



MINUTES

IBU Executive Board Meeting 170

15 February 2024, Nové Město na Moravě/CZE

ATTENDANCE

DAHLIN, Olle	IBU	President	
HAMZA, Jiri	IBU	Vice President ¹	<i>Excused</i>
SCHERER, Christian	IBU	Treasurer	
BOYGARD, Tore	IBU	Executive Board Member	
EGAN, Clare	IBU	Executive Board Member	
DAFOVSKA, Ekaterina	IBU	Executive Board Member	
FARCNIK, Tim	IBU	Executive Board Member	
SAGUEZ, Fabien	IBU	Executive Board Member	
SANTER, Nathalie	IBU	Executive Board Member	
STEINLE, Franz	IBU	Executive Board Member	
COBB, Max	IBU	Secretary General ²	

Guests:

BÖHM, Daniel	IBU	Sport & Event Director (SD)	
EIDENHAMMER, Margit	IBU	Head of Finance and Administration (HFA)	
GERASIMUK, Dagmara	IBU	Development Director (DD)	
RAKIC, Riikka	IBU	Strategy, Sustainability & Governance	
WINKLER, Christian	IBU	Communications Director (CD)	

¹ Further referred to as VP

² Further referred to as SG



AGENDA

IBU Executive Board Meeting 170

15 February 2024, Nové Město na Moravě/CZE

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3. Circular decisions between EB Meetings
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 - 6.3. Report: Constitution Working Group (R.Rakic)
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 - 7.1. Report: "Media" (M.Cobb)
 - 7.1.1. Update EBU
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 - 8.1. Report: "Sport and Event" (D. Böhm)
 - 8.1.1. Update: Event applications and allocation procedure WCH 2028, 2029, WC 2026-2030
 - 8.1.2. Update Summer Biathlon
 - 8.1.3. Update Para Biathlon
 - 8.1.4. Update Lead
9. Development
 - 9.1. Report: "Development" (D. Gerasimuk)
10. Communication
 - 10.1. Report: "Communication" (C.Winkler)
11. Finance and Administration

- 11.1. Report: "Finance and Administration" (M. Eidenhammer)
 - 11.1.1. Forecast 3 2023/24
 - 11.1.2. Report: First Draft Budget 2024/25

- 12. Miscellaneous
 - 12.1. Presidents' Meeting and Hall of Fame, update
 - 12.1.1. Media Certificates of Honor
 - 12.2. Congress 2024, Belgrade/SRB, update
 - 12.2.1. IBU Awards
 - 12.3. Report: Membership applications
 - 12.3.1. Decision: Portugal
 - 12.4. Change of NF
 - 12.4.1. Marisa EMONTS, born 2005 (From BEL to GER)

- 13. Meetings
 - 13.1. EB meetings
 - 13.1.1. EB171, June 10-12, Lenzerheide/SUI
 - 13.1.2. EB 172, August 20-22, Otepää/EST? tbd
 - 13.2. Other IBU meetings
 - 13.2.1. Presidents' Meeting, Feb 16 2024, NMNM/CZE
 - 13.2.2. OC Meeting, June 13-14 2024, Lenzerheide/SUI
 - 13.2.3. Congress 2024, Sept 27-29 2024, Belgrade/SRB
 - 13.3. Other meetings
 - 13.3.1. Coordination Committee Milano Cortina 2026, prel. Feb 20-23 2024
 - 13.3.2. WADA Symposium, March 12-13 2024, Lausanne/SUI
 - 13.3.3. Sport Accord, April 7-11 2024, Birmingham/GBR
 - 13.3.4. AIOWF-meeting, April 8 2024, Birmingham/GBR
 - 13.3.5. EOC G.A., June 6-7 2024, Bukarest/ROU
 - 13.3.6. IOC Session, July 2024, Paris/FRA

- 14. Executive Session

Effective: 9 February 2024



MINUTES

IBU Executive Board Meeting 170

15 February 2024, Nové Město na Moravě/CZE

1. President's Welcome

The President welcomed the Board and staff to the meeting at the BMW IBU World Championships (WCH) 2024 in Nové Město na Moravě. He complimented the great work by the local organising committee led by Vice President Jiri Hamza despite the challenging conditions and applauded the large enthusiastic crowds of fans attending the event.

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

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

3. Circular decisions between EB Meetings

There has been no circular decision taken since the EB Meeting 169.

4. Reports, General

4.1. President

The President referred to his written report. He acknowledged the successful biathlon season so far thanks to the sophisticated planning and great organisers across all event series. He especially commented the first IBU World Cup ever held in Switzerland hosted by Lenzerheide/SUI, the site of the upcoming World Championships 2025.

He further mentioned his visit to Jakuszyce/POL, where a brand-new venue with its own hotel and train station hosted the Junior Cup and the Open European Junior Championships in early February.

The President also highlighted the Youth Olympic Games in Gangwon/KOR, where he witnessed the legacy of the 2018 Olympic Winter Games in action but also noted the high cost of such an event for 1'900 youth athletes. The IBU has received a thank you letter from the IOC following the event. The NF Korea has expressed interest in hosting coaching courses with the IBU Academy in the future.

He also informed about recent changes in the China Winter Sports Administration Centre where a new director general has been appointed as one of many new appointments in the Chinese sports organisation. The Chinese team has not

competed in many IBU events this season except for the IBU Cup and seems to be preparing for the upcoming China Winter Sports Games 2024.

4.2. Other EB members

EB member Tim Farcnik commanded the work of the OC Antholz where a significant upgrade to the venue is being finalised and expressed his appreciation for their engagement for the sport.

EB member Fabien Saguez expressed his concern about the poor snow situation in Central Europe which has significantly impacted regional and national level competitions.

Athletes' Committee (AC) Chair Clare Egan informed the Board about the AC elections, where five candidates are running for election for two open slots. The candidates are Kelsey Dickinson (USA), Simon Eder (AUT), Lena Häcki-Gross (SUI), Jessica Jislova (CZE), and Anna Maka (POL). The current members' (Johannes Kühn (GER), Sebastian Samuelsson (SWE), and Ingrid Landmark Tandrevold (NOR)) term continues until 2026. Preparations for online voting are underway.

EB member Nathalie Santer offered her help to facilitate preparations for the Olympic Winter Games in Milano Cortina 2026 and informed about her discussions with RAI Sport to increase broadcast coverage of biathlon in Italy. She reported on attendance at the Para Biathlon World Cup in Martell/ITA and complemented the work by the OC in hosting their first Para Nordic skiing event.

EB member Ekaterina Dafovska suggested that the IBU consider a potential rule change to increase the allowed competition altitude due to the impact of climate change.

4.3. Secretary General

Secretary General referred to his written report and provided an update on the negotiations with the EBU with an expected completion during the World Championships in Nové Město na Moravě/CZE.

He further noted the Target 2030 plan which provides a solid framework for discussion with the National Federations during the Presidents' Meeting.

SG referred to the IBU's positive financial situation for the current budget year, to be reported in more detail during the meeting.

SG also noted that the planning for the Olympic Winter Games 2026 has turned to be a complicated puzzle but that the IBU is in a fortunate situation having a very experienced organising committee in Antholz/ITA responsible for the Olympic biathlon competitions. Confirmation of the IBU Family's accommodation arrangements is still work in progress.

He concluded by expressing his heart-felt thanks to the Nové Město na Moravě organising committee for their impressive and hard work to provide fair and safe conditions for all. The Championships' early viewership figures are also very positive.

5. Biathlon Integrity Unit

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

EB member Franz Steinle, who is the IBU's representative on the BIU Board but not a voting member, referred to the written report on BIU's activities, also providing an update on the ongoing CAS cases.

He noted two cases of safety and security breaches at recent IBU events, [as reported by the BIU](#), where sanctions including fines were issued:

The EB mandated SG to develop a procedure for funds collected through fines in such cases to be used for the benefit of the sport overall.

6. Reports, Overall and Strategy

6.1. Target 26, update (M.Cobb/R.Rakic)

6.1.1. Report: Sustainability Report 2023

The EB acknowledged the final version of the 3rd IBU Sustainability Report for the period covering the competition season 2022/2023. The report is available for download [here](#).

6.2. Target 2030, update (O.Dahlin/M.Cobb/R.Rakic)

The EB acknowledged the draft Target 2030 strategic plan which will be presented for feedback to the National Federations during the Presidents' Meeting on 16 February. More than 40 NFs are expected to attend, both on site and virtually. All EB members will contribute to the presentation. An online survey for written feedback will be issued after WCH 2024.

6.3. Report: Constitution Working Group (R.Rakic)

6.3.1. Report: Proposals for Congress 2024

Riikka Rakic presented the various proposals by the Constitution Working Group for a first discussion. The working group has met four times between August 2023 and February 2024. It will provide the final versions of the proposals that received acceptance, incorporating the EB's feedback, for final review and decision in June concerning submission to Congress 2024.



7. Media and Marketing
 - 7.1. Report: "Media" (M.Cobb/C.Winkler)
 - 7.1.1. Update EBU

The Negotiations Group has continued to meet with the representatives of the EBU. Discussions are expected to conclude by end of February 2024.

A new broadcasting innovation is piloted during WCH 2024 financed by the IBU. The new range camera solution includes an automated clipping service and live distribution of shooting range footage for all athletes at all their shooting stages. The goal of the project is to enable nationalised broadcast of athletes shooting at reasonable cost since the cloud-based implementation allows remote direction on national basis. A live test at WCH 2024 was conducted by rights holders in France, Poland and Norway.

EBU launched Eurovision Sport's long-awaited OTT streaming solution just in time for WCH 2024. The service replaces the previous solution and is available via the IBU's website. The Single Sign On (SSO) integration into www.biathlonworld.com using existing registration details provides a great free-of-charge viewing proposition for fans worldwide where there is no live national broadcast available. Integration with IBU's digital platforms will be further developed over the summer.

Initial WCH 2024 broadcast viewing figures show stable with audiences and viewer hours across all markets overall even though evening start times impact the market share in core countries. As always, live audiences reflect the success of the respective national teams.

Social media data show great engagement in the first week of the WCH, indicating a four-fold increase compared with Oberhof 2023. Internet and IBU app race-time users have increased significantly in particular in the Czech Republic, France, and Germany.

Video views, thanks to the IBU's new social media strategy, have multiplied by 4. Mobile first snippets from the live content are even outperforming broadcast. These trends are replicated in the IBU World Cup season data.

The Predictor Challenge, powered by new IBU sponsor LaVita, has attracted more than 20'000 participants.

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

Testing of virtual advertising continues as does the betting analysis undertaken by Sport Radar, now also including analysis of live betting during an event.

8. Sports & Event

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

SD referred to his written report.

Analysis of the Lenzerheide World Cup that served as a final test event for the WCH 2025 continues in cooperation between the IBU and the OC.

The OECH in Osrblië/SVK was successful despite the initial concerns regarding the snow situation but also revealed the need for certain improvements.

The season has generally progressed well, which is testimony to the IBU OCs' increasing work to improve their snow management practices.

The logistics of the World Cup visiting North America for the first time since 2019 are challenging, costly, and require significant advance planning.

The implementation of the full fluor ban has gone smoothly across the World Cup and IBU Cup series thanks to great work by Tomasz Bernat supported by industry experts.

The first season of common waxing at the IBU Junior Cup including the YJWCH in Otepää/EST has received constructive feedback. However, full support of the NFs is required for successful implementation since complete race preparation of skis before submitting them to common waxing is not aligned with the project's goals.

A detailed job description for the already approved position of an IBU Event Manager was shared. The EB approved the start of the recruitment process as decided at EB 169.

8.1.1. Decision: Event applications and allocation procedure WCH 2028, 2029, WC 2026-2030

The EB took note of the goals and planned process for the event applications and the allocation procedure for WCH 2028 and 2029, and the IBU World Cup events during the four-season Olympic term from 2026-2030.

A full review of the allocation process and criteria will be presented at EB 171. Given the importance of the topic, the EB included a long-term calendar workshop onto the agenda of its next meeting.

The EB decided to exceptionally postpone the deadline for applications until 12 July 2024, as opposed to 31 May 2024, as decided by EB157 (June 2021). The only deadline remaining (01 May 2024) is the basic application Form 1 for the WCH 2028 and 2029.

The application document for WCH (Form 1) will be sent out in March, while all other documents will be distributed after EB171 and the OC meeting on 14 June 2024.

The EB further decided to form a working group to discuss the requirements for accredited participants' accommodation, consisting of the Treasurer, Nathalie Santer, Tore Boygard, Tim Farcnik, and Franz Steinle.

8.1.2. Decision: Summer Biathlon WCH

Decision: The EB decided that the SBWCH will be allocated bi-annually in the future. The next allocation following the 2024 edition in Otepää/EST will be for 2026.

An update on the planning for a potential new Season Opening will be provided before EB 171. Financial support for summer biathlon will be available under the existing Development Support programme to ensure that a high number of IBU Regional Events take place during the summer season. Meanwhile, the TC is asked to provide their proposal on developing summer biathlon.

The staff will prepare an analysis of the impact on funding for NFs that have traditionally received financial incentives for SBWCH by EB171.

8.1.3. Update Para Biathlon

The EB acknowledged the report on the ongoing Para Biathlon season. The season opening Para Biathlon World Cup in Martell/ITA went well thanks to the expert biathlon OC, while the first Para Biathlon World Championships under the IBU's governance are set to be held in British Columbia/CAN in March. Prince George is an experienced Para Nordic venue and has a very knowledgeable competition management team in place.

Both events will see a practical IBU Para Biathlon IR training courses conducted providing hands-on support for the competitions, with a total of eight candidates partaking.

The cooperation with FIS around para sport continues to be challenging.

8.1.4. Update Lead

The EB received an update on the status of a possible new EU directive on lead in ammunition in shooting sports, which was put on hold by a decision of the EC leadership and pending the upcoming elections in 2024.

9. Development

DD referred to her written report. Please refer to Annex 1 9. Report Development EB170.

Concerning updates on the IBU Academy, she highlighted the launch of a new 'Journal of Biathlon Coaching' in January 2024, and the full programme of coach certification courses on all levels that are on offer during 2024. The first pilot for a regional basic coaching certificate course is planned in Kazakhstan in July 2024.



The implementation of the new online platform called Learning Suite is now complete, making extensive content available to all biathlon stakeholders.

The IBU Academy Expert Group will meet in Otepää/EST during the YJWCH in late February.

In terms of university cooperations, a new partnership is expected to be signed with the University of Salzburg in Spring 2024.

Concerning the IBU Development Programme, DD highlighted that material support worth of approximately €874'000 was distributed to the NFs in December 2023. The common waxing at IBU Junior Cup and related events is also financed by Development Support for more than €86'000.

Three camps will be organised in cooperation between the IBU and IOC in Otepää/EST in August, in NMNM/CZE in October, and a winter camp in December (location TBC).

The annual Development Information Day (DID) will be held on 27 March 2024.

Work on Biathlon4all is progressing well with a project coordinator forum planned in Östersund/SWE from 22-24 May. A programme logo has also been developed and will be released soon.

9.1.1. "Development projects support guidelines" (D. Gerasimuk)

DD shared the updated guidelines and principles for development projects support. The EB took note of the updates, which will be reflected in the budget for 2024/2025.

As a short-term measure, 'Biathlon Expert Support' will be included as a new category of funding for "closing the gap," earmarked for projects that develop plans to address nation-specific performance deficits.

The EB stressed that Target 2030 must be included from the budgeting perspective beginning with the 2024/2025 budget year (following Congress 2024 in September).

10. Communication

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

CD provided a brief update on latest department projects. The YOG 2024 in Gangwon was challenging for the IFs due to the heavy restrictions on content distribution by stakeholders since no reserved rights have been carved out by the IOC. The IBU is currently engaging with other winter IFs to enable better IF coverage opportunities at the upcoming Olympic competitions.

A key communication challenge continues to revolve around the challenging snow situation in most of Europe. WCH 2024 is characterised by reliance on stored snow. The IBU's efforts in snow management through the Snow Network and related efforts are proving advantageous but have also highlighted the importance of aligned communication approaches.

11. Finance and Administration

11.1. Report: "Finance and Administration" (M. Eidenhammer)

HFA referred to her written report. She highlighted the extension of the IBU's non-profit status until December 2024 based on a new law in Austria whereby extensions are confirmed on an annual basis by a regional authority.

While the IBU will remain a non-profit association, an analysis is underway on the advantages and disadvantages of establishing another entity for the purpose of commercial exploitation of the IBU's marketing and media rights.

The EB decided to form a working group to evaluate such a concept consisting of the Treasurer, President and SG with HFA serving as ex officio.

11.1.1. Forecast 3 2023/24

HFA provided an update on the IBU's finances based on Forecast 3 for the budget year 2023/2024. Given the positive market developments in recent months, the IBU is expected to conclude the year with an encouraging financial outlook.

Decision: At EB167 it was decided "approximately 600.000 euros that was derived from the IBUs financial investments should be reinvested in the Restricted Reserves at appropriate time". From the financial year 2023/24 another 400.000 euros came from bonuses and interests from the Restricted Reserves. The EB decided that the 400.000 euros should together with the former 600.000 Euro should be reinvested in the Restricted Reserves. With this procedure the development of the Restricted Reserves will be possible to follow and is in alignment with the Congress decision of 2020 that "the Restricted Reserves must be at least as high as the total expenditure for the respective financial year from May 1st to April 30th".

11.1.2. Report: First Draft Budget 2024/25

HFA presented the first draft budget for the budget year 2024/2025 based on the existing budget frames 2022-2026, updated with current project cost estimates and details on past expenditures. To ensure that the final budget includes the latest information from the current season, the final budget will be confirmed by EB 171.

The EB mandated the management to operate the business on this basis until EB 171.

The EB decided to consider a potential wording for required reserves in the Constitution.

12. Miscellaneous

12.1. Presidents' Meeting and Hall of Fame, update

12.1.1. Media Certificates of Honour

The EB approved the award of special certificates of honour to two representatives of media at the Hall of Fame 2024 celebration at WCH 2024. The long-serving ZDF commentators Herbert Fritzenwenger and Christoph Hamm will retire at the end of the current season.

The EB also decided to form a working group to consider a revision of the current Rules of Honour consisting of Tore Boygard and Ekaterina Dafovska with ex officio participation of SD, SG and CD.

12.2. Congress 2024, Belgrade/SRB, update

Preparations for Congress 2024 are on track and the contract with the hotel has been completed.

12.2.1. Decision: IBU Awards

The EB approved the establishment of new IBU Awards for social media and gender equality along with an adjustment to the existing sustainability award. The first awards will be presented at Congress 2024.

12.3. Report: Membership applications

Several countries have expressed interest in joining the IBU.

12.3.1. Decision: Portugal

The EB approved the application of Portugal and confirmed the NF POR as a new provisional member of the IBU.

12.4. Decision: Change of nationality

12.4.1. Marisa EMONTS, born 2005 (From BEL to GER)

The EB approved the change of nationality for Marisa EMONTS as per proposal.

EB member Franz Steinle recused himself from the decision.



12.5. Farewell Clare Egan

Retiring Athletes' Committee Chair Clare Egan thanked the EB for their confidence especially during her first term from 2018-2022 when she was still an active athlete. She praised the IBU's governance improvements under Target 26, highlighting the importance of the BIU to the sport and its athletes. She also noted the efforts to increase gender equality and promote the athletes, as well as growing the involvement of stakeholders. She applauded the increase in prize money of more than €5 million during her tenure. All these developments have served to make biathlon better for its participants.

13. Meetings

13.1. EB meetings

13.1.1. EB171, 10-12 June, 10 (workshop / mentorship presentations), 11 full day, 12 morning, Lenzerheide/SUI

13.1.2. EB 172, 20 August, virtual, Congress Handbook Confirmation

13.1.3. EB 173, Sept 24 dinner, Sept 25-26, Belgrade/SRB

13.2. Other IBU meetings

13.2.1. Presidents' Meeting, 16 Feb 2024, NMNM/CZE

13.2.2. TC Meeting, 22-24 May 2024, Salzburg/AUT

13.2.3. OC Meeting, 12 June (dinner), 13-14 2024 (meeting), Lenzerheide/SUI

13.2.4. Congress 2024, 26-29 Sept 2024, Belgrade/SRB

13.3. Other meetings

13.3.1. Coordination Committee Milano Cortina 2026, 20-23 Feb/2024

13.3.2. WADA Symposium, 12-13 March 2024, Lausanne/SUI

13.3.3. Sport Accord, 7-11 April 2024, Birmingham/GBR

13.3.4. AIOFW meeting, 8 April 2024, Birmingham/GBR

13.3.5. EOC G.A., 6-7 June 2024, Bucharest/ROU

13.3.6. IOC Session, July 2024, Paris/FRA

14. Executive Session

An informal discussion only with Board members present took place during the meeting.

Confirmation of the final minutes for EB 170

Olle Dahlin, President

Mar 27, 2024

Max Cobb, Secretary General

Mar 27, 2024