

MINUTES

IBU Executive Board Meeting 176
24 - 25 June 2025, Anif/AUT

ATTENDANCE

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President ¹ - excused
SCHERER, Christian	IBU	Treasurer (virtually for points 10 & 11)
BOYGARD, Tore	IBU	Executive Board Member
DAFOVSKA, Ekaterina	IBU	Executive Board Member
FARCNIK, Tim	IBU	Executive Board Member
HÄCKI-GROSS, Lena	IBU	Executive Board Member (partially virtually)
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)
GERASIMUK, Dagmara	IBU	Development Director (DD)
KLEINEISEN, Hannes	IBU	Director of Finance and Administration (DFA)
MCKENNA, Greg	BIU	Head of BIU (For point 5)
RAKIC, Riikka	IBU	Head of Strategy, Sustainability & Governance (HSS)
WINKLER, Christian	IBU	Communication Director (CD)

¹ Further referred to as VP

² Further referred to as SG

AGENDA

IBU Executive Board Meeting 176
24 - 25 June 2025, Anif/AUT

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 - 4.3. Secretary General
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 - 5.2. Report: Suspended Member Monitoring Group
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 - 7.1.2. Reserved Rights Framework
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 - 8.1. Report: "Sport and Event" (D. Böhm)
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 - 8.2. Decision: TC minutes and respective proposals
 - 8.3. Decision: Extraordinary OC Project support25/26
 - 8.4. Decision: OC contributions concept for 2026-2030

- 8.5. Decision: Prize Money Structure for 25/26
- 8.6. Decision: Procedural fees for NFs
- 8.7. Decision: Invitation/VIP policy for IBU events
- 8.8. Decision: Re-distribution of medals/cups (suspension Ustyogov)
- 8.9. Decision: Tender/RFP process "Official clothing partner"
- 8.10. Report: Para Biathlon (R.Rakic)
 - 8.10.1. Decision Para Biathlon World Cup 2025/2026
 - 8.10.2. Decision: Para Biathlon ECR 2025/2026
 - 8.10.3. Decision: Para Biathlon Development Projects Support 2025/2026
- 9. Development
 - 9.1. Report: "Development" (D. Gerasimuk)
 - 9.1.1. Report: IBU Academy
 - 9.1.2. Report: Biathlon 4 All and International Biathlon Day
 - 9.1.3. Report: Closing the Competition Gap
 - 9.2. Decision 'Closing the Competition Gap support 2025/2026'
 - 9.3. Decision 'NFs Development projects support 2025/2026'
 - 9.4. Decision 'Summer Regional Event Support 2025/2026'
 - 9.5. Decision 'NF UKR extra support'
- 10. Communication
 - 10.1. Report: "Communication" (C.Winkler)
 - 10.2. Decision Digital Reach Bonus
- 11. Finance and Administration
 - 11.1. Report: "Finance and Administration" (H.Kleineisen)
 - 11.2. FY 2024/25 + auditors report (25 June at 13:00)
 - 11.3. Decision Budget including CapEx 2025/26
 - 11.4. Decision Digital Ecosystem Investment
 - 11.5. Decision Strategic Use of Accumulated Surplus
 - 11.6. Decision IBU Event and Marketing GmbH investment

12. Miscellaneous

12.1. Applications for change of NF representation

12.2. Constitution Working Group for Congress 2026

12.3. Role of the elected Treasurer

12.4. Decision: Update travel rules – Per diems and car mileage allowance

13. Meetings

13.1. EB meetings

13.1.1. EB177 Sept 10-11, Berchtesgaden/GER

13.1.2. EB178 November Dinner 19 through Lunch 21, 2025, IBU HQ,

13.1.3. EB179 March 9-11, 2026, Val di Fiemme

13.1.4. EB180 June 23-25, 2026, TBD

13.1.5. EB181 Virtual TBD August 2026

13.1.6. EB 182 17 September 2026, Berchtesgaden/GER

13.2. Other IBU meetings

13.2.1. OC meeting June 25-27, Salzburg/AUT

13.2.2. Presidents' Meeting, Sept 11, 15-18 CET-virtual

13.2.3. IBU Congress 17-20 September 2026, Berchtesgaden/GER

13.3. Other meetings

13.3.1. APSO, Sept 23, Seoul/S.Korea

13.3.2. IPC G.A., Sept 24-27, Seoul/S.Korea

13.3.3. Sportel, Oct 20-22, Monaco

13.3.4. International Forum for Sports Integrity, Oct 24, Lausanne/SUI

13.3.5. IF Forum, Oct 27-29, Lausanne/SUI

13.3.6. WADA World Conference, Dec 1-5, Busan/S.Korea

13.3.7. WADA Foundation Board, Dec 4.5, Busan/S.Korea

14. Executive Session

14.1. Disciplinary matter

Effective: June 19, 2025

MINUTES

IBU Executive Board Meeting 176
24 - 25 June 2025, Anif/AUT

1. President's Welcome

The President welcomed the members of the Executive Board and management team to the meeting. He hoped that everyone has had or will have a chance to enjoy the summer by taking a break during the off-season.

The Executive Board meeting in Anif was immediately followed by the annual organising committee (OC) Meeting in Salzburg with close to 100 OC and partner representatives in attendance.

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

The agenda was approved as distributed and there were no announcements of conflicts of interest. The President again reminded the EB members that their role is to represent the interest of the IBU rather than that of the individual National Federations (NF).

3. Circular decisions between EB Meetings

The EB approved the membership of the new [Para Biathlon working group](#) on 17 April 2025.

4. Reports, General

4.1. President

The President referred to his written report and highlighted a few of his recent meetings as follows:

- Handover ceremony for the new IOC president Kristy Coventry who took over the role from the former IOC President Thomas Bach at midnight on 23 June 2025. The general atmosphere of the ceremony implied new energy and fresh perspectives.
A letter from the new IOC president to the Olympic Movement leaders sent following her inauguration was read out aloud.
- European Olympic Committee General Assembly in Frankfurt, prior to the election of the IOC President.
- IBU Para Biathlon World Cup Finals in Torsby, SWE where the teams seemed very happy about the progress made during the season.
- Inaugural Biathlon Partner Summit in Oslo, NOR coinciding with the World Cup Finals which was well received.
- CISM Military World Winter Games in Goms, SUI where an expansion of cooperation between CISM and IBU was discussed.

- EU Sport Forum in Krakow, POL, where a broad perspective on sport was provided with connections to health and tourism.
- Annual Balkan Conference in Krushevo, MKD, where the large and active group of NFs from the region discussed a coordinated plan for IBU Regional Events and provided very positive feedback on the IBU's work.
- WADA Foundation Board Meeting where current President Banka was re-elected without opposition.
- WOF spring meeting in Lausanne, which included a meeting with the new IOC Sport Director Pierre Ducrey, who is a long-time IOC staff member, and where Milano Cortina 2026 reported on their preparations including for the Olympic biathlon competitions where all is advancing as planned.
- Finally, the President shared the sad news of the passing of Ray Kokkonen who was a long-time IBU auditor, TC member and a friend who provided decades of extraordinary contributions to the sport of biathlon in various roles.

4.2. Other EB members

Fabien Saguez shared the news of appointment of a new CEO of French Alps 2030, Cyril Linne, who comes from Canal+ and will oversee the operational, legal and financial aspects of the OCOG under President Edgar Grospiron. He will begin setting up the new OCOG which is expected to include 50 persons by the end of summer 2025 along with a confirmation of all sports venues shortly. No changes to the biathlon venue are expected compared with the bidding documentation. Notably no Olympic speed skating oval is planned in France. Meanwhile, Amélie Oudéa-Castéra, the former French Sport minister, has been elected as the new President of the French NOC.

Nathalie Santer reported on joining the first in-person meeting of the new IBU Mental Health Working Group in Salzburg, which saw a broad range of perspectives, from experts to athletes, included.

Ekaterina Dafovskaja reported on her attendance of the Balkan Conference in Krushevo, MKD.

Tim Farcnik reported on joining the Congress 2026 Working Group and several Sustainability Commission meetings along with the recent launch of the bi-annual National Federation Sustainability Round Table.

Tore Boygard reported attending the great YJWCH in Östersund, SWE and the well-organised Biathlon Partner Summit in Oslo, NOR, followed by a tremendous World Cup Final which enjoyed sunny weather and memorable retirement celebrations for the Bø brothers.

He also noted the Case Studies Webinar on 1 April, presenting several different National Federation development and sustainability projects, and highly recommended joining the next edition to gain a better understanding of the work done in the supported projects on the national level. Moreover, he participated in the meetings of the Technical Committee and Development Commission, as well as in Liatoppen, the world's largest biathlon event.

Finally, Tore Boygard reported on the 19 update calls conducted with the participating NFs to review their projects under at 'Closing the Competition Gap' initiative of Target 2030, which currently contains some Milano Cortina 2026-specific elements but is increasingly focused on long-term planning towards French Alps 2030.

4.3. Secretary General

The Secretary General complimented the IBU as a high-performing organisation with positive feedback from its partners and stakeholders all around. He noted that although the planning of the Target 2030 project details is advancing well, it is time to take a reflect and ensure that the IBU is structurally fit for purpose and ready to execute over the next several years. He further emphasized that the Games is not just another World Championships and notably the IBU will be participating in both Olympic and Paralympic for the first time. The inaugural Loop One Festival is also a significant addition to the HQ team's workload.

He reported that the management team will work over the summer on suggested changes to the organisation structure to be able to deliver over the long-term with priority on the provision of a healthy workplace for all. The management team aims to present the bulk of the proposed changes at EB177 for initial EB feedback, with and then work together with the EB to complete the plan for approval at EB178.

The EB acknowledged that Target 26 was the IBU's first strategic plan and was delivered in record time. Target 2030 is another multi-year plan to be delivered over the next 5 years, highlighting the importance of ongoing staff well-being. The EB approved the idea of an organisational structural review and acknowledged the planned delivery of an updated Target 2030 action plan report along with initial plans for suggested organisational changes at EB177.

5. Biathlon Integrity Unit

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

EB Member Franz Steinle referred to the BIU's written report.

Head of BIU Greg McKenna highlighted recent changes to Case Management at the Court of Arbitration for Sport (CAS) where the new guidelines require decisions within 4 months.

He confirmed that in ongoing cases concerning IBU members, an unresolved case does not require special measures related to IBU fund transfers, however, those payments and their use will be carefully monitored.

At the first meeting of the IBU Mental Health Working Group, the adoption of a Mental Health and Wellbeing Charter was proposed.

The EB acknowledged the BIU's report and noted that anti-doping agencies in Russia and Belarus are cooperating with the BIU and that a process is in place. However, due to travel restrictions and other limitations, it noted that it remains difficult to monitor athletes in

both countries in an independent and objective manner. While the authorities continue to rely on the respective national organisations and some service providers, the availability and quality of data remains limited and is of concern.

5.2. Report: Suspended Member Monitoring Group

The Monitoring Group met prior to the EB meeting to review the current situation assessment carried out by the BIU.

The EB considers that there has been no change in the case of suspended federations complying with the rationale for reinstatement outlined in the Congress 2022 decision, and consequently, the suspension of the NFs RUS and BLR remains in place.

Concerning the OWG 2026, the EB acknowledged that the quota allocation for the Games is final according to the Nation Cup Scores 24/25 and only "wildcards" depending on IBU Qualifying Points are still available. It was also discussed that the IOC has not officially announced any criteria, rules or guidelines for IFs towards Milano-Cortina 2026 concerning RUS/BLR participation.

The EB also stated that there is no provision in the IBU's rules for the status nor participation of a neutral athlete.

6. Reports, Overall and Strategy

6.1. Target 2030 (O.Dahlin, M.Cobb, R.Rakic)

Further to the SG report (see 4.3), the EB acknowledged the overall timeline for further Target 2030 implementation and planning, and confirmed that a status update will be provided at the virtual Presidents' Meeting immediately following EB 177. The EB will jointly present the update on 11 September.

6.2. Report: "Sustainability"(R.Rakic)

HSS referred to her written report.

The EB acknowledged the change of the IBU carbon accounting year to align with the financial accounting year starting with the sustainability report 2025/2026, to be published in June/July 2026. This report will cover a period of 18 months; however, an interim report against the directional objective for carbon reduction will be provided at EB 178 based the previous reporting period until end of September 2025.

6.3. Decision: NF Membership

Based on the provision of an application in full compliance with the requirements of the IBU Constitution, the EB decided to approve the Royal Moroccan Ski and Mountain Sports Federation as a provisional member of the IBU.

7. Media and Marketing

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

SG provided an overview of the TV and OTT data for the 2024/2025 World Cup and World Championships season. The levels of linear coverage have remained stable while overall consumption is somewhat impacted by the changing consumer patterns, since more coverage is now consumed digitally. However, average IBU live audiences overall increased, with several markets seeing approximately 20% more live viewers, demonstrating the value of biathlon as a media product.

Significant growth was also registered in the key metrics for the IBU's online and social media channels season-on-season and over four seasons.

7.1.1. Russian Broadcast Rights Sales 2026/27-2029/30

OKKO, a subscription-based digital sports network in Russia, has expressed interest in extending their media rights agreement as the biathlon broadcaster in Russia and adding Belarus.

The EB decided to mandate the Secretary General to prepare and negotiate an agreement with OKKO for the entire Olympic cycle from 2026-2030.

7.1.2. Reserved Rights Framework

Following consultation with the Digital Task Force, the IBU proposes to restructure the exploitation of its digital rights by the partners and sponsors of the IBU National Federations.

The EB decided to mandate the Communications department to develop a detailed new model for the national use of its digital rights, including limited access to competition footage and filming at the venues at the IBU World Cup and World Championships, in full alignment with the existing Media Rights Agreement with EBU.

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

SG and CD provided an update on IBU's digital marketing campaigns which have delivered key learnings in the functioning of the rapidly developing market with limited additional income. The Communications Department will take the lead in footage sales starting with the coming season, supported by an expert. A new approach will be applied to the supplying partners during the next Olympic cycle.

Concerning gaming, an analysis of the pilot season of the mobile phone-based biathlon mini-game was presented. It was noted that the IOC has postponed the new esport Games in the Kingdom of Saudi Arabia until 2027. The esport Games do not include mobile phone-based games, as their focus lies on console-based Games aligned with Olympic values and physical activity based esport Games.

Based on the results of the 2024/2025 pilot, the EB decided not to continue to invest in further pilots with mobile phone-based gaming providers at this time.

7.2.1. Researching new commercial structure for 2030 and beyond

Following an initial assessment of options, the EB decided to mandate the Secretary General to research and evaluate different marketing approaches for managing its commercial assets.

8. Sport & Event

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

SD referred to his written report as well as previous discussions on action planning for Target 2030, which is well advanced and on schedule for the implementation of Priority #2 'Development of modern, sustainable sport and event concept'.

SD also stated that, if approved, the draft proposal for a European Commission directive on lead in sports shooting currently with the REACH Committee is expected to have no impact on the sport of biathlon given the proposed full derogation, including release from any obligation to implement risk management measures. Most recently, a few EU states have called for the full removal of the directive. A decision is not expected before early 2026 at this point.

In addition, SD reported on further discussions concerning the Summer Biathlon World Championships (SBWCH) at a joint meeting of the Technical Committee and the Development Commission in Munich in May, along with the results of a recent survey conducted with the NFs. The membership's opinion on the SBWCH remains divided, highlighting the continued importance of the event for some, while others place limited value in SBWCH participation. Generally, there is national support for further development of summer biathlon, however the development based future event-concept requires further iteration.

In the meantime, the EB reconfirmed that applications for SBWCH 2026 will be opened based on the biannual schedule as decided at EB170.

8.1.1. Update OWG, MiCo 26

From the perspective of sport-technical planning for the Olympic competitions at Milano-Cortina 2026, all is progressing well. However, some overall logistical details remain work in progress.

8.1.2. "Loop One Festival", Munich Oct.2025

The launch of the new season-opening event, the Loop One Festival, in Munich on 18-19 October has required considerable additional effort from the IBU staff. Linn Tremmel has joined the team in mid-March in the position of IBU Marketing Projects Manager and has quickly assumed a key role in event coordination together with the partner agency WWP. In

terms of commercial partnerships, several potential and existing partners have expressed interest, but it has proved time consuming to close agreements.

The Loop One Festival is initially planned to take place in Munich for three consecutive years, pending an analysis after the first edition in October 2025.

8.2. Decision: TC minutes and respective decisions

The EB acknowledged the minutes of TC Meeting 66 and decided on the following proposals put forward by the Technical Committee:

- The IBU CUP and OECH schedule 2025/2026 was approved and can be found [here](#)
- The JC and YJWCH schedule 2025/2026 was approved and can be found [here](#)
- The ECR rule changes were approved as proposed and can be found [here](#).
- The IBU A and B licenses were approved as proposed and can be found [here](#)
- The trimester allocations (WC, IBU Cup (incl. OECH) and Junior Cup (incl. JWCH)) for the seasons 2026/2027 and 2027/2028 were approved as proposed and can be found in Annex 1 8.2_EB176_Season_Overview_2026-27+2027-28
- The [amended draw group rules](#) now including a clarification to the decision-making process in the event of severe conditions

8.3. Decision: Extraordinary OC Project support 2025/2026

The EB decided to approve the concept for the extraordinary OC project support for the upcoming 2025/2026 season for a total amount of €700.000 and tasked the Sport and Event department to define and communicate the procedure.

8.4. Decision: OC contributions concept for 2026-2030

The EB decided to approve the concept for OC contributions for the upcoming Olympic cycle 2026/2030 that will be further developed by the Sport and Event department following dialogue with internal and external key stakeholders.

8.5. Decision: Prize Money Structure for 2025/2026

The EB decided to approve the structure for the distribution of athlete prize money for the Olympic season based on the principle of the total amount remaining the same as the previous season that included the IBU World Championships however distributed across only the IBU World Cup events. See Annex 2 8.5_EB176_Annex1_Prize money_2025-26.

8.6. Decision: Procedural fees for NFs

The EB decided to approve the introduction of procedural fees for the National Federations as proposed. See Annex 3 8.6_EB176_Procedural Fees Policy_2025-2026.

This will also be communicated before the season as part of the “Membercenter guidelines”

8.7. Decision: Invitation/VIP policy for IBU events

The EB decided to approve the proposed policy for invitations and VIP guests at IBU events.

8.8. Decision: Re-distribution of medals/cups (suspension Ustyogov)

The EB decided to approve the process for redistributing the medals or trophies affected by the disqualification of the results of Mr. Evgeny Ustyugov, RUS during the 2025/2026 and 2026/2027 seasons. The reallocation ceremonies will be supported by IBU in terms of organization, while travel and accommodation costs are to be borne by the respective National Federations.

The EB further requested that the process of re-distribution be coordinated with the related Olympic medal reallocations.

8.9. Decision: Tender/RFP process "Official clothing partner"

The EB decided to proceed with a [request for proposals \(RFP\) for the IBU official clothing partner](#) for the Olympic cycle 2026-2030.

The EB also clarified that this RFP will not include any IBU merchandising.

8.10. Report: Para Biathlon (R.Rakic)

The EB acknowledged the current status of planning for the Paralympic Biathlon competitions in Val di Fiemme/ITA, where decisions on the high priority adjustments identified during the test events in March have yet to lead to concrete measures to be undertaken by the Milano Cortina 2026. These include decisions concerning nomination of experienced key National Technical Officials, important athlete safety related changes to the courses and necessary improvements to the shooting range.

The EB decided to open a call for applications by member National Federations to host Para Biathlon World Cups and World Championships during the 2026/2027 and 2027/2028 seasons. The same procedure that is used for the other IBU competition series will be used.

8.10.1. Decision: Para Biathlon World Cup 2025/2026

The EB decided to approve the IBU Para Biathlon World Cup & PWG [calendar](#) as presented.

8.10.2. Decision: Para Biathlon ECR 2025/2026

The EB decided to approve the changes to the [Para Biathlon ECR](#) as proposed by the Para Biathlon Working Group and the Technical Committee.

8.10.3. Decision: Para Biathlon Development Projects Support 2025/2026.

The EB decided to approve the applications for Para Biathlon recruitment and popularisation projects by 11 National Federations, amounting to a total of €144'000.

9. Development

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

DD referred to her written report. See Annex 4 9.1_EB176_Report_Development.

9.1.1. Report: IBU Academy

Please see Annex 5 9.1.1_EB176_Report_IBU_Academy.

9.1.2. Report: Biathlon 4 All and International Biathlon Day

Please see Annex 6 9.1.2_EB176_Report_Biathlon4All_IBD2025.

9.2. Report: Closing the Competition Gap

Please see Annex 7 9.2_EB176_Report_Closing the competition gap.

9.2.1. Decision 'Closing the Competition Gap support 2025/2026'

The EB decided to approve an additional budget amounting to €780'000 to support further development efforts at the participating NFs both during the 2025/2026 season and launching programs aimed at the 2026-2030 Olympic cycle.

See Annex 8 9.2_EB176_Decision_Closing_Competition_Gap_support_2025.2026

9.3. Decision 'NFs Development projects support 2025/2026'

The EB decided to increase the NF Development projects support budget from €1'600'000 to €1'800'000 with funding provided to 118 projects as per [here](#).

9.4. Decision 'Summer Regional Event Support 2025/2026'

The EB decided to approve funding amounting to €98'644 to support 15 applications for Summer 2025 Regional Events.

See Annex 9 9.3_EB176_Decision_Regional_Events_projects_2025.2026

9.5. Decision 'NF UKR extra support'

The EB decided to approve extra support for NF UKR in the amount of €220'000 and to be monitored by the Development dept.

10. Communication

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

CD referred to his written report. He noted the challenge of managing a healthy work/life balance with the season now extending through most of the year rather than just the regular season months from November-March, leading to staff overload issues despite careful planning and vacation / overtime management.

He highlighted the excellent results delivered by the IBU's owned and operated communication channels. In terms of owned challenges, new records were set for several KPIs across the IBU website, official app and social media. The engagement of an athlete content creator was a particularly well-received and successful new initiative under the Reach 26 project, which consist of 25 projects that will be expanded during the Olympic season. The IBU's database now includes several hundred thousand contacts that can be directly reached via push notifications and/or emails.

Various paid campaigns for operated channels also delivered strong results in expanding the IBU's reach and in promoting the IBU's live broadcasts and app.

10.2. Decision: Digital Reach Bonus

The EB decided to approve the distribution of the Digital Reach Bonus for 2024/2025 as proposed for a total amount of €1'100'000.

For the distribution by NF, see Annex 10 10.1_EB176_Reach PP Bonus 2025

11. Finance and Administration

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

DFA referred to his written report and reviewed the key financial items.

The EB decided that for the fiscal year 2024/2025 as well as for 2023/2024, the remaining provision of EUR 6,160.000 as of 30 April 2025 from the income from the Olympic Winter Games shall be reclassified to a temporarily restricted reserve.

The EB considers this approach to be more in line with the true and fair view principle.

11.2. FY 2024/25 + auditors report

Representatives of Crowe, the IBU's new auditing firm, introduced themselves and their experience in relevant industries.

The auditors further clarified the regulations in Austria concerning associations that are generally exempt from corporate income tax if they meet the requirements for NPO status under the Federal Fiscal Code (BAO). A key criterion for NPOs is that reserves (securities holdings and cash) do not exceed the total annual expenses in a single financial year. n.b. See also 11.5, how this is handled.

In addition, issues established during the inaugural audit conducted by Crowe related to IT security and the simplification of the authorization process were discussed with corresponding resolution proposals.

The EB decided to approve the annual financial statements for the fiscal year ending 30 April 2025 as presented, with a total income of EUR 56 236 547 and a total annual expenditure of EUR 54 344 702, resulting in a balance sheet surplus of EUR 4'097'683,15 and total net assets of EUR 64'602'683,15, whereof Restricted Reserves EUR 54 345 000.

11.3. Decision: Budget including CapEx 2025/26

The EB decided to approve the Opex and Capex Budget for the fiscal year 2025/2026 as presented, with a total income of EUR 57 267 130, total annual expenditure of EUR 57 061 678 and CapEx EUR 336 400.

11.4. Decision: Digital Ecosystem Investment

At EB156, it was decided to support the contract with Vincit for the creation of a digital ecosystem (website and mobile app). After the initial investment budget for the digital ecosystem was spent, the EB approved further developments as part of annual budget approval to guarantee technical updates are made and evolving user requirements are met.

The EB acknowledged and approved that the total acquisition and development costs for the digital ecosystem as of 30 April 2025 amount to EUR 1'949'000.

11.5. Decision: Strategic Use of Accumulated Surplus

The EB decided to set the following indicative funding levels to provide sufficient financial resources for both new and ongoing strategic initiatives of the IBU.

These will be subject to regular review and adjustment as necessary:

- EUR 4M for strategic projects under IBU's Target 2030 plan
- EUR 5M for continued Loop One Festivals
- EUR 5M for the purchase of IBU Headquarters

11.6. Decision: IBU Event and Marketing GmbH investment

The EB decided to provide the IBU GmbH with sufficient financial resources in the form of equity contributions, to ensure its ability to meet all payment obligations and to prevent negative equity from being reported as of and beyond 30 April 2026.

The exact amount and timeline of the capital injections shall be determined and documented separately by the Management.

12. Miscellaneous

12.1. Decision: Applications for change of NF representation

The EB decided to approve the change of NF representation for Jacques Jefferies from FRA to GBR.

12.2. Constitution Working Group for Congress 2026

The EB decided to extend the mandate of the Constitution Group for Congress 2026 consisting of the President, SG, Franz Steinle, Head of BIU, HSS as ex officio and coordinator, with Simon Eder as the AC representative.

12.3. Role of the elected Treasurer

The EB tabled the discussion on the role description of the elected Treasurer to the earliest possible occasion, however, to take place prior to EB 177.

12.4. Decision: Update travel rules – Per diems and car mileage allowance

The EB decided to approve the updated rules for Travel [IBU travel expenses effective as of 1 July 2025](#).

13. Meetings

13.1. EB meetings

- 13.1.1. EB177 Sept 10-11, Berchtesgaden/GER
- 13.1.2. EB178 November Dinner 19 through Lunch 21, 2025, IBU HQ/AUT
- 13.1.3. EB179 March 9-11, 2026, Val di Fiemme/ITA
- 13.1.4. EB180 June 23-25, 2026, TBD
- 13.1.5. EB181 13 August 15 CET 2026, Virtual
- 13.1.6. EB182 17 September 2026, Berchtesgaden/GER

13.2. Other IBU meetings

- 13.2.1. OC meeting June 25-27, Salzburg/AUT
- 13.2.2. Presidents' Meeting, Sept 11, 15-18 CET, Virtual
- 13.2.3. IBU Congress 17-20 September 2026, Berchtesgaden/GER

13.3. Other meetings

- 13.3.1. APSO, Sept 23, Seoul/KOR
- 13.3.2. IPC G.A., Sept 24-27, Seoul/KOR
- 13.3.3. Sportel, Oct 20-22, Monaco
- 13.3.4. International Forum for Sports Integrity, Oct 24, Lausanne/SUI
- 13.3.5. IF Forum, Oct 27-29, Lausanne/SUI
- 13.3.6. WADA World Conference, Dec 1-5, Busan/KOR
- 13.3.7. WADA Foundation Board, Dec 4-5, Busan/KOR

14. Executive Session
14.1. Disciplinary matter

An executive session took place during the meeting.

Confirmation of the final minutes for EB 176



Olle Dahlin, President

08/03/2025



Max Cobb, Secretary General

08/03/2025









EB 176_Minutes_Final

Final Audit Report

2025-08-03

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