

CONGRESS MINUTES



IBU

15TH ORDINARY **IBU** CONGRESS

15 SEP - 18 SEP 2022 | **SALZBURG** AUT

MINUTES OF THE 15TH ORDINARY IBU CONGRESS*

15 SEP – 18 SEP 2022 | **SALZBURG** AUT

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* According to the IBU Constitution (2019), Congress sessions are open to the public. The Congress was thus livestreamed, and a link was sent to IBU stakeholders and the media.

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01 Opening and welcome by the chairperson, the IBU President

IBU President Olle Dahlin opened the 15th Ordinary Congress in Salzburg on 16 September 2022 at 11:06 CET, welcoming the delegates, guests, representatives from the IOC, EBU, and Infront as well as other participants. In his words of welcome, he noted that it was the first in-person Congress since 2019, after a virtual Congress in November 2020. He stressed the importance of the decisions to be taken at this Congress, which also marks the beginning of a new Olympic cycle.

The IBU President introduced a video message from the IOC President, Thomas Bach.

02 Confirmation of duly called Congress

The invitation for the 15th Ordinary IBU Congress was sent out by the former IBU Secretary General Niklas Carlsson on 18 May 2022 as per the Constitution.

→ **The Congress confirmed that it was duly called.**

02 Roll call and first announcement of voting strength of the NF Members

IBU Senior Project Manager Riikka Rakic (RR) performed the roll call of nations, concluding that 46 voting members were present and welcomed the four provisional members in attendance.

The President asked to accept the seven late entries and to approve the strength of voting, which the Congress confirmed.

According to the roll call, the following IBU member federations were present from the start of the session and entitled to vote:

**AUS | AUT | BEL | BIH | BRA | BUL | CAN* | CHN | CRO | CYP* | CZE | DEN | EST | FIN
FRA | GBR | GEO | GER | GRE | GRL | HUN | IND | IRL | ITA | JPN* | KAZ | KGZ | KOR
LAT | LTU | MDA | MGL | MKD | NED | NOR | NZL | POL | ROU | SLO | SRB | SUI | SVK
SWE | TUR* | UKR | USA**

The provisional members ISL*, LEB, MEX* and THA* were also present; however, as provisional members, they have no right to vote.

* Late entries

For a list of the representatives of all IBU member federations in attendance, and the IBU officials present, please refer to **ANNEX 1**.

04 Adoption of the Agenda

→ **The Congress approved the agenda without amendments.**

05 Approval of the minutes of the previous Ordinary Congress meeting

→ **The minutes of the 14TH Ordinary Congress 2020 were unanimously approved.**

06 Congress procedure, appointment of Election Committee, and appointment of tellers

The President noted that the elections at this Congress will be conducted under the IBU's new Constitution and proposed the Vetting Panel with its three members as the Election Committee, as follows:

- Louise REILLY, Chair
- Markus HAUPTMANN
- Alex MARSHALL

→ **The Congress approved the appointment of the Election Committee.**

The President presented the proposal for the tellers of the votes and the persons supporting the tellers.

→ **The tellers were unanimously appointed by the Congress, as follows:**

- **Derek BOLDER (NF IRL)**
- **Paul CULLEN (NF AUS)**
- **Andrea TOMA (NF ROU)**

Supporting the tellers:

- **Stephen COONEY (BIU)**
- **Jeremy HOPE (BIU)**
- **Felicitas TONG (BIU)**
- **Lucie ROTHAUER (BIU)**

07 a. Motions relating to NF status

- Motions regarding the Russian Biathlon Union and the Biathlon Federation of Belarus

The IBU President asked the IBU's legal advisor Christian Keidel to provide background for the two Motions under this agenda item. Mr. Keidel stated that after the Russian invasion of Ukraine, the sports world faced unprecedented circumstances which required special reaction. Therefore, the IOC recommended the international federations should decide on protective measures so as not to allow the athletes and officials from Russia and Belarus to take part in international competitions. On 1 March 2022, the IBU Executive Board (EB) decided to follow this recommendation and not to allow the participation of Russian or Belarusian athletes or officials at its international events until further notice, including any non-sports events organised by the IBU for its members.

Mr. Keidel explained that with the first motion the Congress is asked to confirm this decision.

Mr. Keidel further explained that the IBU EB issued a second decision on 28 March 2022 to suspend the Russian Biathlon Union (RBU) and the Biathlon Federation of Belarus (BiFB) until further notice or latest until the next Congress. The reasons for this decision included that both NFs' behaviour was not compatible with the IBU Constitution, and their ongoing affiliation would put the IBU and the sport of biathlon into disrepute. Such conclusion was based on the aspect that both federations did not distance themselves from the actions of their governments, and in particular the aspect of the proximity of Russian and Belarussian athletes to their respective military forces. The EB found that a suspension would be the right measure to react to such situation.

In accordance with the IBU Constitution, the IBU Executive Board limited the effect of its second decision in time until the ordinary IBU Congress will take an own decision about the matter. In addition, the Congress is asked to provide the IBU Executive Board the competence to lift the suspension in case it is appropriate. Hence, the Congress is asked to take a decision on the second motion.

NF BRA asked for the floor, noting that they fully support the proposal of the EB.

The IBU President gave the floor to the President of the Russian Biathlon Union Viktor Maygurov, who joined the Congress virtually. Mr Maygurov thanked for the opportunity to express the RBU's opinion for the Congress as well as in the official RBU response to the proposed motion. He reminded that he became the RBU's President in 2020 when the RBU was relegated into a provisional membership for anti-doping violations. Since then, a lot has been done and the criteria were met except for one, which was out of the RBU's control.

Mr Maygurov noted that the suspension of the teams from competition on all levels at the end of the season was done based on emotions rather than the rules or the IBU's Constitution. Therefore, these decisions are arbitrated by the RBU in CAS. He believes that the IBU is the only international organisation to have suspended an NF for political reasons, noting how the situation is handled in some other sports, e.g. the International Tennis Federation.

The RBU President also asked to be given examples for how Russian biathletes are associated with the ongoing conflict with Ukraine since February 2022 since none of the RBU leadership or athletes have made any political statements. He also asked the IBU to clearly identify the conditions for the RBU's reinstatement. Mr Maygurov outlined what might happen if the conflict were to last for a long time, as in some other countries where the athletes however have been allowed to continue to compete. The suspension might damage Russian biathlon: athletes and coaches may retire, younger athletes could seek another nationality, and children would choose sports other than biathlon. He noted that it is the responsibility of the Congress to decide, choosing between politics or sport. He wished the Congress success and thanked for the opportunity to speak.

The IBU President then gave the floor to the President of the Belarus Federation of Biathlon (BFiB) Andrian Tsybulskiy, who also joined the Congress virtually.

Tsybulskiy began by thanking for the opportunity to address the international biathlon community. He stated that the BFiB has always stood against all conflicts in the world and for peace. The Belarusian athletes and coaches remain on peaceful terms with the Ukrainian and other counterparts. He addressed the two EB decisions in the context of the Biathlon Family and further noted that the Federation has lost sponsorship contracts, putting the future existence of the federation and biathlon in Belarus in question. Biathlon schools and the national team can only continue to operate through government support.

Mr Tsybulskiy noted that the BFiB rejects the first decision on suspension utterly and considered the second decision an 'insult'. According to his knowledge, the IBU is one of few international federations to have taken such a decision. He asked for support and understanding of the situation and help for his federation by reinstating the rights for the future of the sport in general.

The IBU President then gave the floor to NF UKR. NF UKR thanked the IBU for its stance and support and expressed their position on the motion. NF UKR provided an overview of the situation in Ukraine since February, including facts about Ukrainian sport: 133 athletes and coaches have been killed, including one young biathlete; many sports facilities, including one of the main biathlon training centres have been destroyed. The NF UKR noted that it is often said that sport is separate from politics however many athletes are in the military, and many of them partake in the political conflict.

Russian and Belarussian athletes have kept silent and no one has said a word against the war, therefore, they should not be allowed to participate in international competitions. The NF UKR expressed hope that the Congress will support the motions, sending a message that terrorist states cannot compete and be among democratic states.

NF NOR and NF POL fully supported the proposed motions.

The IBU President then explained the procedure of voting for the motions, which was done by secret ballot.

MOTION 1

Confirm the decision of the IBU Executive Board dated 1 March 2022 *“not to allow the participation of any Russian or Belarusian athletes or officials at its international events until further notice including non-sports events organised by the IBU for its members”*

→ **Motion 1 was approved with the following results:**

CAST VOTES **46** YES **39** NO **2**

Of a total of 41 yes/no votes the result is:

YES **95.1%** NO **4.9%**

MOTION 2

Suspend the RBU and BiFB's membership of the IBU until they demonstrate their full commitment to support and promote the Purposes and principles of the IBU, for example by clearly distancing themselves from the war in Ukraine and ensuring that none of their officials or athletes are actively involved in their national military and/or take any part in the war effort. The IBU Executive Board will monitor the implementation of the conditions above and may provisionally lift the suspensions imposed until the next Congress if it considers in its absolute discretion that the above-mentioned conditions have been fulfilled by RBU and/or BiFB. The IBU Executive Board shall report back to the Congress with recommendations whenever appropriate.

→ **Motion 2 was approved with the following results:**

CAST VOTES **46** YES **40** NO **1** INVALID **1**

Of a total of 41 yes/no votes the result is:

YES **97.6%** NO **2.4%**

07 b. Second announcement of voting strength

The President confirmed that given the results of the voting on the two motions the voting power of the Congress remained the same with 46 votes present.

08 Receipt and approval of the annual reportsof the Executive Board

– Activity Reports 2020/2021 and 2021/2022

The President presented the Activity Reports for the last two financial years, highlighting that the past two seasons were challenging, given the Covid-19 pandemic and the geopolitical situation. At the same time, they were also rewarding thanks to the cooperation and unity of the biathlon family. Despite the difficulties, the last season saw high-quality competitions and a return of the fans to the venues. It showcased the best of the biathletes with two new names taking their first World Cup Total Scores. The OWG 2022 in Beijing was the highlight of the season with records rewritten and all athletes contributing to the success.

President Dahlin also reflected on the Presidents' Meeting, which was held in 2021 in Munich, where the IBU's vision, mission, and overall objectives 2030 were agreed.

The IBU EB continued to meet regularly over the past years. The EB meetings reviewed financial forecasts every 3 months and followed up on Target 26 regularly. Some key decisions included the budget for season 2022/2023 with significant increases in NF support, OC support, and prize money.

In international relations, the IBU continued to play an active role through virtual and some in-person meetings. Martin Fourcade was elected to the IOC Athletes' Commission, ensuring biathlon representation in the IOC.

The IBU Athletes' Committee (AC) played a critical role in maintaining strong communication with the athletes during the Covid-19 pandemic. The election of new AC members took place during the 2021/2022 season.

The role of the IBU Technical Committee (TC) during the difficult pandemic time was more important than ever. The TC helped adjust to new circumstances and deliver fair and successful competitions. In addition, it discussed material and equipment topics including electronic targets, lead and fluor issues, in particular the postponement of the complete fluor ban until 2023.

In the Sport and Event area, flexibility was the hallmark during the last two seasons. The Sport and Event department was central to developing the competition calendar and implementing special new rules with the support of the TC. Daniel Boehm was appointed in June 2022 as the new Sport and Event Director in June 2022.

In the Development department, many improvements were introduced. The IBU Academy emerged as the heart of IBU Development. The foundation of the Academy is coach education, with pilot versions of the basic level and 1st level courses and an extensive programme of webinars on different topics delivered. The IBU Gender Equality policy, strategy and action plan were approved, a number of seminars and workshops held, including the IBU-IBSF Gender Equity Forum, as well as delivering a mentorship programme for NF female leaders.

Sustainability is one of the key priorities for the IBU. Over the past two years, the IBU sustainability policy and strategy were launched and the first Sustainability Report published. The IBU joined the United Nation Sports for Climate Action and Race to Zero programmes. IBU's work was recognised by the IOC with the Dow Carbon Action Award. IBU also held two biathlon climate challenges, launched the Snow Network, and presented the first IBU OC Sustainability Award.

The pandemic also brought new possibilities with digital technologies which allowed the Communications department to adapt to the new challenges. WCH 2021 was a record breaker with a 7% increase in TV viewer hours. The IBU launched a new mobile app and refreshed the website. In its first season, the IBU App was downloaded 145,000 times, while the website had 30% more visitors. In addition, a new fan-orientated monthly newsletter Biathlon Insider was launched.

The Biathlon Integrity Unit continued to strengthen its capabilities and remains the central point for all integrity-related matters. Over the past two seasons, the BIU developed a Safeguarding Policy and reviewed IBU Integrity Code, among its many accomplishments.

In the Finance and Administration department a new structure and set-up now include cost center budgeting and forecasts, long-term budget frames, financial investment instructions, insurance review, and administrative routines.

In conclusion, President Dahlin noted that despite challenging times excellent progress was done thanks to the hard work and collaboration by all in the biathlon family.

The presentation can be found as **ANNEX 2** or under

https://www.biathlonworld.com/previews/articlepreview?sys_id=3mXWaD7QnYtlnBG77HMjxZ

08 Receipt and approval of the annual reports of the Executive Board

– Strategic Plan Target 26, follow-up

The IBU President continued by presenting Target 26, referencing the Target 26 Status Report 2022 that was provided to the Congress delegations, and noted that the IBU has reached the halfway mark with the implementation of the Strategic Plan with many goals fulfilled.

Each of the five targets were then introduced by the Executive Board Members and the IBU management team with a presentation of what has been done and what still lies ahead.

The IBU President concluded that while many Target 26 goals for 2022 were achieved, many tasks still lie ahead. He stressed that at this halfway point of the seven-year plan it now makes sense to assess whether any of the five targets needs more input, new goals or potentially there are projects that should not be continued. This review must be conducted with the help of the NFs. For this purpose, a series of regional workshops will be held in the upcoming months until Summer 2023, the output from which will be integrated into a revised Target 26 plan for 2022-2026. This plan will be put for discussion and approval at the Presidents' Meeting, which will take place on the IBU's 30th anniversary in early July 2023.

The presentation can be found as **ANNEX 3** or under

https://www.biathlonworld.com/previews/articlepreview?sys_id=3mXWaD7QnYtlnBG77HMjxZ

President Dahlin asked the Congress to approve the Activity Reports and the report on the follow-up of the Strategic Plan Target 26.

→ **The reports were unanimously approved by the delegates.**

09 Presentation of the audited financial statements and the Auditors' report for the preceding two financial years

The President noted that IBU has changed an auditor from KPMG to BDO after the financial year 2020/2021.

Corinna Ogris (CO), senior associate at BDO, presented the auditors' reports to the Congress. The IBU's audit was conducted in accordance with the Austrian Generally Accepted Accounting Principles (GAAP) and International Standards on auditing.

The financial statements 2020/2021 were still audited by KPMG that gave an unqualified audit opinion and noted no material differences in the audit.

During the audit of the financial statements 2021/2022, three main topics arose:

1. Methodology of accounting expected receivables from the IOC for the Olympic Winter Games in Beijing: IBU's obligations were completely fulfilled, according to the Austrian GAAP (UGB) a receivable must be accounted for; precautional deduction (final settlement has not yet been made).
2. Valuation of receivables in connection with the crisis in Ukraine: liabilities against Russia (netted out in the financial statements).
3. Allocation to reserves: allocation of a restricted reserve EUR 620,000 (Congress); allocation of temporarily restricted reserve EUR 14,760,000 for future expenses (IOC revenue Olympic Winter Games).

BDO's audit of the 2021/2022 accounts came to the following conclusions:

- Financial assets – conservative investments, bank confirmations received;
- Revenues – correct revenue recognition;
- Contributions to NFs – correct and in accordance with constitution;
- Quality of the information and documentation was excellent;
- No indication of compliance errors detected;
- No indication of fraud detected.

→ **Congress confirmed the receipt of the IBU's financial reports for the preceding two financial years.**

The presentation of the auditor can be found as **ANNEX 4** or under

https://www.biathlonworld.com/previews/articlepreview?sys_id=3mXWaD7QnYtlnBG77HMjxZ

10 Discharge of the Executive Board for the financial years 2020/2021 and 2021/2022

The IBU President asked the Congress to discharge the Executive Board for the financial years 2020/2021 and 2021/2022 by showing voting cards.

→ **The Executive Board was unanimously discharged by the Congress.**

11 Receipt and approval of the annual reports from the Vetting Panel and the BIU Board

The Chair of the BIU Board Louise Reilly (LR) presented the annual reports of the BIU, noting the great work of the Unit, led by Greg McKenna. The IBU has completed a governance transformation with the establishment of the BIU over the last two years. Operationally independent from the IBU, the BIU has developed good working relations with the IBU and a relationship of trust within the biathlon community.

LR reminded that the main responsibility of the BIU is investigating and prosecuting violations of the Integrity Code as well as ensuring that the IBU is compliant with the WADA Code and other compliance obligations. The BIU also works on protecting the biathlon family from other threats, such as safeguarding issues. BIU also plays a role in ensuring that biathlon competition is safe from manipulation or match-fixing. The is also important to continue working with other organisations to improve the global response to such threats.

LR referred to the annual reports included in the Congress Handbook.

In conclusion, LR reiterated that the second year has seen the BIU consolidate and continue to build on its operational capabilities. She expressed hope to have a positive working relationship with the IBU under the leadership of the new Secretary General Max Cobb and together with the other BIU board members to continue serving the biathlon family in pursuit of a clean and credible sport.

Alex Marshall (AM), Chair of the Vetting Panel, presented the second report of the Panel. He explained that vetting is meant to establish whether the people who wish to hold positions as officials in the IBU are 'eligible'. To determine this, the Vetting Panel looks at the background and reputation of the person. The main purpose of vetting is to uphold the integrity of biathlon.

The Vetting Panel, which has remained the same as the previous year with Alex Marshall, Markus Hauptmann, and Louise Reilly, considered 28 applications last year. Of all applicants for an IBU official, not everyone was found eligible.

In conclusion, AM noted that the Vetting Panel will continue to protect biathlon and improve the vetting arrangements to find the right people for the roles of the IBU officials.

→ **The annual reports of the BIU Board and Vetting Panel were approved unanimously by the Congress.**

The President specifically asked the Congress to approve the financing requests of the BIU for the next three seasons, as presented by Louise Reilly.

→ **The delegates voted unanimously by showing voting cards.**

The presentation of the BIU can be found as **ANNEX 5** or under https://www.biathlonworld.com/previews/articlepreview?sys_id=3mXWaD7QnYtlnBG77HMjxZ

12 Presentation of updated Budget proposal for 2022/2023 and Budget frames 2023/2024, 2024/2025, 2025/2026

Margit Eidenhammer (ME), the head of the Finance and Administration department, presented a comparison between budget 2022/2023 and results for the financial year 2021/2022. The IBU's total budgeted income is 47.4 million euro, which represents a large increase compared to the previous year thanks to the new media and marketing contracts and OWG 2022 revenue. This is what has enabled the significant increases in NF support, OC support, and prize money.

The NF financial support for 2022/2023 is divided into three parts: development, participation, and performance.

The IBU President added how the support will be distributed and noted that due to the situation with the war against Ukraine by Russia and Belarus, it was agreed to postpone the payment of an invoice amounting to 1 million euros. A discussion on how to handle the rest of the financial year is still underway.

On the budget frames for the next three seasons, ME noted that income from media & marketing rights is forecast to increase every second year; the long-term budget frames include 4.3 million euro per fiscal year of temporary reserves (IOC revenues); between 2 and 2.7 million euro per fiscal year are planned for future projects /unforeseen; and by fiscal year 2025/2026, the restricted reserves are planned to increase to 56 million euro.

The presentation of the budget proposal and frames can be found as **ANNEX 6** or under https://www.biathlonworld.com/previews/articlepreview?sys_id=3mXWaD7QnYtlnBG77HMjxZ

NF BRA congratulated the IBU on the transparency by demonstrating the current budget and comparison with previous and upcoming years, which simplifies the analysis. It shows the development of the direct financial support to the NFs increasing from 13.3% to 18.3% and 5 million euros which is a large improvement in one year. In five years, the support is nearly doubling, which is impressive. The net result is positive because of other income. However, the budget 22/23 shows a negative ebit result, which should be compensated later. But it is important to be careful with a negative or a break-even budget as it may require consuming reserves. Overall, the IBU and its management team have delivered impressive financial results.

The IBU President noted that NFs can calculate the support that they will receive directly, however, it is also important to anticipate the team's performance and corresponding support. 40% of the increase is already included in the budget.

→ **The Congress confirmed the updated budget for 2022/2023 and receipt of the budget frames for 2023/2024, 2024/2025, 2025/2026**

13 Biathlon World Championships 2027

a. Presentations of the candidates for the World Championships 2027

- The OC Kontiolahti presented their bid for the WCH 2027.
- The OC Otepaa presented their bid for the WCH 2027.

13 Biathlon World Championships 2027

b. Motion for appointing the host of the World Championships 2027

After the presentations, the IBU President explained the procedure of voting for the WCH 2027 host. According to the Constitution, the Congress must approve, by simple majority, the EB's proposal for the award of the right to host the Biathlon World Championships to a full NF member. He outlined the main observations and the proposal from the EB:

- Both candidates are well prepared in all areas: sport, logistics, and human resources.
- Both candidates are supported by the state, region, and local communities together with connected organisations and bodies.
- Both candidates prepared excellent application documents.
- Kontiolahti hosted the IBU WCH last time in 2015, for Otepaa this would be the first WCH.
- In the last seven years, Scandinavia has hosted three WCHs whilst for the Baltic region this would be the first time.
- There appears to be a slight difference in the field of spectator engagement where Otepaa has already made a huge step forward in the World Cup March 2022 with a solid event.

President Dahlin has added that the EB had a possibility to receive a presentation by both candidates and ask questions to both the bidding OCs and the Evaluation Commission.

He then asked the delegates to support the proposal of the EB to approve Otepaa as the host of the WCH 2027.

→ **The Congress approved the proposal of the EB to appoint Otepaa (EST) as the host of the IBU WCH 2027 with 44 votes.**

The IBU President closed the first day of the Congress at 17:42 CET.

The second day of the Congress was opened at 09:02 am with the welcoming word and roll call of nations.

As there were only 47 voting nations all must have been present at the roll call and may have left afterwards for some of the votes.

According to the roll call on 17 September 2022, the following IBU member federations were present at the session and entitled to vote:

**AUS | AUT | BEL | BIH | BRA | BUL | CAN* | CHN | CRO | CYP* | CZE | DEN | ESP | EST
FIN | FRA | GBR | GEO | GER | GRE | GRL | HUN | IND | IRL | ITA | JPN* | KAZ | KGZ*** |
KOR | LAT | LTU | MDA** | MGL | MKD | NED | NOR | NZL | POL | ROU | SLO | SRB | SUI
SVK | SWE | TUR* | UKR | USA**

* late entries

** MDA was not present at the roll call of nation, entering the Congress room before the first voting

*** KGZ was not present at the roll call of nation, entering the Congress room before the Election of Treasurer

14 Elections

a. Procedure for elections presented by the chair of the Election Committee

The IBU President announced the start of the elections and asked the EB to leave the podium.

LR explained the procedure of the elections. She noted that the elections will be conducted by secret ballot except if the number of candidates equals the number of positions to be filled. It means if there is one candidate for the role, the Congress can decide by simple majority to vote by show of hands or acclamation. And in case of show of hands, the delegates will refer to the voting cards. In case of a secret ballot, votes will be counted confidentially by the Election Committee and the tellers of the votes in a separate room. LR also stated that the ballot papers will be securely preserved together with the signed result sheets for 100 calendar days and then destroyed by the BIU.

She then announced the sequence of the election, noting that the voting will be done per item and only when the result of the vote is known, the Congress will move to the next item.

14 Elections

b. Candidate(s) presentation for President – Election of the President

LR announced that Olle Dahlin (SWE) is the sole candidate for the Presidency. The delegates agreed on voting by showing their cards.

After the candidate's presentation, the Congress voted for the IBU President.

→ **DAHLIN, Olle (SWE) was elected with 46 votes cast.**

He thanked the delegates for support.

14 Elections

c. Candidate(s) presentation for Vice President

– Election of the Vice President

LR announced that Jiri HAMZA (CZE) is the sole candidate for the position of Vice President. The delegates agreed on voting by showing their cards.

After the candidate's presentation, the Congress voted for the IBU Vice President.

→ **HAMZA, Jiri (CZE) was elected with 46 votes cast.**

He thanked the delegates for their trust.

14 Elections

d. Candidates presentation for Treasurer

– Election of the Treasurer

LR moved to the election of the IBU Treasurer, announcing that there are two candidates for the position and the election will be done by a secret ballot. The candidates were given three minutes each for their presentations.

In the first ballot, **47** valid votes were cast. The candidates received the following number of votes:

SCHERER, Christian (AUT) **32** votes

LÄHDESMÄKI, Kalle (FIN) **15** votes

→ **SCHERER, Christian (AUT) was elected as treasurer in the first ballot.**

He thanked for the confidence that the delegates put in his candidacy.

LR noted that Kalle LÄHDESMÄKI (FIN) will be included in the elections of the IBU EB.

14 Elections

e. Candidates presentation for Executive Board

– Election of the other Executive Board Members

LR noted that there are 13 candidates (seven women and six men) for the EB. Apart of Kalle LÄHDESMÄKI (FIN), who has already presented, each candidate was given three minutes for the presentation.

After the presentation, LR reminded that a secret ballot will be held. The delegates will need to vote for a maximum of six preferred candidates on the ballot papers.

In the first ballot, **47** ballots were cast with **46** votes valid and **1** spoiled. The candidates received the following number of votes:

STEINLE, Franz (GER) **41**

BOYGARD, Tore (NOR) **34**

SANTER, Nathalie (ITA) **23**

WINFIELD, Elizabeth (GBR) **17**

PETTERSON, Anders (BRA) **15**

DAUBNEROVA, Jana (SVK) **8**

PUREVSAMBUU, Tungalag (MGL) **6**

FARCNIK, Tim (SLO) **38**

SAGUEZ, Fabien (FRA) **24**

DAFOVSKA, Ekaterina (BUL) **19**

SOSUNOVA, Aliona (LTU) **17**

LÄHDESMÄKI, Kalle (FIN) **13**

SLETTE MARK, Uiloq (GRL) **7**

→ The following six candidates were thus elected to the IBU Executive Board in the first ballot:

STEINLE, Franz (GER)
FARCNIK, Tim (SLO)
BOYGARD, Tore (NOR)
SAGUEZ, Fabien (FRA)
SANTER, Nathalie (ITA)
DAFOVSKA, Ekaterina (BUL)

14 Elections

f. Election of the Members of the Technical Committee

LR moved to the election of the Technical Committee, noting that it will be held by secret ballot. For the vote, there were 12 candidates (three women and nine men) and they will not provide presentations. She noted that every NF can choose up to ten candidates on a ballot paper. The eleventh member of the TC is the appointee of the Athlete's Committee nominee, and this person is not elected by the Congress.

In the first ballot, **47** ballots were cast with **45** votes valid and **2** void. The candidates received the following number of votes:

BITTERLING, Felix (GER) 44	ÖBERG, Ulrika (SWE) 41
ZICHACEK, Michal (CZE) 41	STUDEBAKER-HALL, Sara (USA) 40
VASSALLO, Christophe (FRA) 40	ZAHKNA, Hillar (EST) 40
CURTAZ, Fabrizio (ITA) 39	BOTNAN, Per Arne (NOR) 37
RIIHIVUORI, Tomi Pekka (FIN) 35	BRAJDIC, Dejan (CRO) 24
BERZINS, Janis (LAT) 21	SZÖCS, Emöke (HUN) 20

→ The following candidates were thus elected to the IBU Technical Committee in the first ballot:

BITTERLING, Felix (GER)
ÖBERG, Ulrika (SWE)
ZICHACEK, Michal (CZE)
STUDEBAKER-HALL, Sara (USA)
VASSALLO, Christophe (FRA)
ZAHKNA, Hillar (EST)
CURTAZ, Fabrizio (ITA)
BOTNAN, Per Arne (NOR)
RIIHIVUORI, Tomi Pekka (FIN)
BRAJDIC, Dejan (CRO)

After the lunch break, a roll call of nation was held with a total of 46 voting members in the room:

**AUS | AUT | BEL | BIH | BRA | BUL | CAN* | CHN | CRO | CYP* | CZE | DEN | ESP | EST
FIN | FRA | GBR | GEO | GER | GRE | GRL | HUN | IND | IRL | ITA | JPN* | KAZ | KGZ
LAT | LTU | MDA | MGL | MKD | NED | NOR | NZL | POL | ROU | SLO | SRB | SUI | SVK
SWE | TUR* | UKR | USA**

* late entries

19 Presentation and decision of the host of the next Ordinary Congress 2024

The IBU President made a change in the agenda, proposing to continue with point 19 and conduct the election of the host of the next Ordinary Congress 2024.

LR announced that there is only one candidate for this election point, presented by the National Federation of Serbia. She then asked the delegates if they agree to vote by show of hands, which was supported by the Congress.

The President of the NF SRB Velimir Vukadin presented the candidature of Belgrade as the host of the next Ordinary Congress in 2024.

→ **Belgrade was elected by in the first ballot with 47 votes cast.**

After that, the IBU President invited new Executive Board members to take their places on the stage. He then proceeded to the next agenda point.

15 Approval of the members of the BIU Board

President Dahlin presented the proposed BIU Board members:

REILLY, Louise	Chair of the Board Louise
MARSHALL, Alex	voting member
HAUPTMANN, Markus	voting member
TBA	Nominated member of EB (non-voting member)
McKENNA, Greg	Head of the BIU (non-voting member)

→ **The Congress approved the members of the BIU Board unanimously.**

16 Appointment of the Auditors, on the recommendation of the Executive Board

The President stated that the EB proposes to continue working with the auditing firm BDO.

→ **The Congress approved the proposal unanimously.**

17 Motions

a. Motions proposing amendments to the Constitution

The IBU President presented the motions that were proposed by the Executive Board, NF BUL, and NF CRO. He noted that the motions need two-thirds (2/3) of the majority to pass.

President Dahlin asked the Congress to accept the vote for the motions in 'packages'. The delegates approved the proposal by voting with the cards.

PART I IBU STATUS AND PURPOSE

1. NAME AND STATUS

Amended article 1.4

- 1.4 The IBU is an association under the Austrian Law of Associations, registered in the Central Austrian register of Associations with number ZVR 291698201. The IBU also has the status of a Non-Governmental Organisation under Austrian Federal Law (Federal Law Gazette 174/1992).

The IBU headquarters is registered in Salzburg Sonystrasse 20, 5081 Anif bei Salzburg. ~~Due to the move, the IBU headquarters must be registered in 5081 Anif, Sonystrasse 20.~~

New article 1.6

- 1.6 The vision of the IBU is: "We are the global Biathlon Family, a sustainable and innovative sport with integrity." The mission of the IBU is defined as follows: "The IBU supports, empowers and inspires the Biathlon Family to develop and grow the sport."

PART II MEMBERSHIP

6. REQUIREMENTS TO BE AN NF MEMBER

- 6.1 To be and to remain a full NF Member of the IBU, a National Federation for the sport of Biathlon must satisfy (both at the time it applies for membership and at all times after it has been admitted as an NF Member) all of the following requirements:
- 6.1.1 It must be a legal entity properly constituted in accordance with the law applicable in its Country.
- 6.1.2 It must be concerned with the administration, organisation and practising of Biathlon, either solely and exclusively or else in conjunction with other sports.
- 6.1.3 It must claim the exclusive right to govern both men's and women's Biathlon in its Country, i.e., it must not recognise any other body's claim to govern either men's or women's Biathlon in its Country (other than by exercise of powers delegated to that other body by the National Federation).
- 6.1.4 Its constitution must:
- 6.1.4.1 be compliant with the Olympic Charter and the World Anti-Doping Code, and consistent in all respects with this Constitution and the Rules;
- 6.1.4.2 declare its opposition to any unlawful discrimination on the grounds of race, skin colour, national or social origin, gender, sex, sexual orientation, language, political or other opinion, religion or other beliefs, circumstances of birth, or other improper grounds; and
- 6.1.4.3 include a formal undertaking by the National Federation to be bound by and to comply with the obligations placed on NF Members by this Constitution.
- 6.1.5 It must not be insolvent.
- 6.1.6 It must carry out Biathlon activities in its Country at least to the minimum level prescribed by the Executive Board from time to time.

- 6.2 A National Federation that satisfies all of the requirements set out in Article 6.1 except for the Article 6.1.6 requirement to carry out Biathlon activities in its Country at least to the minimum level prescribed by the Executive Board from time to time may be admitted as a provisional NF Member, but it may not be admitted as a full NF Member until it satisfies the Article 6.1.6 requirement as well.
- 6.3 The fundamental purposes of a full NF Member (the Purposes) are to:
- 6.3.1 develop the sport of Biathlon and promote it in its country;
 - 6.3.2 constantly aim to improve the conditions of the sport of Biathlon and promote its cultural, sporting and humanitarian values in its country;
 - 6.3.3 develop and encourage participation in Biathlon in its country; and
 - 6.3.4 protect the integrity of Biathlon including by implementing the highest standards of good governance.
- 6.4. The Purposes of a full NF Member should be achieved through the ideal means such as to
- 6.4.1 act as the governing body for Biathlon in its country;
 - 6.4.2 play a leading role among the national governing bodies for sport;
 - 6.4.3 use competitions, events, programmes, and similar activities to promote Biathlon; and
 - 6.4.4 regulate Biathlon efficiently and effectively by developing Rules to be applied and enforced by the NF and/or the relevant parties wherever the sport is practised in its country, excluding event and competitions governed by the IBU.

8. OBLIGATIONS OF NF MEMBERS

- 8.1.3 comply in all respects with this Constitution, the Rules, and the decisions of Congress, the Executive Board, ~~Biathlon Integrity Unit Disciplinary Tribunals~~, and the CAS;
- 8.1.7 manage its affairs autonomously and without interference from bodies outside the Olympic Movement ~~or national sport governing bodies~~;
- 8.1.8.1 all decisions of the IBU's constituent bodies ~~and its officials, the Biathlon Integrity Unit, Disciplinary Tribunals, and the CAS~~;

PART IV EXECUTIVE BOARD

18. POWERS OF THE EXECUTIVE BOARD

- 18.1.16 appoint any of its members (other than the Secretary General) to sit as a non-voting member of any Committee(s) ~~except for the Athletes' Committee~~;

20. MEETINGS

- 20.1 The business of the Executive Board will be conducted at meetings convened and run in accordance with the Executive Board Rules. The Executive Board Rules will be maintained by the Executive Board and may only be amended by a motion that receives ~~at least seven votes~~ a special majority (2/3) in support.

PART XI MISCELLANEOUS

38. EFFECTIVE DATE

- 38.1 This Constitution will come into effect on ~~14 November~~ 16 September 2022 (subject to any subsequent objection by the Registrar of the Central Austrian Register of Associations), and supersedes all prior IBU constitutions as from that date. ~~Members of the Executive Board and the Technical Committee and the Athletes' Committee in office as of 19 October 2019 shall remain in office for the rest of their original terms, in accordance with the terms of this Constitution. The member of the Executive Board who was~~

~~First Vice-President under the previous Constitution will act as Vice-President under this Constitution, and the member of the Executive Board who was Vice-President of Finances will retain that title and perform the role of Treasurer, in each case in accordance with the terms of this Constitution. However the auditors elected under the previous IBU constitution shall cease to hold office with effect from 19 October 2019.~~

APPENDIX 3 LIST OF NF MEMBERS OF THE IBU

07 BLR Belarus *

The IBU currently has ~~five~~ seven provisional members:

01 AND Andorra
02 DOM Dominican Republic
03 ISL Iceland
04 LEB ~~Lebanon~~
05 MEX Mexico
06 RUS Russia *
07 THA Thailand

* Suspended

→ The Congress approved the motion with 47 cast votes.

2. Motion from the Executive Board for gender representation

PART IV EXECUTIVE BOARD

17. COMPOSITION OF THE EXECUTIVE BOARD

17.2 The President, the Vice-President, the Treasurer, and the six further persons referenced in Article 17.1.1 will be elected, in that order, at each Election Congress. They must all be affiliated to different full NF Members. Starting with the Executive Board elected at the 2026~~2~~ Election Congress, there must be at least ~~three~~ two representatives of the male gender and at least ~~three~~ two representatives of the female gender among them (provided that there are at least ~~three~~ two from each gender among the candidates for election).

PART VI ATHLETES' COMMITTEE AND TECHNICAL COMMITTEE

26. TECHNICAL COMMITTEE

26.2.2 ~~Starting with the Technical Committee elected at the 2026 Election Congress,~~ the ten members elected by Congress must all be Citizens of different Countries, and there must be at least ~~three~~ two members of the male gender and at least ~~three~~ two members of the female gender among them (provided that there are at least ~~three~~ two from each gender among the candidates for election). Their term of office will be approximately four years, commencing at the close of the Election Congress at which they are elected and ending at the close of the next Election Congress.

→ The Congress approved the motion with 47 cast votes.

3. Motion from the Executive Board for enhancement of the powers of the Executive Board

Christian Keidel presented the motion and explained the reason for proposal: unforeseen events like the COVID pandemic and the war in the Ukraine triggered the need of organisations around the world including sports federations to react to these unforeseen situations to prevent their organisation and stakeholders from danger and potential harm. The proposed new clause aims to define the existing IBU obligation to prevent the IBU, its athletes, competitions, other assets, and stakeholders from any kind of danger and harm and to provide more clarity what protective measures may be taken by the IBU Executive Board in potentially dangerous situations beyond its control. Further, the new provision confirms the IBU Executive Board's obligation to monitor the evolution of the circumstances having led to the issuance of any protective measures and the need to subsequently amend or lift any measures taken. Finally, the new provision clarifies that protective measures taken by the IBU Executive Board shall be presented to the next IBU Congress for review and approval.

18. POWERS OF THE EXECUTIVE BOARD**New Article**

18.1.19 In case of occurrence of events or circumstances of an exceptional nature which are outside of the IBU's control (such as terrorism, riot, civil unrest, war (regardless of whether declared or not), strike, nuclear or chemical contamination, epidemic, etc.) (the "Extraordinary Event") compromising the safe and/or regular conduct of IBU's activities, notably, but without limitation, the conduct of the activities of IBU bodies/Commissions and/or the organisation of (including the preparations thereof) and/or the participation in events and/or competitions hosted and/or sanctioned by the IBU, being made impossible, objectively endangered, or, in the reasonable judgment of the IBU Executive Board, not reasonably possible or appropriate under adequate conditions given the circumstances, the IBU Executive Board may in its absolute discretion decide to impose exceptional protective measures aimed at preserving the safe, peaceful and regular conduct of the IBU's activities.

Protective measures may include, without limitation:

- a) the temporary suspension of the exercise of rights of IBU Members representing countries that caused or contributed to or are otherwise relevantly involved in the Extraordinary Event; and/or
- b) the temporary suspension of persons who are affiliated to the IBU Members referred to in subparagraph a) above and/or citizens of the concerned countries, to the extent they are participating in the IBU's activities defined in this Rule (including, without limitation, persons who are elected or appointed as members of IBU Bodies/Commissions, athletes, Officials, support personnel); or
- c) any other measure that the IBU Executive Board deems appropriate in light of the nature and circumstances of the Extraordinary Event.

The protective measures are issued irrespective of any violations by the concerned parties mentioned above of their respective specific obligations under the IBU Constitution and/or the IBU's other regulations

Protective measures may be maintained by the IBU Executive Board (as issued or as amended from time to time) as long as reasonably required by the circumstances. They must be lifted, partially or totally, as soon as reasonably practicable in view of the evolution of the circumstances having led to the issuance of the measures. In case any protective measure imposed is still in place at the time of the next Ordinary IBU Congress, such IBU Congress shall discuss and decide whether the measures shall be maintained."

→ **The Congress approved the motion with 47 cast votes.**

4. Motion from the Executive Board for a staggered membership of the Athletes' Committee**25. ATHLETES' COMMITTEE**

- 25.2 The Athletes' Committee consists of five members, ~~consisting of four elected members~~, including at least two members of the male gender and at least two members of the female gender (provided that there are at least two from each gender among the candidates for election), ~~and a fifth member chosen in accordance with Article 25.3. The elected Three~~ members are elected in Olympic Years ~~and two members are elected in non-Olympic even-numbered years~~ by the Athletes that have competed in the World Cup in at least one of the first two trimesters ~~or at the World Championships or Olympic Games~~ of the season ~~encompassing the Olympic Games~~ in question. Each ~~elected~~ member must have been an active Athlete in that season (or would have been an active Athlete in that season save for injury, illness or other incapacity), and must be Eligible in accordance with Article 27. In addition, the members of the Athletes' Committee must be affiliated to different full NF Members (i.e., no two or more of them may be affiliated to the same full NF Member). Two candidates may stand for election who are affiliated to the same full NF Member provided they have different genders, but only one of them may be elected. The term of office of members of the Athletes' Committee will be four years.

Reason for Proposals: To promote continuity of the work of the Athletes' Committee by ensuring that not all members' terms expire in the same year.

To expand the number of elected members to five in accordance with the IOC recommendation that Athletes' Committees should have a minimum of five members.

→ **The Congress approved the motion with 47 cast votes.**

5. Motion from the Executive Board for coach representation on the Technical Committee**PART VI ATHLETES' COMMITTEE AND TECHNICAL COMMITTEE****26. TECHNICAL COMMITTEE**

- 26.2 The Technical Committee consists of ~~eleven (11)~~ **twelve (12)** members, one of whom will be appointed by the Athletes' Committee in accordance with Article 25.3, ~~one of whom will be appointed by the World Cup coaches~~, and the other ten of whom will be nominated by full NF Members and elected by Congress in accordance with Article 13.2.7, with such election to be conducted in accordance with the Rules of Congress.

→ **The Congress approved the motion with 47 cast votes.**

17 Motions

b. Motions seeking approval of Reserved Rules

1. Executive Boards Motion to amend Event and Competition Rules

RR explained that this Motion by the EB, concerns a change in the Reserved Rules, which are marked in red, and requires approval by Congress with simple majority.

GENERAL REGULATIONS, RULE 1.3 CLASSES OF COMPETITORS

At its meeting on 14 September 2022, the EB would like to amend the motion presented in the initial proposal. According to the Rules of the Congress, any matter that was not included in the Handbook sent to the NF members in accordance with the Rules, may only be voted upon at the meeting if the Congress agrees by a special majority.

There was a small additional change, which DB presented. He noted that the proposal from the EB is to change the season beginning and season-ending from 1 November to 1 July and respectively ending on 30 June instead of 31 October. The reason for the proposal is to align the competition season and age classes with common training/preparation practice. Athletes will compete already in the summer in the same class as in the winter season.

The President asked the Congress if it approves the update and the change in the motion. The Congress unanimously accepted the change.

1.3 Classes of Competitors

The IBU competition season runs from 1 ~~November July~~ to ~~31 30 October June~~. Age classes for the entire IBU competition season are based on the competitor's age in the calendar year. IBU competitions are held in the following age classes: Men/Women, Junior Men/Junior Women and Youth Men/Youth Women.

IBU AGE CLASS	ELIGIBLE ATHLETE YEAR OF BIRTH		
Season	Men/Women	Junior	Youth
01.11.2022 - 30.06.2023	2000 + older	2001, 2002, 2003	2004 - 2007
01.07.2023 - 30.06.2024	2001 + older	2002, 2003, 2004	2005 - 2008
01.09.2024 - 30.06.2025	2002 + older	2003, 2004, 2005	2006 - 2009

→ After that, the Congress approved the motion with 47 cast votes.

WORLD CHAMPIONSHIPS - EVENT RULES, RULE 12.6.1.1

The proposal is to include point b. into the existing Rule: "NFs with athletes ranked in current top 15 World Cup Total Score has a right to enter those competitors, however, the NF's quota for Sprint, Individual may not exceed five (5) per NF."

- 12.6.1.1.1 a) Those NFs without a quota based on their Nations Cup ranking can earn a start quota of up to a maximum of two competitors through NF Wild Cards. The 10 best-ranked athletes on the IBU qualifying points list from a NF not already having a quota in the WCH, earn a start quota for their respective (maximum two per NF). All athletes intending to start through such a quota have to fulfill the personal WCH qualification criteria.

- b) NFs with athletes ranked in current top 15 World Cup Total Score has a right to enter those competitors, however, the NF's quota for Sprint, Individual may not exceed five (5) per NF.
- c) Additionally, the NFs of the Individual, Sprint, Pursuit and Mass Start champions of the previous year's ~~OWG~~ or WCH may enter those competitors at the WCH Individual, Sprint and Mass Start competitions respectively, in addition to their NF's quota. The Pursuit Champion of the previous year's ~~OWG~~ or WCH may enter additionally in the Sprint competition, however, the NF's quota for the Sprint competition may not exceed six (6) per NF.

→ **The Congress approved the motion with 47 cast votes*.**

* The approval of this motion does not overrule the previous decision as by TC 58 (part 3) and EB 157: Addition: This applies also extraordinarily and only at the WCH 2023 for the champions of the OWG 2022 (changing year)

(And consequentially for 12.6.1.3: Addition: This applies also extraordinarily and only at the WCH 2023 for the champions of the OWG 2022 (changing year). The last WCHs will receive start number 29 and the champions of the OWG will receive start number 30 unless they have already been selected in accordance to the above rule).

WORLD CUP - EVENT RULES, RULE 15.1.2

DB explained that the change to this Rule is a clarification to the already existing Rule that the IBU will pay for the accommodation and meal expenses, where duration is now specified by nights including full board instead of full days.

- 15.1.2 ~~Each OC of a WC event must~~ IBU will pay for the accommodation and meal expenses for the best 25 male and the best 25 female biathletes for a maximum of seven ~~full days~~ nights incl. full board for a three-competition WC event and five ~~full days~~ nights incl. full board for a two-competition WC event according to the valid rates (EB decision) for B-category accommodation (double room).

→ **The Congress approved the motion with 47 cast votes.**

2. Motions of NF BUL, motion from NF CRO

After DB has presented the motion from NF BUL with the change into the ECR Rule 1.6.1.1, which was not supported by the TC, NF BUL asked to withdraw all their proposals.

The President asked the Congress to accept the withdrawal of the motions from NF BUL.

→ **The Congress unanimously accepted the withdrawal.**

DB presented an amendment, which was proposed by the TC for the second motion from NF BUL in the ECR Rule 15.6.2 Wild Cards, as follows:

"Such earned wild cards must be confirmed by the earning NF for the following trimester within 3 days after the IBU qualifying point list which is the basis for allocation was published. If not confirmed, the respective wild card will be re-allocated to the next NF."

15. WORLD CUP - EVENT RULES

- 15.6.2** b. Eligible NFs: The top eight athletes on the IBU qualifying points list from a NF not already having a quota in the WC earn a WC start quota of one for their respective NF. The IBU qualifying points list will

be updated after each trimester, or as scheduled and announced annually by the IBU EB. After each update at a trimester end the NFs earning a wild card quota will be allowed to register and start the qualified athletes for the following trimester, or until the next update as scheduled and announced by the IBU EB. **Such earned wild cards must be confirmed by the earning NF for the following trimester within 3 days after the IBU qualifying point list which is the basis for allocation was published. If not confirmed, the respective wild card will be re-allocated to the next NF.**

→ **The Congress approved the amendment from the Technical Committee with 45 cast votes.**

After that, DB presented the final motion from the NF CRO, which concerns the double-lapping in youth and junior competitions. TC has not supported the motion as submitted and had a new proposal to add one additional sentence into the existing ECR Rule 9.2.4.1.2.

9. THE FINISH, COMPETITION TIME AND RESULTS

9.2.4.1.2 At youth/junior competitions, competitors whose relay team is lapped for the second time by the leading relay team must stop competing at an appropriate location in connection with the shooting range. **Race officials shall support the competitors by informing them as good as possible.** In such cases teams will receive rank and points according to the rank they had when they reached that point.

The President asked if the Congress accepts the amendment made by the TC. The Congress unanimously accepted it.

→ **After that, the Congress approved the amendment from the Technical Committee with 45 cast votes.**

17 Motions

c. Motions seeking amendment or annulment of any other Rules

d. Any other motions

President Dahlin announced that there were no motions under points 17 c. and 17 d.

18 Honours

The IBU President noted that the Honours must be decided by the Congress.

The EB proposed the to honor the following IBU Officials:

- James E. CARRABRE (CAN)
- Ivor LEHOTAN (SVK)
- Klaus LEISTNER (AUT)
- Franz BERGER (AUT)
- Ray KOKKONEN (CAN)
- Kari KORPELA (SWE)
- Pierre JEANIER (FRAU)
- Hannu LITMANEN (FIN)
- Fabio MANFREDINI (ITA)
- Günther RIESS (AUT)

to be awarded the IBU Medal of Honour for Officials in Gold.

→ **The Congress unanimously approved the proposal.**

The EB proposed the to honor the following long-time partners of the IBU

- Brigitte BENTELE
- Ingolfur HANNESSON
- Stefan KÜRTE

to be honoured for their outstanding services to the sport of biathlon.

→ **The Congress unanimously approved the proposal.**

20 Information from Organising Committees on upcoming events

- The OC Oberhof reported on the preparations for the 2023 IBU World Championships.
- The OC Nove Mesto na Morave reported on the preparations for the 2024 IBU World Championships.
- The OC Lenzerheide reported on the preparations for the 2025 IBU World Championships.
- The OC Brezno-Osrblie reported on the preparations for the 2023 IBU Summer Biathlon World Championships.
- The OC Schuchinsk reported on the preparations for the 2023 IBU Youth and Junior World Championships
- The OC Gangwon reported on the preparations for the 2024 Youth Olympic Games.
- The OC Antholz-Anterselva reported on the preparations for the 2026 Olympic Winter Games

21 Other items and closing

NF SUI asked a question about the use of financial reserves in extraordinary situations. The delegate highlighted the financial risk for various stakeholders from Covid-19, war, inflation, and rising energy prices, which have risen by 10% and more. This can be critical for some of the IBU events, which means that teams, NFs, and OCs might be facing an extreme financial situation. The delegate quoted the Constitution saying that the financial reserves have to be at least at the level of the annual budget, which in the current year is at € 47 million and is going up to € 53 million in the next couple of years. Looking at the reserves as presented the IBU has € 65 million including € 14 or 15 million as temporary reserves so it is along the Congress € 50 million. Financing might get critical under certain circumstances. There is enough money the IBU, and it has to be used flexibly, therefore the Executive Board has to have the power to help and support NFs in order to overcome potentially critical situations. The question addressed to the Treasurer and President is, if the EB has the power and flexibility to decide on the use of the reserves within such extraordinary situations?

The IBU President answered the question, confirming that the EB has the power to use the reserves under extraordinary circumstances and there should be a plan on how to come back to the required level over time. It is an important question for the EB and the value of the IBU reserves, in a current financial situation, is also going down. The value today is about 10% less for the restricted reserves at a level of about 45 million euro. The President thanked NF SUI for their comment and question.

The President concluded the session by thanking all the delegates and guests for being active in the sessions. He also thanked the IBU staff for organising the Congress.

The IBU President closed the 15th Ordinary Congress at 15:44 CET on 17 September 2022.

**Olle DAHLIN**

IBU President

**Max COBB**

IBU Secretary General

15TH ORDINARY IBU CONGRESS

15 SEP - 18 SEP 2022 | SALZBURG AUT

ANNEX 1

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST

FRIDAY, 16 SEPTEMBER 2022

NF	FAMILY NAME	FORNAME	SIGNATURE
NF AUS	CULLEN	Paul	
	HULME	Toni	
	KNEEBUSH	Brooke	
NF AUT	STADLOBER	Roswitha	
	SCHERER	Christian	
	BERGER	Franz	
NF BEL	HECK	Philippe	
NF BIH	DOJCINOVIC	Jelena	
	DJURAN	Mario	
	TANIC	Ljubisa	
NF BRA	PETTERSSON	Karl Anders	
NF BUL	FURNADSHIEV	Atanas	
	DAFOVSKA	Ekaterina	
	PANKOV	Borislav	
NF CAN	AMBERY	Heather	
	MCLEOD	Lyle	
NF CHN	DONGYAN	Li	
NF CRO	KONTAK	Robert	
	VUKELIC	Lucian	
	GOLIK PETRINIC	Ana	

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST

FRIDAY, 16 SEPTEMBER 2022

NF CYP	SHAMPANIAS	Panayiotis	
NF CZE	ZICHACEK	Michal	
	JAKES	Vlastimil	
	KUPLIKOVA	Eva	
NF DEN	BORCH	Christian	
NF ESP	PEUS ESPAÑA	Jose Maria	
NF EST	KÄRSNA	Tarmo	
	ZAHKNA	Hillar	
	VIIRMAA	Merle	
NF FIN	LÄHDESMÄKI	Kalle	
	PUKKI	Tapio	
	PITKANEN	Jaana	
NF FRA	SAGUEZ	Fabien	
	BOUTHIAUX	Stéphane	
	SCHUTZ-KOZLIK	Estelle	
NF GBR	WINFIELD	Elizabeth	
	WEIGHILL	Robert	
NF GEO	BUDZISHVILI	Nikoloz	
	BUDZISHVILI	Aleksandr(e)	
	VESHAGURI	Ekaterina	

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST

FRIDAY, 16 SEPTEMBER 2022

NF GER	BITTERLING	Felix	
	SCHWARZBACH	Stefan	
	WILHELM	Kati	
NF GRE	NIKITIDIS	George	
	TSITSONI	Ioanna	
	TSOUREKAS	Timoleon	
NF GRL	SLETTEMARK	Uiloq Helgesen	
	SLETTEMARK	Øystein	
NF HUN	PETRAHN	Barbara	
	BERECZKI	Brigitta	
NF IND	VARMA	Jagmohan	
	MALIK	Satya Pal	
	VARMA	Hema	
NF IRL	NORWOOD	Robert	
	O'CONNOR	Anne	
	BOLGER	Derek	
NF ITA	RINALDI	Massimo	
	SANTER	Nathalie	
	PALLHUBER	Erika	
NF JPN	DEGUCHI	Hiroyuki	
	SARI	Maeda	
	#PRUCKER HIRONUCHI	Utsaide TAKAO	
NF KAZ	ALTYNBAYEVA	Meruyert	
	USSEN OV	Manas	

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST

FRIDAY, 16 SEPTEMBER 2022

NF KGZ	MAZIKINA	Olga	
NF KOR	PARK	ChulSung	
NF LAT	SAKNIŅŠ	Kaspars	
	PIPKALEJA	Liena	
	BERZIŅŠ	Jānis	
NF LTU	DAUGIRDAS	Arunas	
	GRIAZNOVAS	Ricardas	
	SOSUNOVA	Allona	
NF MDA	PETRU	Bria	
	TORNER	Dmitri	
	VARPAUT	Adriana	
NF MGL	BATMUNKH	Naran-Ider	
	PUREVSAMBUU	Tungalag	
NF MKD	KIRACA	Kocho	
	DINESKI	Gjoko	
	NAUMOVA	Anasta	
NF NED	STOFFELSEN	Marianne	
	BAL	Bianca	
	TIELMANN	Horst	
NF NOR	HORTEN	Arne	
	KVISTAD	Gunnhild	
	FLATEBØ	Stig	

15TH ORDINARY IBU CONGRESS

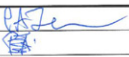



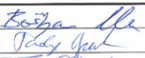

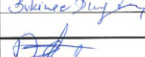






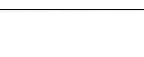



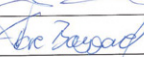

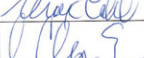
15 SEP - 18 SEP 2022 | SALZBURG AUT

ANNEX 1

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST


FRIDAY, 16 SEPTEMBER 2022

NF NZL	THOMSON	Phillip	
	THOMSON	Daphne	
NF POL	BADACZ	Joanna	
	BERNAT	Tomasz	
	KRYSTEK	Sebastian	
NF ROU	TOMA	Andrea Carletta	
NF SLO	ULE	Boštjan	
	BRANKOVIČ	Tadeja	
	GLOBOČNIK	Tomas	
NF SRB	VUKADIN	Velimir	
	BUKINAC	Dragana	
NF SUI	ZÜGER	Diego	
	LEHMANN	Urs	
	KNOTTEN	Guri	
NF SVK	KRISTLIK	Patrik	
NF SWE	DOMELJ	Sofia	
	ÖBERG	Ulrika	
	GRIP	Rikard	
NF TUR	UZUN	Talip	
	KOYUNCU	Özcan	

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

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FRIDAY, 16 SEPTEMBER 2022

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	BONDARIUK	Roman	
	BUDZULYAK	Lilya	
NF USA	STUDEBAKER-HALL	Sara	
	LAMB	Tracy	
	CIOROSAN	Dragomir	

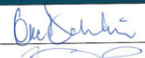

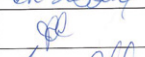





PROVISIONAL MEMBERS

NF	FAMILY NAME	FORNAME	SIGNATURE
NF ISL	Bjarnason	Bjarni Theodor	
NF LEB	Keirouz	Fredy	
NF MEX	Pruneda Fernandez	Carlos	
NF THA	Tarasiri	Sueb	

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST

FRIDAY, 16 SEPTEMBER 2022

	FAMILY NAME	FORENAME	SIGNATURE
IBU PRESIDENT	DAHLIN	Olle	
IBU VP	HAMZA	Jiff	
EB MEMBERS	BØYSGARD	Tore	
	CARRABRE	Jim	
	COBB	Max	
	EGAN	Clare	
	LEHOTAN	Ivor	
	DR STEINLE	Franz	

15TH ORDINARY IBU CONGRESS

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ANNEX 1

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CONGRESS ATTENDANCE LIST

SATURDAY, 17 SEPTEMBER 2022

NF	FAMILY NAME	FORNAME	SIGNATURE
NF AUS	CULLEN	Paul	<i>Paul Cullen</i>
	HULME	Toni	<i>Toni Hulme</i>
	KNEEBUSH	Brooke	<i>Brooke Kneebush</i>
NF AUT	STADLOBER	Roswitha	<i>Roswitha Stadlober</i>
	SCHERER	Christian	<i>Christian Scherer</i>
	BERGER	Franz	<i>Franz Berger</i>
NF BEL	HECK	Philippe	<i>Philippe Heck</i>
NF BIH	DOJCINOVIC	Jelena	<i>Jelena Dojcinovic</i>
	DJURAN	Marlo	<i>Marlo Djuran</i>
	TANIC	Ljubisa	<i>Ljubisa Tanic</i>
NF BRA	PETERSSON	Karl Anders	<i>Karl Anders Petersson</i>
NF BUL	FURNADSHIEV	Atanas	<i>Atanas Furnadshiev</i>
	DAFOVSKA	Ekatrina	<i>Ekatrina Dafovska</i>
	PANKOV	Borislav	<i>Borislav Pankov</i>
NF CAN	AMBERY	Heather	<i>Heather Ambery</i>
	MCLEOD	Lyle	<i>Lyle McLeod</i>
NF CHN	DONGYAN	Li	<i>Li Dongyan</i>
NF CRO	KONTAK	Robert	<i>Robert Kontak</i>
	VUKELIC	Lucian	<i>Lucian Vukelic</i>
	GOLIK PETRINIC	Ana	<i>Ana Golik Petrinic</i>

15TH ORDINARY IBU CONGRESS
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CONGRESS ATTENDANCE LIST

SATURDAY, 17 SEPTEMBER 2022

NF CYP	SHIAMPANIAS	Panayiotis	<i>Panayiotis Shiampanias</i>
NF CZE	ZICHACEK	Michal	<i>Michal Zichacek</i>
	JAKES	Vlastimil	<i>Vlastimil Jakes</i>
	KUPILIKOVA	Eva	<i>Eva Kupilikova</i>
NF DEN	BORCH	Christian	<i>Christian Borch</i>
NF ESP	PEUS ESPAÑA	Jose Maria	<i>Jose Maria Peus España</i>
NF EST	KÄRSNA	Tarmo	<i>Tarmo Kärsna</i>
	ZAHKNA	Hillar	<i>Hillar Zahkna</i>
	VIIRMAA	Merle	<i>Merle Viirmaa</i>
NF FIN	LÄHDESMÄKI	Kalle	<i>Kalle Lähdemäki</i>
	PUKKI	Tapio	<i>Tapio Pukki</i>
	PITKÄNEN	Jaana	<i>Jaana Pitkänen</i>
NF FRA	SAGUEZ	Fabien	<i>Fabien Saguez</i>
	BOUTHIAUX	Stéphane	<i>Stéphane Bouthiaux</i>
	SCHUTZ KOZLIK	Estelle	<i>Estelle Schutz Kozlik</i>
NF GBR	WINFIELD	Elizabeth	<i>Elizabeth Winfield</i>
	WEIGHILL	Robert	<i>Robert Weighill</i>
NF GEO	BUDZISHVILI	Nikoloz	<i>Nikoloz Budzishvili</i>
	BUDZISHVILI	Aleksand(e)	<i>Aleksand(e) Budzishvili</i>
	VESHAGURI	Ekatrina	<i>Ekatrina Veshaguri</i>

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST

SATURDAY, 17 SEPTEMBER 2022

NF GER	BITTERLING	Felix	<i>Felix Bitterling</i>
	SCHWARZBACH	Stefan	<i>Stefan Schwarzbach</i>
	WILHELM	Kati	<i>Kati Wilhelm</i>
NF GRE	NIKITIDIS	George	<i>George Nikitidis</i>
	TSITSONI	Ioanna	<i>Ioanna Tsitsoni</i>
	TSOUREKAS	Timoleon	<i>Timoleon Tsourekas</i>
NF GRL	SLETTEMARK	Ulloq Helgesen	<i>Ulloq Helgesen</i>
	SLETTEMARK	Øystein	<i>Øystein Slettemark</i>
NF HUN	PETRAHN	Barbara	<i>Barbara Petrahn</i>
	BERECZKI	Brigitta	<i>Brigitta Bereczki</i>
NF IND	VARMA	Jagmohan	<i>Jagmohan Varma</i>
	MALIK	Satya Pal	<i>Satya Pal Malik</i>
	VARMA	Hiema	<i>Hiema Varma</i>
NF IRL	NORWOOD	Robert	<i>Robert Norwood</i>
	O'CONNOR	Anne	<i>Anne O'Connor</i>
	BOLGER	Derek	<i>Derek Bolger</i>
NF ITA	RINALDI	Massimo	<i>Massimo Rinaldi</i>
	SANTER	Nathalie	<i>Nathalie Santer</i>
	PALLHUBER	Erika	<i>Erika Pallhuber</i>
NF JPN	DEGUCHI	Hiroyuki	<i>Hiroyuki Deguchi</i>
	SARI	Maeda	<i>Maeda Sari</i>
	PRUCKER	Ubaldo	<i>Ubaldo Prucker</i>
NF KAZ	ALTYNBAYEVA	Meruyert	<i>Meruyert Altynbayeva</i>
	USSENOV	Manas	<i>Manas Usseenov</i>

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST

SATURDAY, 17 SEPTEMBER 2022

NF KAZ	MAZIKINA	Olga	<i>Olga Mazikina</i>
NF KOR	PARK	ChulSung	<i>ChulSung Park</i>
NF LAT	SAKNIŅŠ	Kaspars	<i>Kaspars Sakniņš</i>
	PIPKALEJA	Liena	<i>Liena Pipkaleja</i>
	BĒRZIŅŠ	Jānis	<i>Jānis Bērziņš</i>
NF LTU	DAUGIRDAS	Arūnas	<i>Arūnas Daugirdas</i>
	GRIAZNOVAS	Ricardas	<i>Ricardas Griaznovas</i>
	SOSUNOVA	Aliona	<i>Aliona Sosunova</i>
NF MDA	PETRU	Bria	<i>Bria Petru</i>
	TORNER	Dmitri	<i>Dmitri Torner</i>
	GROMNYTSKA		<i>Gromnytska</i>
NF MGL	BATMUNKH	Naran-Ider	<i>Naran-Ider Batmunkh</i>
	PUREVSAMBUU	Tungalag	<i>Tungalag Purevsambuu</i>
NF MKD	KIRACA	Kocho	<i>Kocho Kiraca</i>
	DINESKI	Gjoko	<i>Gjoko Dineski</i>
	NAUMOVA	Aneta	<i>Aneta Naumova</i>
NF NED	STOFFELSEN	Marianne	<i>Marianne Stoffelsen</i>
	BAL	Bianca	<i>Bianca Bal</i>
	TIELMANN	Horst	<i>Horst Tielmann</i>
NF NOR	HORTEN	Arne	<i>Arne Horten</i>
	KVISTAD	Gunhild	<i>Gunhild Kvistad</i>
	FLATEBØ	Stig	<i>Stig Flatebø</i>

15TH ORDINARY IBU CONGRESS

15 SEP - 18 SEP 2022 | SALZBURG AUT

ANNEX 1

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST

SATURDAY, 17 SEPTEMBER 2022

NF NZL	THOMSON	Phillip	<i>PH</i>
	THOMSON	Daphne	
NF POL	BADACZ	Joanna	<i>amp</i>
	BERNAT	Tomasz	<i>Tomasz</i>
	KRYSTEK	Sebastian	<i>Sebastian Krystek</i>
NF ROU	TOMA	Andree Carletta	<i>ph</i>
NF SLO	ULE	Boštjan	<i>Boštjan</i>
	BRANKOVIČ	Tadeja	<i>Tadeja</i>
	GLOBOČNIK	Tomas	<i>Tomas Globočnik</i>
NF SRB	VUKADIN	Velimir	<i>Velimir Vukadin</i>
	BUKINAC	Dragana	<i>Dragana Bukina Dugany</i>
NF SUI	ZÜGER	Diego	<i>Diego</i>
	LEHMANN	Urs	<i>Urs</i>
	KNOTTEN	Guri	<i>Guri</i>
NF SVK	KRISTLIK	Patrik	<i>Patrik</i>
NF SWE	DOMELJ	Sofia	<i>Sofia</i>
	ÖBERG	Ulrika	<i>Ulrika</i>
	GRIP	Rikard	<i>Rikard</i>
NF TUR	UZUN	Talip	<i>Talip</i>
	KOTUNCU	ÖZKAN	<i>ÖZKAN</i>

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

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NF UKR	KRULKO	Ivan	
	BONDARUK	Roman	<i>Roman</i>
	BUDZULYAK	Lilya	<i>Lilya</i>
NF USA	STUDEBAKER-HALL	Sara	<i>Sara</i>
	LAMB	Tracy	<i>Tracy</i>
	CIOROSAN	Dragomir	<i>Dragomir</i>

PROVISIONAL MEMBERS

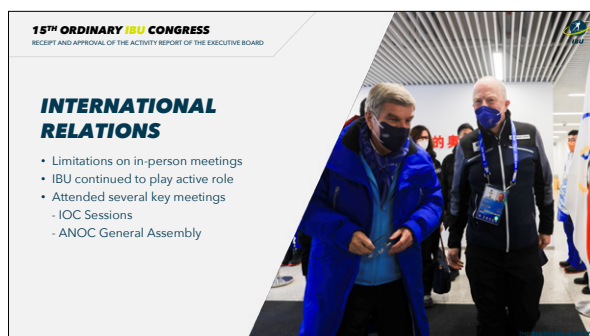
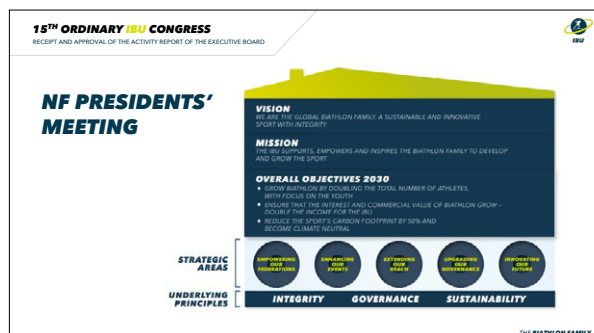
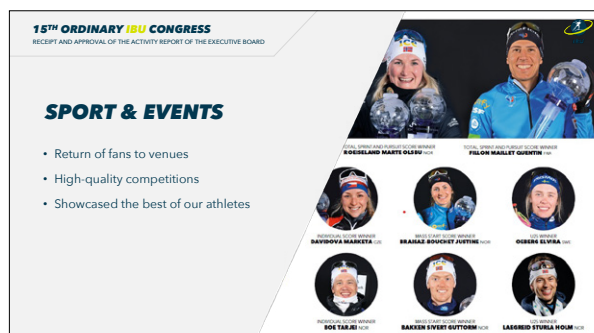
NF	FAMILY NAME	FORNAME	SIGNATURE
NF ISL	Bjarnason	Bjarni Theodor	
NF LEB	Keirouz	Fredy	<i>Fredy</i>
NF MEX	Pruneda Fernandez	Carlos	<i>Carlos</i>
NF THA	Tarasiri	Sueb	<i>Sueb</i>

15TH ORDINARY IBU CONGRESS
15 SEP - 18 SEP 2022 | SALZBURG AUT

CONGRESS ATTENDANCE LIST

SATURDAY, 17 SEPTEMBER 2022

	FAMILY NAME	FORNAME	SIGNATURE
IBU PRESIDENT	DAHLIN	Olle	<i>Olle Dahlin</i>
IBU VP	HAMZA	Jifi	<i>Jifi</i>
EB MEMBERS	BØYSGARD	Tore	<i>Tore Boysgard</i>
	CARRABRE	Jim	<i>Jim</i>
	COBB	Max	<i>Max Cobb</i>
	EGAN	Clare	<i>Clare Egan</i>
	LEHOTAN	IVOR	<i>Ivor</i>
	DR STEINLE	Franz	<i>Franz</i>



15TH ORDINARY IBU CONGRESS

15 SEP – 18 SEP 2022 | SALZBURG AUT

ANNEX 2

15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

IBU TECHNICAL COMMITTEE

- Season evaluations and preparation status for upcoming events
- Venue licensing
- Review of Rules
- TD licenses /International Referee assignments
- Summer Biathlon
- Material/equipment
 - Fluor, lead, electronic targets



15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

IBU SPORT & EVENT

- Flexibility
- Competition calendar
- Implementation of new rules
- Meeting with OC:s
- Appointment of Daniel Böhm as new Sport and Event Director



15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

IBU DEVELOPMENT

- Established Development Reference Group
- IBU Academy
 - Coach Education Programs, basic level and 1st level
 - Webinars
- Athlete Ambassador Program



15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

IBU GENDER EQUALITY

- Established IBU Gender Equality Working Group
- Published IBU Gender Equality Policy
- Mentor program
- Gender Equity Forum



15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

IBU SUSTAINABILITY

- Launched sustainability policy & strategy and published IBU Sustainability Report
- Measurement of carbon footprint
- Sustainability Ambassadors and Biathlon Climate Challenge
- IBU Snow Network
- OC Sustainability Award
- IOC and Down Carbon Action Award
- UN Sport for Climate Action and Race to Zero



15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

IBU COMMUNICATIONS

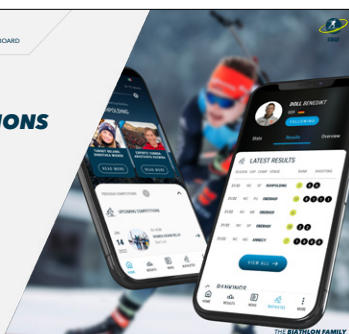
- Adapted to new challenges
- 560 million viewed hours of TV 2020/21, in average 27 million viewers per WC week.
- 7% increase in TV viewer hours at 2021 WCH



15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

IBU COMMUNICATIONS

- Launched new App and website
 - 145,000 downloads of App
 - 30% more visitors to website
- Biathlon Insider



15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

BIATHLON INTEGRITY UNIT - BIU

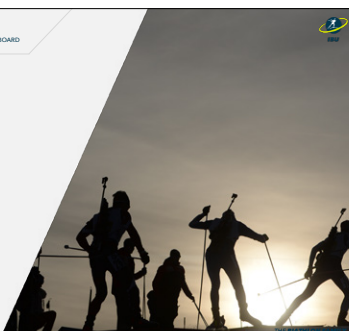
- Increase and strengthen capabilities
- Central point for all integrity-related matters
- Developed Safeguarding Policy
- Appointed Athlete Integrity Ambassadors
- Revised IBU Integrity Code



15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

IBU FINANCE & ADMINISTRATION

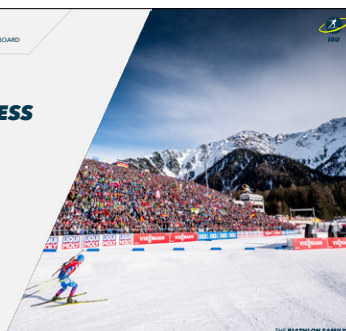
- Cost center budgeting and forecasts
- Long term budget frames
- Financial investments, new set-up
- Insurances, new structure
- Administrative routines, set-up



15TH ORDINARY IBU CONGRESS
RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD

EXCELLENT PROGRESS

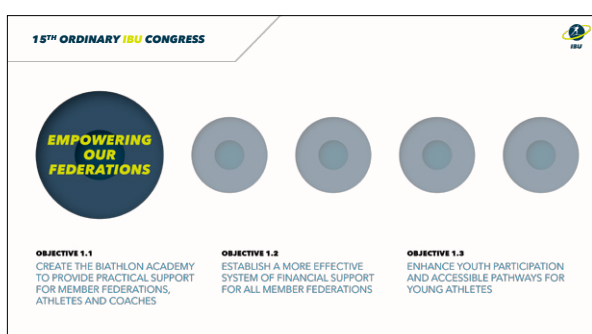
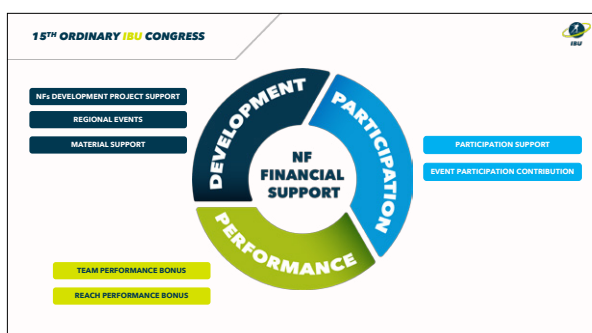
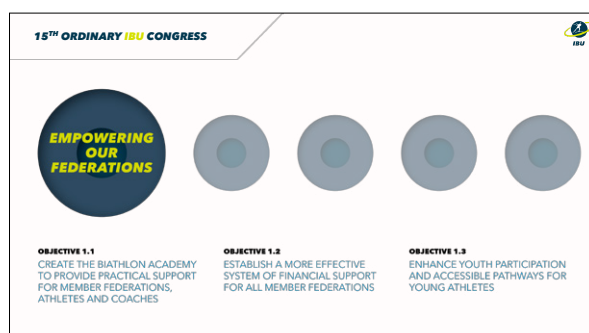
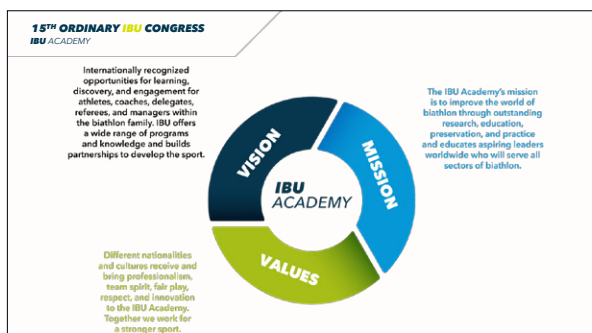
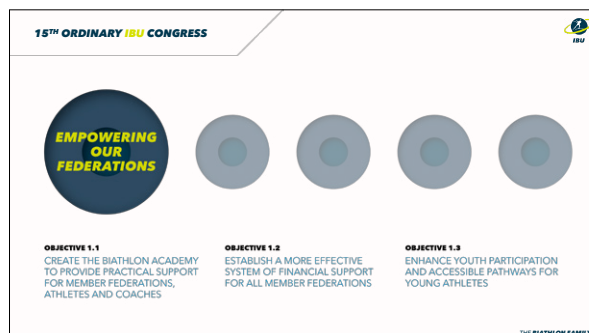
- Hard work and collaboration
- More to accomplish
- Look ahead with renewed excitement



15TH ORDINARY IBU CONGRESS

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ANNEX 3



15TH ORDINARY IBU CONGRESS

15 SEP – 18 SEP 2022 | SALZBURG AUT

ANNEX 3

15TH ORDINARY IBU CONGRESS
YOUTH PARTICIPATION

REGIONAL EVENTS

Central Europe Cup Balkan Cup Alpen Cup Baltic Cup North America Cup

IBU IOC CAMPS

VIRTUAL CAMP
158 HOURS
2020

182
ATHLETES
AND
COACHES
2021

OVER 240
ATHLETES
AND
COACHES
2022

IBU IOC SUMMER CAMP
2021
POKLJUKA, SLOVENIA

15TH ORDINARY IBU CONGRESS

ENHANCING OUR EVENTS

OBJECTIVE 2.1
INCREASE THE CONSISTENCY OF
IBU EVENT STANDARDS

OBJECTIVE 2.2
IMPROVE FAN EXPERIENCE AT
IBU EVENTS

OBJECTIVE 2.3
IMPROVE ATHLETE EXPERIENCE
AT IBU EVENTS

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS
2.1 INCREASE THE CONSISTENCY OF IBU EVENT STANDARDS

- Offering OCs additional on-the-ground support and resources
- Increased knowledge-exchange programme between OCs

15TH ORDINARY IBU CONGRESS
2.1 INCREASE THE CONSISTENCY OF IBU EVENT STANDARDS

- Further develop the system for awarding events, using transparent and quantifiable measurement criteria

15TH ORDINARY IBU CONGRESS
2.2 IMPROVE FAN EXPERIENCE AT IBU EVENTS

- Conduct analysis of the current fan experience at IBU events alongside the IBU fan group
- Establish working system between the IBU, OCs and fan groups to identify action plans to attract and engage more young people

15TH ORDINARY IBU CONGRESS
2.2 IMPROVE FAN EXPERIENCE AT IBU EVENTS

- Design and implement a support system for fans, designed to facilitate issues such as accommodation, ticketing and transport
- Work alongside existing fan groups to help spread the growth of national biathlon fan groups across the world

15TH ORDINARY IBU CONGRESS
2.3 IMPROVE ATHLETE EXPERIENCE AT IBU EVENTS

- Continue to integrate the Athletes' Committee into the IBU events calendar planning with a full review
- Work alongside OCs to raise standards of athlete experience at events, including transport, accommodation, and onsite facilities

15TH ORDINARY IBU CONGRESS
2.3 IMPROVE ATHLETE EXPERIENCE AT IBU EVENTS

- Implement a strict smoking ban enforcement at the venues, with designated smoking areas

15TH ORDINARY IBU CONGRESS

EXTENDING OUR REACH

OBJECTIVE 3.1
ESTABLISH A FULLY INTEGRATED
IBU DIGITAL ECOSYSTEM

OBJECTIVE 3.2
INCREASE OPPORTUNITIES TO
SHOWCASE ELITE BIATHLON
INTERNATIONALLY

OBJECTIVE 3.3
ENHANCE INTERNATIONALLY-
VIABLE PROMOTION EFFORTS

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS

3.1. Digital Ecosystem

- Establish an innovative digital and social media strategy
- Renew IBU website, including event sites & partner opportunities
- Develop an IBU mobile app
- Review athlete activities across all touchpoints* (3.3)
- Analyse and test potential of e-Biathlon and gamification* (5.2)

15TH ORDINARY IBU CONGRESS
MAIN FINDINGS - SOCIETY / POLITICS / MARKET

- Role and acceptance of gaming in particular but also e-sports will continue to grow and become more mainstream.
- Certain experts forecast that gaming will become the biggest entertainment industry - bigger than movies, music and sports combined.
- Community not one, that wants to be „governed“
- Politically, governance is encouraged and pushed - not clear who should be responsible though and different stakeholders have different interests
- Very competitive market, which is dominated by non-sports games

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS
STRATEGY & RESERVATIONS

- Strategic decision: Objective & Audience: revenue vs fan engagement vs. attraction of new fan demographics
- Surprisingly high interest for some wintersports amongst gamers - potential for activation or fan engagement
- Main gaming markets not necessarily a winter-sports fit, i.e. Asia and North America.
- Sports Games that are successful are from major global rights holders such as FIFA, NBA, UFC, F1 or the PGA
- Revenue option might need - potentially significant - investments at a high risk.

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS
MAIN FINDINGS

- Strategic decision: Objective & Audience: revenue vs fan engagement vs. attraction of new fan demographics
- Surprisingly high interest for some wintersports amongst gamers - potential for activation or fan engagement
- Main gaming markets not necessarily a winter-sports fit, i.e. Asia and North America.
- Sports Games that are successful are from major global rights holders such as FIFA, NBA, UFC, F1 or the PGA
- Revenue option might need - potentially significant - investments at a high risk.

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS

PC Console Games	Mobile Games	Virtual Sports	Fantasy
<ul style="list-style-type: none"> Only viable with license agreement (e.g. NBA, PGA etc.) Control would be with game producers Popularity of sports games on consoles is diminishing 	<ul style="list-style-type: none"> Already a number of Games on the market Explore cooperation options 	<ul style="list-style-type: none"> There is a VR game available, but no real physical activity required. No offer from market leaders yet. 	<ul style="list-style-type: none"> Needs software partner Market potential not clear Option of simplified version as fan engagement tool
Not recommended	Recommended	Not recommended	Partially recommended

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS

3.2. Showcase Biathlon

- Establish a strategy for global biathlon coverage
- Expand coverage to traditional & new markets both on TV & online together with media partner

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS

3.3. International Promotion

- Develop an international sponsorship framework with marketing partner

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS

UPGRADING OUR GOVERNANCE

- OBJECTIVE 4.1** STRENGTHEN IBU'S GOVERNING PRINCIPLES AND REGULATIONS
- OBJECTIVE 4.2** EXPAND THE INVOLVEMENT OF BIATHLON IN INTERNATIONAL & NATIONAL SPORTING AFFAIRS
- OBJECTIVE 4.3** INCREASE ENGAGEMENT OF ALL STAKEHOLDERS IN IBU DECISION-MAKING

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS
4.1 STRENGTHEN IBU'S GOVERNING PRINCIPLES AND REGULATIONS

IMPLEMENTING THE NEW FRAMEWORK

- Modern constitution
- Clear division of responsibilities: Congress, EB, BIU
- EB annual cycle
- ECR

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS
4.1 STRENGTHEN IBU'S GOVERNING PRINCIPLES AND REGULATIONS

THE BIATHLON FAMILY

15TH ORDINARY IBU CONGRESS

15 SEP – 18 SEP 2022 | SALZBURG AUT

ANNEX 3

15TH ORDINARY IBU CONGRESS
4.1 STRENGTHEN IBU'S GOVERNING PRINCIPLES AND REGULATIONS

- UNCONSCIOUS BIAS TRAINING
- WOMEN LEAD SPORT
- MENTORSHIP PROGRAMME
- GENDER EQUITY FORUM
- ATHLETES AMBASSADORS
- SUPPORT OF NATIONAL PROJECTS



IBSF - IBU GENDER EQUITY FORUM

ATHLETES AMBASSADORS CALL FOR CHANGE

YD GROUP STRENGTHENED BY 6 FEMALES

IBU ACADEMY SUPPORTS GENDER EQUALITY AND DIVERSITY IN COACHING



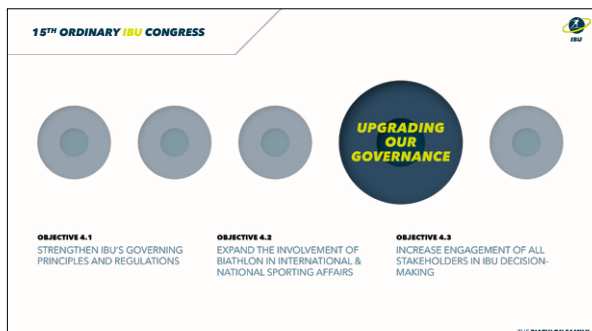
15TH ORDINARY IBU CONGRESS

UPGRADING OUR GOVERNANCE

OBJECTIVE 4.1
STRENGTHEN IBU'S GOVERNING PRINCIPLES AND REGULATIONS

OBJECTIVE 4.2
EXPAND THE INVOLVEMENT OF BIATHLON IN INTERNATIONAL & NATIONAL SPORTING AFFAIRS

OBJECTIVE 4.3
INCREASE ENGAGEMENT OF ALL STAKEHOLDERS IN IBU DECISION-MAKING



15TH ORDINARY IBU CONGRESS
4.2 INVOLVEMENT IN INTERNATIONAL AND NATIONAL SPORTING AFFAIRS

May 2022
"MIND THE GAP! HOW TO ACCELERATE GENDER EQUITY!"

90 participants from 36 member federations
In cooperation with IBSF and AIOWF



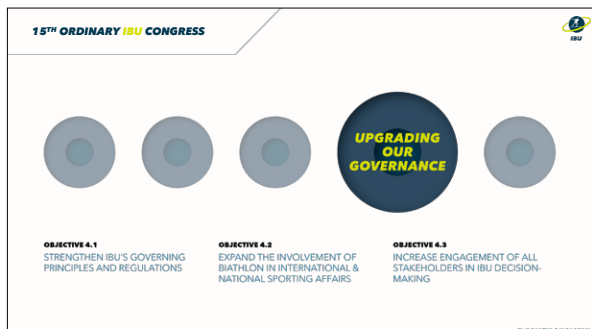
15TH ORDINARY IBU CONGRESS

UPGRADING OUR GOVERNANCE

OBJECTIVE 4.1
STRENGTHEN IBU'S GOVERNING PRINCIPLES AND REGULATIONS

OBJECTIVE 4.2
EXPAND THE INVOLVEMENT OF BIATHLON IN INTERNATIONAL & NATIONAL SPORTING AFFAIRS

OBJECTIVE 4.3
INCREASE ENGAGEMENT OF ALL STAKEHOLDERS IN IBU DECISION-MAKING



15TH ORDINARY IBU CONGRESS
4.3 INCREASE ENGAGEMENT OF ALL STAKEHOLDERS IN IBU DECISION-MAKING

New IBU working groups (excl. TC)

Development

- Gender Equality
- Academy Expert
- Regional Event
- Research Grant Programme
- Development Reference Group


Sustainability

- Expert Reference Group

Finance

- Key Decision Makers

AIOWF
Third Review of Governance of AIOWF
International Federation of Orienteering
December 2021



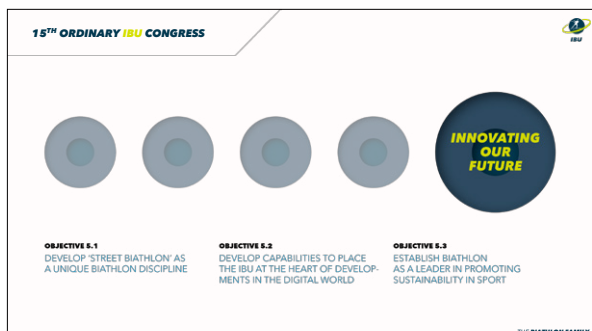
15TH ORDINARY IBU CONGRESS

INNOVATING OUR FUTURE

OBJECTIVE 5.1
DEVELOP 'STREET BIATHLON' AS A UNIQUE BIATHLON DISCIPLINE

OBJECTIVE 5.2
DEVELOP CAPABILITIES TO PLACE THE IBU AT THE HEART OF DEVELOPMENTS IN THE DIGITAL WORLD

OBJECTIVE 5.3
ESTABLISH BIATHLON AS A LEADER IN PROMOTING SUSTAINABILITY IN SPORT



15TH ORDINARY IBU CONGRESS
5.1 DEVELOP 'STREET BIATHLON' AS UNIQUE BIATHLON DISCIPLINE

- Conduct a feasibility study for street biathlon and develop a strategy focused on attracting a distinct, youthful audience, and detailing potential venues as well as rules and regulations



15TH ORDINARY IBU CONGRESS
5.1 DEVELOP 'STREET BIATHLON' AS UNIQUE BIATHLON DISCIPLINE

Conduct a review into existing procedures regarding shooting and events safety, establishing a forum for new, innovative ideas to be included in "street biathlon"



15TH ORDINARY IBU CONGRESS
5.1 DEVELOP 'STREET BIATHLON' AS UNIQUE BIATHLON DISCIPLINE

Establish and implement international "street biathlon" events, taking place in populous, urban environments



15TH ORDINARY IBU CONGRESS

INNOVATING OUR FUTURE

OBJECTIVE 5.1
DEVELOP "STREET BIATHLON" AS
A UNIQUE BIATHLON DISCIPLINE

OBJECTIVE 5.2
DEVELOP CAPABILITIES TO PLACE
THE IBU AT THE HEART OF DEVELOP-
MENTS IN THE DIGITAL WORLD

OBJECTIVE 5.3
ESTABLISH BIATHLON
AS A LEADER IN PROMOTING
SUSTAINABILITY IN SPORT

THE 15TH ORDINARY GENERAL ASSEMBLY

15TH ORDINARY IBU CONGRESS

5.2 DEVELOP CAPABILITIES TO PLACE THE IBU AT THE HEART OF DEVELOPMENTS IN THE DIGITAL WORLD

MEGA *Real* 5.0

0 9042

Target diagram showing scores: 1*, 0, 1*, 0, 7.3, 5.0, 2.2, 0.0

Support and share a full analysis on the potential of new technology platforms to enhance the performance of athletes and coaches



15th ORDINARY IBU CONGRESS
5.2 DEVELOPER CAPABILITIES TO PLACE THE IBU AT THE HEART OF DEVELOPMENTS IN THE DIGITAL WORLD

Establish a clear strategy to build institutional capacities and dedication to monitor, understand and act on technological trends that can better promote the sport of biathlon

Implement the strategy for building institutional capacities, including the recruitment of key personnel, if applicable

15TH ORDINARY **IBU** CONGRESS

ESTABLISH BIATHLON AS A LEADER IN SUSTAINABILITY

- Conduct a full review of sustainability issues
- Establish sustainability initiatives to decrease the footprint of IBU events
- Promote sustainability within biathlon and international sport

15TH ORDINARY IBU CONGRESS
SUSTAINABILITY: FULL REVIEW OF ISSUES

Timeline of the 15th Ordinary IBU Congress process:

- October 2019:** Expanding IBU Congress
- November 2019:** Project initiation
- March 2020:** Assess current NP status sustainability (online survey)
- April 2020:** Initial report to IBU Executive Board
- May 2020:** Drafted sustainability strategy to set IBU's sustainability priorities
- June 2020:** Consultations with Adhives Committee
- September 2020:** Project concept development by the management teams
- October 2020:** Set up of external Expert Reference Group and start consultation with industry experts
- November 2020:** Membership in UN Sports for Climate Action Framework
- December 2020:** Virtual series of regional meetings with member APIs
- January 2021:** Consultation with organizing committee and partners
- February 2021:** Agreement by the IBU Executive Board

SEPTEMBER 2020

Source: IBU Congress 2020

15TH ORDINARY **IBU** CONGRESS

SUSTAINABILITY: INITIATIVES TO REDUCE FOOTPRINT

IBU EMISSIONS BY LEVEL

- LEVEL 1: ALL EVENTS
- LEVEL 2: ALL DELEGATIONS

This is reporting our emissions according to the Green House Gas (GHG) Protocol and apply our emission categories:

- Scope 1: Global emissions directly, e.g. heating, cooling and transport emissions
- Scope 2: Global emissions indirectly, e.g. power to generate or energy for heating and cooling
- Scope 3: Global emissions for which we are indirectly responsible for, e.g. purchased travel services or other products from our supply chain

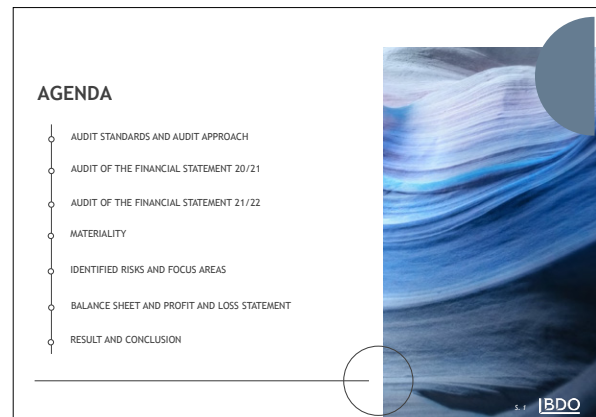
% TONS OF CO₂E

Category	Value
SCOPE 1	11%
SCOPE 2	87%
SCOPE 3	2%

BY SCOPE

**IBU SNOW
NETWORK**

[illegible]



AUDIT OF FINANCIAL STATEMENTS 20/21
Audited by KPMG

► Meeting with KPMG regarding the audit of the financial statements 20/21

Assets	2021-04-30	2020-04-30	Liabilities	2021-04-30	2020-04-30
A. Financial Assets			A. Association-related assets		
1. Intangible Assets			1. Restricted assets - Composites	50,000,000.00	40,000,000.00
2. Software and hardware	223,040,000	480,267,384	2. Restricted assets - Composites	5,000,000.00	10,000,000.00
3. Tangible Assets			3. Restricted assets - Composites	5,000,000.00	10,000,000.00
4. Buildings	147,208,837	25,768,115	4. Restricted assets - Composites	100,000,000.00	100,000,000.00
5. Investment properties	147,208,837	25,768,115	5. Restricted assets - Composites	100,000,000.00	100,000,000.00
6. Other assets	286,478,216	170,489,112	6. Restricted assets - Composites	100,000,000.00	100,000,000.00
7. Other assets	18,000,000	20,700,000	7. Restricted assets - Composites	100,000,000.00	100,000,000.00
8. Other assets	18,000,000	20,700,000	8. Restricted assets - Composites	100,000,000.00	100,000,000.00
B. Financial Liabilities			B. Financial Liabilities		
1. Financial Liabilities	51,170,961.32	60,361,064.81	1. Financial Liabilities	51,170,961.32	60,361,064.81
2. Financial Liabilities	51,170,961.32	60,361,064.81	2. Financial Liabilities	51,170,961.32	60,361,064.81
C. Deferred Charges			C. Deferred Charges		
1. Deferred Charges	1,000,000.00	1,000,000.00	1. Deferred Charges	1,000,000.00	1,000,000.00
2. Deferred Charges	1,000,000.00	1,000,000.00	2. Deferred Charges	1,000,000.00	1,000,000.00
Total Assets	65,100,000.00	65,100,000.00	Total Liabilities	65,100,000.00	65,100,000.00

AUDIT OF FINANCIAL STATEMENTS 20/21
Audited by KPMG

► Risks and audit focus areas

- Financial assets - correct valuation, investment and confirmations
- Equity - correct allocation to reserves
- Revenues - correct revenue recognition, no unusual income

Profit and loss statement

	2020/2021	2019/2020
1. Revenues		
a) Membership fee	16,950.00	16,950.00
b) Other income	32,630,934.76	27,970,351.84
Total	32,647,884.76	27,987,301.84

RESULT: UNQUALIFIED AUDIT OPINION



MATERIALITY

► The quantitative materiality threshold was based on IBUs revenues.

► For the reporting date April 30th, 2022 the following evaluations were made:

Materiality thresholds	kEUR	
Materiality	947	
Performance materiality	710	75%
Clearly trivial	47.3	5%

IDENTIFIED RISKS AND FOCUS AREAS

- Financial assets
- Receivables from the Olympic Committee
- Receivables and payables relating to Russia / Belarus / Ukraine
- Revenues
- Contributions to national federations

WE SEARCH FOR GREATNESS. S. 8 **BDO**

FINANCIAL STATEMENTS 21/22

Assets in kEUR

	04/22	04/21	Comment
Intangible fixed assets	1,221	233	homepage
Tangible fixed assets	518	416	
Financial assets	47,863	51,176	impairment rates / Ukraine portfolio shifts
Accounts receivable	13,979	1,557	Olympic Winter Games Beijing 2022
Other receivables	262	156	
Bank accounts	7,021	6,747	
Deferred charges	207	96	
	70,071	60,381	

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FINANCIAL STATEMENTS 21/22

Liabilities in kEUR

	04/22	04/21	Comment
Association net assets			
Restricted acc. congress	50,620	50,000	revenue from securities
Temporarily restricted	14,760	5,000	Olympic Winter Games Beijing 2022
Accumulated surplus	5	195	
	65,385	55,195	increase in approx. mEUR 10
Provisions	672	751	
Accounts payable	3,956	3,343	National Federations
Other liabilities	58	92	
Deferred income	0	1,000	signing-fee EBU
	70,071	60,381	

WE SEARCH FOR GREATNESS. S. 10 **BDO**

FINANCIAL STATEMENTS 21/22

Profit & Loss Statement in kEUR

	04/22	04/21	Comment
Revenues	47,344	32,648	esp. TV revenues / Beijing Olympics
Other operating income	173	184	
Contributions to national federation	-28,028	-32,146	prize money / support / travel expenses
Subtotal	19,489	686	
Staff and management	-2,243	-1,914	number of employees increased
Depreciation	-469	-291	
General administration	-4,300	-4,584	marketing / consultants / travel expenses / organizational expenses
Subtotal	12,477	-6,103	
Income from securities	623	855	
Expenses from securities	-2,886	-747	price development 2022 crisis in Ukraine
Earnings after taxes	10,190	-5,998	
Release of / allocation to reserves	-10,380	3,000	
Profit brought forward	195	3,193	
Accumulated surplus	5	195	

WE SEARCH FOR GREATNESS. S. 11 **BDO**

SIGNIFICANT TOPICS ARISING DURING THE AUDIT

- Methodology of accounting the expected receivables from the IOC for the Olympic Winter Games in Beijing
 - IBUs obligations were completely fulfilled
 - According to the Austrian GAAP (UGB) a receivable must be accounted
 - Precautional deduction (final settlement has not yet been made)
- Valuation of receivables in connection with the Crisis in Ukraine
 - Liabilities against Russia (were netted out in the financial statements)
- Allocation to reserves
 - Allocation of a restricted reserve kEUR 620 (Congress)
 - Allocation of temporarily restricted reserve kEUR 14,760 for future expenses (Congress)

WE SEARCH FOR GREATNESS. S. 12 **BDO**

RESULT AND CONCLUSION

- Financial Assets - conservative investments, bank confirmations received
- Revenues - correct revenue recognition
- Contributions to National Federations - correct and in accordance with constitution
- The quality of the information and documentations was excellent
- No indication of compliance errors detected
- No indication of fraud detected

RESULT: UNQUALIFIED AUDIT OPINION

WE SEARCH FOR GREATNESS. S. 13 **BDO**

BDO AUDIT TEAM

Engagement Partner

Mag. Bernd Spohn
Director
CPA and Certified Tax Advisor
Tel: +43 5 70 375 - 1599
bernd.spohn@bdo.at

Mag. Josef Schima
Partner, Head of Financial Services
CPA and Certified Tax Advisor
Tel: +43 5 70 375 - 1426
josef.schima@bdo.at

Project Manager

Corinna Ogris
Senior Associate
Tel: +43 5 70 375 - 1449
corinna.ogris@bdo.at

WE SEARCH FOR GREATNESS. S. 14 **BDO**

WE SEARCH FOR GREATNESS.

BDO



Biathlon Integrity Unit

'Protecting the Integrity of Biathlon'

Louise Reilly

Finance



2021/22

Total Spend: €1.76 million

- Prevention: Increase spending from 3% to **11%**
- Anti-Doping: **61%** of budget spent (Olympic Year)
- Operations: **13%** of budget

Future Financial Requirement

- 2023-24: € 2 351 915.47 **5.5%** increase
- 2024-25: € 2 496 236.24 **5%** increase
- 2025-26: € 2 592 954.31 **5%** increase

Operations



- 2,030 Biological Samples Collected
- Greater Emphasis on Athletes Whereabouts
- Work on LIMS Evidence
- External Review Commission



Any concerns about a persons welfare can be raised with the BIU via the website baithlonintegrity.com . Here 24 hour number and a **secure** reporting portal can be found.

IBU UPDATED BUDGET 2022/2023 BUDGET FRAMES 2023/2024, 2024/2025, 2025/2026

IBU FINANCE AND ADMINISTRATION BUDGET 2022/2023 COMPARED TO FY 2021/2022

Comparison Budget 22/23 with FY 21/22

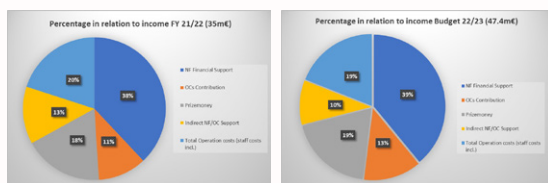
- Total income is budgeted to € 47.4 million (35.0)
- NF support (Participation, Performance & Reach and Development support) € 18.3 million (13.3)
- OC support € 6.1 million (4)
- Prize money € 8.9 million (8.2) included WCH
- Indirect NF/OC Support € 4.8 million (4.5)
- Total Operations costs € 9.2 million (7)
- Investments/depreciation € 0.75 million (0.5)

	FY 21/22	%	Budget 22/23	%
Income	43 500 000		47 400 000	
Other Income	1 500 000		1 500 000	
IOC revenues	15 300 000		17 000 000	
Total Income	43 500 000	100	47 400 000	100
*without account				
NF Support	-13 800 000	32	-18 300 000	39
Participation	-6 000 000		-12 360 000	
Performance Team & Ready	-3 774 154		-4 750 000	
Development Support NF	-2 476 344		-2 750 000	
OC Support	-6 000 000	13	-6 100 000	13
WCH, IC, C-Support CC	-3 767 500		-5 800 000	
Regional Cup Support CC	-2 482 000		-3 000 000	
Prizemoney	-8 900 000	18	-8 900 000	19
Indirect NF/OC Support	-4 500 000	10	-4 800 000	10
Infrastructure of events	-475 000		-475 000	
External services (through Accreditation)	-3 537 832		-4 012 000	
Total Operation costs (staff costs incl.)	-2 400 000	5	-2 400 000	5
Operation costs	-2 400 000	5	-2 400 000	5
Staff costs	-2 400 000	5	-2 400 000	5
Depreciation	-400 000	1	-750 000	1
Operating result (EBIT)	11 475 000	26	19 100 000	40
Income Interest and similar	423 000		100 000	
Write-off financial investment (Interest and similar)	-2 700 000		-42 000	
Release and allocation of reserves	-10 300 000		0	
Result	-100 000		75 000	

THE BIATHLON FAMILY

IBU FINANCE AND ADMINISTRATION COMPARISON FINANCIAL YEAR 2021/2022 WITH BUDGET 2022/2023

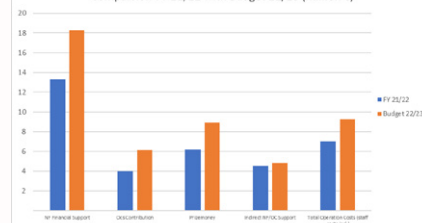
Cost comparison FY 21/22 with Budget 22/23 Percentage in relation to income



THE BIATHLON FAMILY

IBU FINANCE AND ADMINISTRATION COMPARISON FY 21/22 WITH THE BUDGET 22/23

Comparison FY 21/22 with Budget 22/23 (million €)



THE BIATHLON FAMILY

IBU FINANCE AND ADMINISTRATION NF FINANCIAL SUPPORT FROM 22/23

- Development support, ongoing during the financial year



- Participation, regular payments during the season
- Participation, based on previous season payments June (2/3) and November (1/3)

- Team Performance Bonus (NF Nations Score), payments April
- Reach Performance Bonus (TV and digital), payments April

THE BIATHLON FAMILY

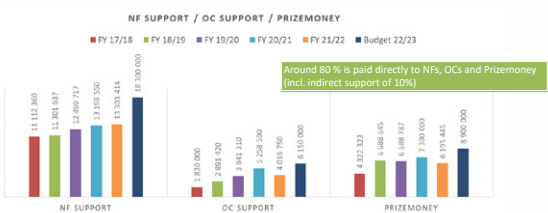
IBU FINANCE AND ADMINISTRATION BUDGET FRAME 23/24, 24/25 AND 25/26

	2023/24	%	2024/25	%	2025/26	%
Income	43 500 000		48 000 000		48 700 000	
Other Income	1 500 000		1 500 000		1 500 000	
IOC revenues	15 300 000		17 000 000		17 000 000	
Total Income	43 500 000	100	54 000 000	100	54 000 000	100
NF Support	-17 300 000	39	-18 500 000	34	-18 500 000	34
OC Support	-6 200 000	13	-6 500 000	12	-5 500 000	10
Prizemoney	-8 900 000	18	-9 000 000	17	-8 000 000	15
Indirect NF/OC Support	-4 500 000	10	-5 200 000	10	-5 200 000	10
Total Operation Costs (staff costs incl.)	-2 400 000	5	-2 400 000	5	-2 400 000	5
Operating costs	-2 400 000	5	-2 400 000	5	-2 400 000	5
Staff costs	-2 400 000	5	-2 400 000	5	-2 400 000	5
Funds for future projects/unforeseen	-2 400 000	5	-2 700 000	5	-2 000 000	4
Depreciation	-400 000	1	-800 000	2	-800 000	2
Result/needed result for Reserves	6		1 300 000	2	4 000 000	7
Total Costs	-49 200 000		-53 200 000		-50 000 000	

- Income from media & marketing rights are forecasted to increase every second year
- The long-term budget frames includes 4.3 million euros per fiscal year, of the temporarily reserves (IOC revenues)
- Between 2 and 2.7 million euros per fiscal year are planned for future projects/unforeseen.
- By fiscal year 25/26, the restricted reserves are planned to increase to 56 million euros

THE BIATHLON FAMILY

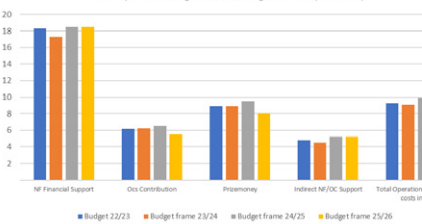
IBU FINANCE AND ADMINISTRATION NF SUPPORT / OC SUPPORT / PRIZEMONEY



THE BIATHLON FAMILY

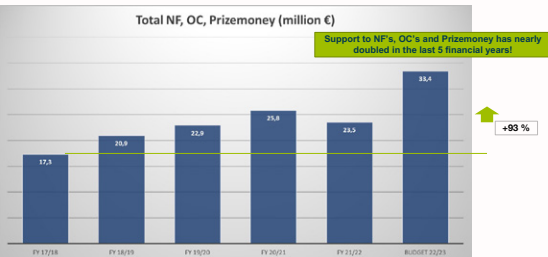
IBU FINANCE AND ADMINISTRATION COMPARISON BUDGET FRAMES

Comparison Budget 22/23; Budget frames (million €)



THE BIATHLON FAMILY

IBU FINANCE AND ADMINISTRATION NF SUPPORT / OC SUPPORT / PRIZEMONEY



THE BIATHLON FAMILY



INTERNATIONAL
BIATHLON
UNION

www.biathlonworld.com

Sonystrasse 20, 5081 Anif b. Salzburg, Austria
Telephone +43 - 662 - 85 50 50