GER
  - 13.1.2. EB178 and Target 2030 Planning: November 18 + Dinner, Meeting start 10:00 am on November 19 through Lunch 21, IBU HQ/AUT
  - 13.1.3. EB179 March 9-11, 2026, Val di Fiemme/ITA
  - 13.1.4. EB180 June 23-25, 2026, TBD
  - 13.1.5. EB181 August 13, 2026, 15.00 CET, Virtual
  - 13.1.6. EB182 Sept 17, 2026, Berchtesgaden/GER
- 13.2. Other IBU meetings
  - 13.2.1. TC-meeting, Oct 29-30, Munich/GER
  - 13.2.2. Presidents' Meeting, Sept 11, 15-18 CET, Virtual
  - 13.2.3. OC Meeting, June 17-19 2026, Tartu/EST
  - 13.2.3. IBU Congress Sept 17-20 2026, Berchtesgaden/GER
- 13.3. Other meetings
  - 13.3.1. CoCom MiCo26, Sept 15-17. Milan/ITA
  - 13.3.2. APSO, Sept 23, Seoul/KOR
  - 13.3.2. IPC G.A., Sept 24-27, Seoul/KOR
  - 13.3.3. Sportel, Oct 20-22, Monaco

- 13.3.4. International Forum for Sports Integrity, Oct 24, Lausanne/SUI
- 13.3.5. IF Forum, Oct 27-29, Lausanne/SUI
- 13.3.6. IOC IF Consultation Oct 20, Lausanne/SUI
- 13.3.7. WADA World Conference, Dec 1-5, Busan/KOR
- 13.3.8. WADA Foundation Board, Dec 4.5, Busan/KOR
- 13.3.9. OC Session, Feb 3-4 2026, Milan/ITA

#### 14. Executive Session

Effective: 4 September, 2025

## MINUTES

IBU Executive Board Meeting 177  
Berchtesgaden/GER  
10-11 September 2025

### 1. President's Welcome

The President welcomed the entire Executive Board back after a hopefully relaxing summer.

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

The agenda was approved as distributed.

Vice President Jiri Hamza and Treasurer Christian Scherer announced a conflict of interest regarding point 12.2.

### 3. Circular decisions between EB Meetings

There were no circular decisions taken since EB 176.

### 4. Reports, General

#### 4.1. President

The President referred to his written report and highlighted some of his activities since the last EB meeting.

He emphasized attendance of the Olympic Movement WADA Foundation Board catch-up meeting in July where the new world anti-doping code was discussed as well as the challenges with Russia and USADA.

He also noted the signing a new University partnership by the IBU with the Swiss Federal Institute of Sport in Magglingen, SUI.

The President further referred to various discussions with Milano Cortina 2026 and the IOC/IPC concerning the preparations for the upcoming Olympic and Paralympic Winter Games.

#### 4.2. Other EB members

Nathalie Santer reported on her continuing engagement with RAI to advance live TV coverage of biathlon in Italy.

Lena Häcki-Gross reported on a recent meeting of the IBU Athletes' Committee.

Tim Farcnik noted his support for the IBU Sustainability Commission over the summer and in preparation for the Loop One Festival.

#### 4.3. Secretary General

The SG reported on a busy summer, notably the efforts to prepare for the inaugural Loop One Festival which has caused large amounts of work for all departments. Further updates to follow under the various points on the agenda.

### 5. Biathlon Integrity Unit

#### 5.1. Report: "BIU" (F.Steinle)

The Head of the BIU referred to the written report.

He highlighted the work of the Mental Health Working Group (MHWG) that has developed an IBU Wellbeing Charter. A full package of supporting documents is being prepared including a strategy, policy, and operational delivery plan.

The EB reviewed the IBU Wellbeing Charter, with its final approval set for EB 178.

MHWG's work is supported by the Athletes' Committee. Operational delivery will be based on the IBU providing support to the NFs whose autonomy will be respected as a principle. The program's overall focus is on prevention and education to create a better environment.

*The EB decided to support the engagement of a well-being coordinator based in Salzburg, with the budget and organizational responsibility between IBU and BIU to be determined at EB 178.*

The Head of BIU further highlighted their work on NF Governance, a project under Target 2030, that has been prepared with NF input through a working group. The pilot phase is now over with the full NF Governance Framework planned to launch in October 2025.

The EB tabled the proposal for financial incentives related to the implementation of governance requirements to be further reviewed at EB 178.

### 6. Reports, Overall and Strategy

#### 6.1. Report: Target 2030 action plan (O.Dahlin, M.Cobb, R.Rakic)

The EB took note of the planned presentation on the status of implementation of Target 2030 at the Presidents' Meeting on 11 September. A full day of comprehensive review is planned together with the management team the day before EB178.

#### 6.2. Report: Organisational structural review (M.Cobb)

The SG reported on the work done by the management team to review the organizational set-up of the IBU administration given the needs of current operations and upcoming projects under Target 2030.

*The EB decided to approve the hiring of an experienced Executive Assistant to support the SG, President and EB.*

A detailed report on the Target 2030 priority project 'Analysis of IBU's commercial model' will be presented at EB 178.

#### 6.3. Report: "Sustainability" (R.Rakic)

The HSS provided an update on a Double Materiality Analysis (DMA) conducted since May, including a quantitative survey of more than 100 IBU stakeholders and a dozen qualitative interviews. These were designed to identify the top ten sustainability topics on which to focus the IBU's future sustainability work to deliver concrete impact. A proposed appendix to the 10-year Sustainability Strategy 2020-2030 will be presented for approval at EB 178.

##### 6.3.1. Decision: Institutional campaign

The HSS presented an initial concept for a long-term institutional sustainability campaign to be prepared to launch for the next Olympic term.

*The EB decided to continue to explore the idea and concept with targeted external support with a more detailed report and budget frames to be presented at EB 178.*

#### 6.4. NF Membership

##### 6.4.1. Decision: Provisional Membership Trinidad & Tobago Snowsports Federation

*The EB decided to table the decision to EB 178 pending further review by the BIU and additional information to be provided by the applicant.*

#### 6.5. Report: Suspended members

##### 6.5.1. ROC and RBU Letters

The EB acknowledged the letters received from the Russian Olympic Committee and Russian Biathlon Union.

The EB further acknowledged the report of the Monitoring Group whereby no change can be established in the situation since EB 176 (See [minutes EB 176](#)).

It further noted that the 12-point plan established after the Sochi 2014 Games for Russia to return to a full member status has not yet been fulfilled. While the BIU continues to monitor educational efforts, the effectiveness of the Russian anti-doping programs cannot be ascertained at present time.

7. Media and Marketing

7.1. Report: "Media" (M.Cobb)

7.1.1. Decision: NF Digital Content Rights Agreement

*The EB decided to approve the National Federation Content Rights Agreement prepared in cooperation with the Digital Task Force (consisting of representatives of GER, SWE, CZE, EST) to apply from the season 2025/2026. The questions related to VAT remain to be clarified with the help of the F&A department.*

7.1.2. Decision: Digital Reach Bonus Criteria

*The EB decided to approve the proposal to continue to distribute the NF Digital Reach Bonus based on the same criteria as in season 2024/20225.*

7.1.3. Report: OKKO Media Rights Agreement

The SG reported on ongoing discussions on contractual details, with finalization expected before the season 2025/2026.

7.2. Report: "Marketing" (M.Cobb)

7.2.1. Report: Biathlon Partner Summit, Oslo March 2026

The SG reported on the planning of the second Biathlon Partner Summit which is on track.

7.2.2. Advertising Rules Clarification: NF Uniforms

At request, the EB clarified the meaning of the IBU Advertising Rules 2022-2026 Article G1, concerning the responsibility for exploiting any allowed advertising surfaces on NF team members' clothing and equipment on the field of play which lies *exclusively with the respective NF*.

8. Sport & Event

8.1. Report: "Sport and Event" (D. Böhm)

8.1.1. Report: OWG, MiCo 26

The SD referred to his written report. He highlighted the appreciation shown by the OCs for the extraordinary financial support for the season 2025/2026 as decided at EB176. The review and approval of applications will be conducted by S&E staff within the approved criteria and budget frames. The EB will only be involved in the case of uncertainties.

The OC consultation groups have been established for the implementation of Target 2030 priority project on the development of a modern, sustainable event concept.



He also underlined ongoing negotiations with the IOC concerning the OWG Milano Cortina 2026 service technician quota and rate card pricing and concluded with the information that no applications for the SBWCH 2026 had been received so far.

#### 8.1.2. Report: Clothing Partner

The EB acknowledged an update on the selection of the clothing partner for the upcoming Olympic term 2026-2030.

### 8.2. "Loop One Festival", Munich Oct.2025

#### 8.2.1. Report: Planning status

The planning status of the Loop One Festival was presented, including a detailed overview of the current budget.

#### 8.2.2. Decision: Date 2026

*The EB decided to approve continued planning of the edition 2026 with dates in the same time window as in 2025 (17.-18.10.2026). The detailed program is to be defined after proper debrief and in consultation with all stakeholders involved, especially the teams for the sport-related rundown.*

### 8.3. Decision: Wild Card transfer in case of NF change

*The EB clarified the meaning of 15.6.2. d. of IBU Event and Competition Rules in case of an NF change of an athlete. The individual qualifying points remain valid for the athlete, but a Wild Card for the new NF becomes only valid upon the next update of the qualifying points list. A formal clarifying amendment of the rule will be prepared for the next Congress.*

### 8.4. Report: EB representatives, Season 2025/26

*The EB decided upon the EB representatives for IBU events in season 2025/26.*

### 8.5. Report: Process Supplying Partner contracts beyond 2026

The SD presented a status of the ongoing review of the IBU Supplying Partner structure. A detailed proposal for the contract period from spring 2026 onwards will be presented at EB178.

### 8.6. Report: Para Biathlon & PWG, MiCo 26 (R. Rakic)

The HSS highlighted challenges encountered in the planning of the Para Biathlon competitions at PWG, which are mostly due to limited biathlon experience locally and use of a venue that is typically only used for cross-country skiing. SG to raise the main items at the upcoming IOC/MiCo 2026 Coordination Commission meeting.

#### 8.6.1. Decision: Para ECR Corrections

*The EB decided to approve the minor corrections to the Para ECR arising from the PRIS review for the PWG effective immediately.*

## 9. Development

### 9.1. Report: "Development" (D. Gerasimuk)

DD referred to her written report providing status for the development program. See Annex 1, 9.1\_EB\_177 Report\_Development.

She shared that the new partnership with the International School Sport Federation is going to be signed by the end of October 2025.

#### 9.1.1. Report: IBU Academy

DD referred to the written report on the IBU Academy's coach education offer, e-learning platform, and the recently launched online IBU Referee Exam tool and a rifle safety course. See Annex 2, 9.1.1 EB\_177\_Report\_IBU\_Academy

## 10. Communication

### 10.1. Report: "Communication" (C.Winkler)

CD reported on staffing and content plans for the Olympic season. As a new project, the Loop One Festival (LOF) has added significant additional workload, but planning is progressing well and there is solid media interest. The LOF marketing campaign to attract new audiences, such as families and young active people, will start soon.

#### 10.1.1. Report: Reach 26 initiative

A project dedicated to taking full advantage of the return of the Olympic Winter Games to Europe, 'Reach 26' will feature enhanced use of Athlete Content Creators to support top biathletes. Following a pilot, athlete portraits on 14 international athletes will be provided to use by broadcasting partners to promote biathlon and its top stars. Pre- Games promotion will focus on the Italian market, in conjunction with FISl along with a collaboration with Eurovision in seven key markets.

#### 10.1.2. Decision: Four "Big Olympic Project" Proposals

*In the approved budget for the fiscal year 2025/26, an amount of €350'000 has been allocated for new projects related to Target 2030. The Executive Board decided to approve the use of these funds for special projects aimed at increasing biathlon's digital reach in the buildup to and during the Olympic Winter Games Milano Cortina 2026.*

The EB will consider potential additional promotional project(s) at EB 178.

## 11. Finance and Administration

### 11.1. Report: "Finance and Administration" (H.Kleineisen)

DFA referred to his written report and reviewed key financial items along with an update on the timing of the installation of a photovoltaic system on the roof of the IBU headquarters.

11.2. Decision: Appointment of Auditor 2025/26

*The EB decided to approve the appointment of Crowe Audit Austria Wirtschaftspruefung GmbH as auditor for the financial year ending 30 April 2026.*

11.3. Decision: Recruitment of Executive Assistant for Secretary General

A decision was taken under 6.2 Organisational Structural Review.

The Executive Board requested an organizational chart of IBU employees, and an overview of contractors, to be prepared by the Finance & Administration Department.

11.4. Risk Management

DFA referred to the Risk Management Register and highlighted items posing the highest risk, the newly added entries, those that had been closed, and those that had dropped below the threshold during the reassessment. The Risk Management Register was acknowledged by the Executive Board.

12. Miscellaneous

12.1. Report: Congress 2026

The SG referred to the written report regarding the congress timelines and reminded the EB members that there is an opportunity to tour the congress facilities later in the day.

12.2. Decision: Change of athlete nationality

The SG reviewed requests for change of nationalities that were submitted. Some details required further clarification, which could not be provided during the meeting. It was therefore decided to postpone the decisions until all the details were received.

12.3. Report: Transgender policy

The SG referred to the written report and reviewed it verbally, noting that several IFs have implemented various forms of testing for sexual verification. IBU staff will continue to monitor the development.

12.4. Decision: Constitution Working Group tasked to define role of the treasurer

The EB confirmed that the Constitution Working Group should provide a recommendation for the EB on the role of the Treasurer. The Treasurer confirmed that he supports this approach. It was also agreed that the WG be renamed the Governance Working Group.

13. Meetings

13.1. EB meetings

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13.3.7. WADA World Conference, Dec 1-5, Busan/KOR

13.3.8. WADA Foundation Board, Dec 4-5, Busan/KOR

13.3.9. OC Session, Feb 3-4 2026, Milan/ITA

14. Executive Session

An executive session took place during the meeting.

Confirmation of the final minutes for EB 177



Olle Dahlin, President



Max Cobb, Secretary General

10/11/2025








# EB 177\_Minutes\_Final

Final Audit Report

2025-10-11

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