



MINUTES
Executive Board Meeting 162
Salzburg/AUT, 19-20 June 2022

Attendance List

DAHLIN, Olle	IBU	President (in person)
HAMZA, Jiri	IBU	Vice President ¹ (in person on 19 June)
BOYGARD, Tore	IBU	Executive Board Member (in person)
CARRABRE, Jim	IBU	Executive Board Member (in person on 19 June)
COBB, Max	IBU	Executive Board Member (in person)
EGAN, Clare	IBU	Executive Board Member (in person)
LEHOTAN, Ivor	IBU	Executive Board Member (in person)
STEINLE, Franz	IBU	Executive Board Member (in person)
CARLSSON, Niklas	IBU	Secretary General ² (in person)
<u>Guests:</u>		
BÖHM, Daniel	IBU	Sports & Event Manager (SM, in person)
EIDENHAMMER, Margit	IBU	Head of Finance & Administration (HFA, in person)
GERASIMUK, Dagmara	IBU	Development Director (DD, in person)
OKSANEN, Jouni	IBU	Digital Project Manager (virtually for 9.2)
MCKENNA, GREG	BIU	Head of Biathlon Integrity Unit (in person for 5.6)
RAKIC, Riikka	IBU	Senior Project Manager (in person)
WINKLER, Christian	IBU	Communications Director (virtually for 9.2)

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



AGENDA

IBU Executive Board Meeting 162

2022-06-18-20 Salzburg/AUT

1. President's welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
4. Reports, General
 - I. President
 - II. Other EB-members
 - III. Secretary General
5. Reports, Overall and Strategy
 - I. Report: Target 26 - report (N. Carlsson)
 - I. Sustainability OC Award
 - II. E-Gaming
 - II. Report: WG Constitution - report + Governance -report (N.Carlsson/F.Steinle/O.Dahlin)
 - III. Report/Decisions: Policies, Guidelines, and Instructions (N.Carlsson)
 - IV. Review: Risk Inventory
 - V. Report: Criteria Follow-up RBU (F. Steinle)
 - VI. Report/meeting: Biathlon Integrity Unit board, joint meeting June19, 10-11hrs
 - VII. Report: IBU membership/NF-change (N.Carlsson)
 - VIII. Congress
 - I. EB Motions
 - II. Elections
 - I. Term of References for Election Committee
 - III. Awards
 - IV. Appointment of Auditors
 - V. BIU Budget
 - VI. Program Congress
 - IX. Review Management Performance
 - X. EB Self-assessment
 - XI. Decision: Financial Support NF Ukraine
 - XII. Decision: NF Financial Support, Participation part 1
6. Media and Marketing
 - I. Report Media (N.Carlsson)
 - II. Report Marketing (N.Carlsson)
 - I. Digital Marketing (N. Carlsson)

7. Sports & Event

- I. Report: Update "Sport and Events" (D.Boehm)
 - I. Summer Event Cooperation (D.Boehm)
 - II. New Contracts (D.Boehm)
 - III. Advertising rules 22-26 (D.Boehm)
 - IV. WCH Applications (D.Boehm)
 - I. Kontiolahti
 - II. Otepää
- II. Report TC Meetings (D.Boehm)
 - I. Decision: Rules approval from TC
 - II. Decision: Term of Reference TC
 - III. Decision SBWCH EB Representative(s)
 - IV. Decision Motion for rules to Congress
- III. Decision: Prize money 22/23 (D.Boehm)
- IV. Decision: Participation Support, NF Event Contribution (D.Boehm)
- V. Decision: Super Sprint Qualification for juniors at SB WCH as heats (D.Boehm)
- VI. Decision: Referee Material Control (IBU Cup/Junior Cup) not mandatorily from TD group (D.Boehm)
- VII. Decision: Extraordinary TD Exam fall 2022 (10-15 new TDs) (D.Boehm)
- VIII. Decision: Rules for Honors
- IX. Report: WG Fluor (M. Cobb)

8. Development

- I. Report: Update "Development" (D. Gerasimuk)
- II. Decision: NFs development category allocation 2022/2023
- III. Decision: NFs development project support 2022/2023
- IV. Decision: IBU Regional Event - summer event support
- V. Decision: Dual-career policy
- VI. Decision: Research Grant 2022/23

9. Communication

- I. Report: Update "Communication" (C. Winkler)
- II. Report: Digital Ecosystem, project up-date (C. Winkler)

10. Finance and Administration

- I. Report: Update "Finance and Administration" (M. Eidenhammer)
- II. Report/Decision: Result 2021/22 (M. Eidenhammer)
- III. Audit Report
- IV. Decision: Budget frames 2023/24, 2024/25 and 2025/26 (N.Carlsson)



11. Miscellaneous

12. Meetings

I. EB meetings

- I. EB163, September 15, Salzburg/AUT

II. Other IBU meetings

- I. OC-meeting, 1-3 July, Oberhof/GER

III. Other meetings

- I.

Effective: May 23, 2022



AGENDA

IBU Executive Board Meeting 162 2022-06-19-20 Salzburg/AUT

1. President's welcome

The President welcomed everyone to the meeting in Salzburg, which represents the first time all Board members are together in person in over two years.

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

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

3. Circular decisions between EB Meetings

No circular decisions were taken in between the EB Meetings.
As agreed by the EB previously, the minutes of their meetings are approved via email.

4. Reports, General

I. President

The President referred to his written report. He highlighted his attendance at the Vuokatti EYOF and meetings there with the representatives of the EOC. The host for EYOF 2025, Borjomi and Bakuriani in Georgia, currently has no existing biathlon facilities so the EOC has asked the IBU to assist with the evaluating options for the development of a temporary venue to ensure biathlon remains on the event program.

The President also noted his attendance at the International Biathlon Forum in Skopje, North Macedonia, together with DD Dagmara Gerasimuk. The Forum was focused on the topic of Gender Equality.

The IBU has now finalized the future governance arrangements for Para-Biathlon in cooperation with FIS and the IPC (International Paralympic Committee). A Steering Group has been set up consisting of the Presidents and Secretaries-General of the IBU and FIS, respectively, and the details of the operational management have been clarified. An agreement will have to be signed between the IBU and the IPC, whereby the IBU becomes a provisional member of the IPC and will transform to a full membership following approval of the IPC Congress. A formal communique will be issued shortly.

The AIOWF General Assembly with the election of the President was held on 9 May in Lausanne and saw the re-election of Ivo Ferriani as President, despite disagreement on procedural issues among the members. The organization holds unexploited potential for serving as a collaborative forum for all winter sports but needs to be developed further on a cooperative basis to realize this promise.



The GAISF General Assembly was held virtually on 20 May. Also presided by Ivo Ferriani, the organization is planning to dissolve itself which would leave only the SportAccord conference/exhibition to exist, with owners same as the former members of GAISF. There appears to be significant support for dissolution of GAISF among the IFs.

The President also attended the EOC General Assembly (GA), which was held in Skopje, North Macedonia. The IOC (International Olympic Committee) Solidarity only awards financial support directly to the NOCs, with some very few exceptions which highlights the importance of the IBU taking time to nurture good relations with the NOCs. The NOCs of Russia and Belarus were not allowed to participate in the EOC GA.

The President also met with the North Macedonian Biathlon Federation that is working to have live coverage of biathlon on national television.

The President further commented on the issue of the Olympic participation quotas that will shortly be confirmed for the Milano-Cortina 2026 Games (expected 24 June 2022). The IOC has set the maximum quota for the Olympic Winter Games at 2900. Despite continuous dialogue with the IOC leadership and management team, an increase of athlete quota for biathlon, is not likely to happen given the addition of Ski Mountaineering on the 2026 program.

II. Other EB members

There were no separate reports from the EB Members.

III. Secretary General

The SG referred to his written report. He also highlighted the topic of the Olympic Winter Games quotas. The IOC Executive Board has confirmed the athlete quota to be exactly 2900, not approximately 2900. The AIOWF has sent in a request for a total athlete quota of 3185 arguing that this would allow meeting the principles of gender equality, representation by all top athletes in each sport and discipline, and increased universality. Meanwhile, effective cooperation among AIOWF members is key to addressing the issue of universality since only 94 NOCs participated at Beijing 2022, representing less than a half of the NOCs at the Olympic Summer Games in Tokyo 2020.

The IOC has questioned the Biathlon Pursuit event due to it representing a medal event that is based on another medal event, regardless of its 20-year Olympic history. The Single Mixed Relay was also questioned but on the basis that it represents yet another chance for athletes that in principle already have six medal event opportunities.

The Secretary General proposed the appointment of Daniel Böhm as the IBU Sport and Event Director, which the EB confirmed.



Finally, SG referred to the current IBU staff structure as working well, with minor changes expected both in the Finance and Administration department and the BIU.

5. Reports, Overall and Strategy

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

The SG referred to the written Target 26 status report shared in advance of the meeting.

In addition to the Activities Report for the period of May 2021-April 2022, a separate Target 26 report will be produced for the Congress, highlighting the key achievements and status of each of the 15 projects under Target 26.

I. Sustainability OC Award

Six organizing committees (four for World Cup, two for IBU / Junior Cup) representing five NFs submitted applications for the inaugural IBU OC Award for Excellence in Sustainability. A jury consisting of three members of the IBU Sustainability Expert Reference Group and two IBU Athlete Ambassadors will evaluate the applications and the winners in each of the two categories will be presented at the IBU OC Meeting on 2 July 2022.

II. E-Gaming

A collaborative project to assess the E-Gaming and virtual sports market and evaluate opportunities and challenges for winter sports is in progress in cooperation among the IBU, World Curling, FIL and IBSF (International Bobsleigh & Skeleton Federation). A draft report is expected for review by each IF by early July.

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

SG reported on behalf of the Working Group on the Constitution that some minor edits and additions are planned to be submitted to the membership's approval at Congress 2022, such as the inclusion of the IBU's Vision and Mission approved at the Presidents' Meeting 2021, as well as improved wordings and specifications to the Board voting majority requirements.

As presented in the meeting documentation, the Working Group suggests adding a clause to the powers of the EB to enable it to act swiftly in exceptional situations.

As approved by the EB previously, the EB will submit a motion to increase the goal of representation of both genders in the EB and the Technical Committee to 30% by 2026.



Another Congress motion will involve a change to the powers of the Executive Board to remove the right to appoint a member to the Athletes' Committee since the current right conflicts with the terms of reference of the AC (Athletes' Committee).

The EB decided to re-establish the Working Group on the Constitution post-Congress 2022 to work on further amendments with the goal of evaluating new motions to the Congress 2024.

In principle, the Executive Board supported the direction of the changes proposed by the Working Group on the Constitution. The staff will now prepare the motions for Congress 2022 to be included in the Congress Book.

III. Report/Decisions: Policies, Guidelines, and Instructions (N.Carlsson)

The Board decided to rename all current "Instructions" to "Policies". All rules, policies and procedures must be approved by the EB. Guide(line)s, handbooks and check lists can be approved by the management team and are only sent to the Board for acknowledgement and as part of the annual review in the EB's June meeting.

The Board confirmed all existing IBU policies with no changes.

IV. Review: Risk Inventory

The Board reviewed the IBU risk inventory that is managed by the IBU staff and reviewed every six months. It is submitted to review by the Board annually in its June meeting. The EB asked SPM & HFA to include "inflation" as a separate risk going forward.

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

The status of the RBU Follow-up criteria was reviewed as part of the joint meeting with the board of the BIU (point VI below).

VI. Report/meeting: Biathlon Integrity Unit board, joint meeting June 19, 9:30-11:30hrs

1. Introductions

The Head of the BIU Board Louise Reilly introduced the BIU Board members for this first in-person meeting of all members of both boards together. She also introduced Katharina Gatterer, the BIU Education Officer, who has recently joined the BIU.

2. Safeguarding Input



Katharina Gatterer presented an overview of the BIU's approach to safeguarding, the "Road to 2026". She informed the EB of a new BIU Integrity Certificate for athlete support personnel, to be available from Autumn 2022.

The IBU Secretary General highlighted the importance of directly working with the National Federations on safeguarding since they are the ones who have direct athlete contact, rather than the IBU.

EB Member Steinle noted that there are many different definitions of safeguarding in the Biathlon Family and educational efforts are key to ensuring a common understanding by all.

Head of BIU Greg McKenna pointed out the importance of accepting a high likelihood that biathlon is not exempt from safeguarding issues even though there are few known cases. The BIU has also focused on further developing the anonymous whistleblowing process and has been working on a whistleblowing policy yet to be published. The need for nationally based support was stressed, considering language and cultural etc. issues.

EB Member Cobb highlighted the issues encountered by US Safe Sport with delays in case processing and resolution that have led to a loss of trust in the organization.

3. Overview of the BIU (inc. staffing)

Issues with whereabouts reporting continue despite specific educational efforts aimed at the athletes who are unfortunately not taking advantage of them.

Greg McKenna presented highlights from the BIU's annual report, including the current organizational structure and development plans. The BIU currently employs 3.5 FTE (Full Time Employees). It is planned to increase the staffing to 4.75 FTEs by Autumn 2022 with the addition of an in-house junior legal associate and an intelligence and investigation analyst.

4. Update on CAS cases (incl. ERC Follow-Up)

Currently the BIU has four cases before the CAS. Delays with decisions at the CAS are significant and are concerning for all parties.

The follow-up actions following from the final report of the ERC (External Review Commission) are slowly proceeding following an initial notification to the persons implicated.

5. BIU Finance Plan

The BIU has stayed within the budget allocated to it by the Congress for financial year 2021/2022.



The budget of the BIU for 2022/2023 represents the same level as the previous year's but will see a proportional decrease in spend on sample collection (with no change in the number of tests but improved targeting through data analysis and operational efficiencies in sample analysis) and increased investment in operations (education, safeguarding, etc.) and prevention. The potential risk for increased legal costs remains in case of further adverse analytical findings.

6. RBU

The RBU has requested to join the cases they have brought to the CAS including an appeal against the suspension of the NF RUS by the IBU. The IBU has resisted this. The resolution is unknown as is the timeline for proceeding.

There is continued contact by the BIU with RUSADA and RBU to ensure that work continues to meet the RBU follow-up criteria set out for the readmission of RBU as a full member of the IBU, such as educational efforts. So far, the RBU has made good progress in providing anti-doping education. However, these efforts must continue to demonstrate commitment to long-term change.

There is also a close cooperation between World Athletics Integrity Unit and BIU to resolve any outstanding LIMS cases to supplement the assistance that is required to be provided by the RBU and RUSADA.

7. Any Other Business

The BIU will assist the IBU with the organization of the Congress including related to the suspension of the NFs RUS and BLR.

VII. Report: IBU membership/NF-change (N.Carlsson)

The application of Thailand for membership is on hold, pending approval of a new Constitution for the national organization.

Regarding NF change requests, the board tasked the SG to investigate potential issues of nationality and/or requests for change of nationality that might emerge related to the war in Ukraine.

VIII. Congress

I. Motions

Motions for Congress 2022 have been received from the NFs BUL and CRO, respectively. The EB decided to forward these motions for review and asked for recommendations by the Technical Committee, which it will review by circular.

The EB agreed to submit the following motions to Congress 2022:

- I. General Updates to the Constitution (see 5.2)
- II. Both genders a minimum of 30% in EB and TC by 2026
- III. Clause on the powers of the EB in exceptional situations
- IV. Addition of an appointed Coaches representative to the Technical Committee
- V. Athlete Committee: Change to a staggered election system
- VI. Changes to the Red Rules (that must be approved by the Congress)

The EB also agreed to include an agenda point "Update on the war in Ukraine" on the Congress agenda.

Post-Congress 2022, the EB agreed the Working Group on the Constitution to consider:

- 1) Potential addition of a second appointed athlete to the Technical Committee to represent both genders;
- 2) Right of the Athletes' Committee to bring a motion to the Congress.

with a view to submitting a motion to Congress 2024.

The EB dismissed the proposal for a motion to give the Athletes' Committee a vote at the Congress.

II. Elections

Many EB nominations have been received with a good gender balance.

For the Technical Committee, several female candidates have also come forward.

The names of the candidates for election will be published after the vetting process concludes (expected before end of June 2022).

III. Term of References for Election Committee

The EB approved the Terms of the Reference for the Vetting Panel and Election Committee for Congress 2022 as proposed.

IV. Awards

The EB asked the SG to make a detailed proposal for presentation of the IBU Awards that will be confirmed by the Congress 2022 to both the IBU officials and other individuals with special merit, with a focus on presenting the medals and awards to those who attend the Congress in Salzburg in

September, and the others at an appropriate IBU event, such as WCH Oberhof 2023 or a World Cup event.

V. Appointment of Auditors

As per the Constitution, the EB will ask the Congress to appoint the auditors for the next financial year. The EB will propose continuing with the current firm BDO.

VI. BIU Budget

As per the Constitution, the EB will ask the Congress to approve the BIU's budget.

VII. Program Congress

The EB will meet on Wednesday afternoon on 14 September 2022 from 13 CET.

Several workshops will take place during the afternoon on Thursday.

The EB agreed to bring forward the election of the organizers of the WCH 2027, to take place on 16 September.

The EB also agreed to reduce the obligations on the NF who apply to host the upcoming non-Election Congresses due to the currently prohibitive cost of hosting such a Congress. An invitation for applications to host the 2024 Congress will be sent out immediately following EB meeting #162.

The EB decided that the candidates for the EB will be able to present themselves according to the previous procedure. The candidates for the TC will have no presentations but they will be asked to submit their qualifications and areas of interest in a format to be specified by the IBU staff.

IX. Review Management Performance

The EB thanked the management team for their hard work and complimented them for a successful last year.

X. EB Self-assessment

With the election coming up soon for the EB, only a brief discussion took place at the meeting.

XI. Decision: Financial Support NF Ukraine

The EB has previously agreed to provide the NF UKR the amount of €250'000 in training support given the Russian invasion and continued war in the country.

The NF UKR have also asked for equipment support especially for their youth and junior teams.

The NF UKR have further asked for contributions to help fund the rebuilding of the fully destroyed training center in Kharkiv. The cost to rebuild the shooting range has been estimated at €280'000 and that of the courses at of €170'000.

Based on the detailed proposal submitted in advance, the EB decided to release an allocation of €218'000 of the total of €250'000 to support the training plan prepared for the Ukrainian national teams together with several NFs and their venues.

The EB also reviewed the project in Pokljuka for Biathletes from Ukraine, supported by NF SLO and OC Pokljuka, the EB will monitor this and later decide for a potential financial support.

XII. Decision: NF Financial Support, Participation part 1

€4.1 Million has been allocated as participation support to the NFs.
The EB approved the allocation of support to the NFs as per the agreed criteria.

6. Media and Marketing

I. Report Media (N.Carlsson)

The Media and Marketing Negotiations Group has agreed to accept a late payment request by the EBU (European Broadcasting Union) due to the war in Ukraine. The situation will have to be reviewed again by October.

The value of the RUS/BLR markets is a considerable part of the total contract. If Russia is not able to partake at all, the EBU is likely to face significant issues with payments from the concerned members.

The EBU continues to work well with the established biathlon markets with stable broadcast coverage and has now also approached currently dark markets to find solutions for ensuring national TV coverage for biathlon. Activation from IBU and the concerned NFs is also appreciated and could help.

An integrated TV Directors' Workshop and the World Broadcasters' Meeting for WCH Oberhof 2023 was staged in Oberhof in May. The directors' discussion was led by the Expert Group consisting of Adrian Lauterbach, Jakob Bjurström and Johan Bernhagen, which made several suggestions for improving biathlon TV coverage.



The EBU is working on a large digital platform project which has suffered from delays. To implement the new EBU-IBU contract concerning the implementation of the new reserved rights clauses, the IBU Communications department is working closely with Eurovision to develop a so-called Content Hub which will use AI-based editing to provide near live time clippings to IBU stakeholders, such as the NFs and athletes. This will be tested at the SB WCH in Ruhpolding in August.

In terms of digital assets, the athletes and NFs will also be provided with photos from the World Cup Opening, the WCH and World Cup Finals at no charge.

II. Report Marketing (N.Carlsson)

The SG reported on the cooperation with Infront which is progressing well. Viessmann is close to signing a separate agreement directly with the IBU to become its Climate Partner. The second edition of the fan engagement program "Biathlon Climate Challenge" planned in August will be used to communicate this extension of Viessmann's continued commitment to the IBU and biathlon.

With BMW, discussions are also underway to deepen the relationship, but progressing more slowly.

A new separate brand for the WCH will be launched at Oberhof 2023 including new WCH specific TV graphics.

The package for the Data and Timing sponsor remains for sale by Infront.

IBU has recently received the latest IOC report on the marketing impact of the Olympic Games by event in each sport. The IBU would like to stage a workshop with the company that has compiled the report to better understand the background and parameters of the research and analysis.

I. Digital Marketing (N. Carlsson)

Discussions are underway with the digital arm of Infront to start quantifying and developing the IBU's digital marketing prowess with the initial goal of leveraging the existing partners' digital platforms to extend the reach of the IBU.

With the help of the digital ecosystem partner Vincit, pilot digital marketing campaigns are planned in the upcoming season, taking advantage of the new digital capabilities and the reserved rights content that will be available.

The long-term aim is to increase the value of the IBU's digital assets and enable them to deliver significant income.

7. Sports & Event

I. Report: Update "Sport and Events" (D.Boehm)

I. Summer Event Cooperation (D.Boehm)

The summer series 2022 will represent a start for the new summer event concept which will be further developed with a long-term approach for future seasons.

II. New Contracts (D.Boehm)

Two freelancers will be hired to provide part-time support to the sport and event department with the fluorocarbon wax project and other special projects.

The prolongation of the Supplying Partners contracts, now called Equipment Partners, has been completed for the Olympic cycle from 2022-2026. Almost all previous partners have renewed their partnership with the IBU by the deadline of 31 May 2022.

A new category has been added for Snow Tech partners, including Techno Alpin as an existing partner, and other interested parties.

Initial discussions for partnership with laser rifle manufacturers are also in progress.

III. Advertising rules 22-26 (D.Boehm)

An updated document with mostly editorial and other minor changes, such as renaming of sponsor categories and a few clarifications, has been distributed and will be shared with stakeholders. See Annex 1 for details.

IV. WCH Applications (D.Boehm)

Two applications were received to host the WCH 2027 by the deadline of 31 May 2022 as listed below:

- I. Kontiolahti, FIN
- II. Otepää, EST

Inspections at both candidate venues will be conducted by the IBU inspection group in late June, as per the procedure approved earlier. Due to a conflict of interest by the Technical Committee representative of the Athletes' Committee, an athlete representative will not join the inspection.

II. Report TC Meetings (D.Boehm)

On behalf of the Athletes' Committee, Daniel Boehm informed the EB that Kaisa

Mäkäräinen, FIN has been appointed as the athlete representative to the Technical Committee.

Concerning the proposals of the Technical Committee:

- The EB decided to only publish the quota list for the first Trimester during season 2022/2023, with the final decision on the quotas for the remainder of the season to be taken on 15th September 2022 (IBU Congress).
- The EB acknowledged the decision of the TC not to re-evaluate the results of the Nations Cup due to Covid-19 related absences.
- The EB also confirmed the calendars for the IBU Cup and IBU Junior Cup.
- Given the current situation with the war in Ukraine, concerns have been raised about staging the YJWCH 2023 in Shchuchinsk, KAZ. The EB agreed to follow up the situation at its meeting in September (IBU Congress).

I. Decision: Rules approval from TC

- The EB confirmed a new point system for the World Cup that excludes points from the World Championships and does not allow scratching World Cup lowest scores. This means that the IBU World Championships will no longer be included in the World Cup Total Score which is in line with IBU's general direction to make the World Championships a stand-alone flagship event. Points for the NC score will still be counted from the WCH. Since there will be no more dropped results in the World Cup Total Score, every competition in the World Cup will count toward the Total Score.
- The Athletes' Committee Chair did not support the decision on the new points system.
- The EB confirmed that the point system for the Total Score and the Discipline Scores will be adjusted to increase the value between the top results ensuring that if athletes are forced to miss a race due to sickness they will still have the possibility of being able to win a Crystal Globe.

II. Decision: Term of Reference TC

- The EB decided to table the approval of the terms of reference of the TC until its next meeting in September before the IBU Congress to ensure a review of any gaps or overlap with the activities of the development department takes place.

III. Decision SBWCH EB Representative(s)

- The EB appointed the VP as the official EB representative to the 2022 SBWCH.

All EB members must confirm their attendance of the SB WCH by the end of June, so that a plan for medal ceremonies can be done

IV. Decision Motion for rules to Congress

- The EB decided to forward all changes to the Red Rules as a motion to the Congress. See Annex 2 for details.

III. Decision: Prize money 22/23 (D.Boehm)

The EB approved the new prize money distribution proposal for seasons 2022/2023 and 2023/2024, with the main goal of awarding an increased number of athletes with prize money. See Annex 3 for details.

IV. Decision: Participation Support, NF Event Contribution (D.Boehm)

The EB approved the proposal for Participation Support, NF Event Contribution as presented. See Annex 4 for details.

EB Member Cobb suggested that the IBU staff review the amounts provided to support participation in the Youth and Junior World Championships given the status of the event within the IBU hierarchy and substantial costs.

v. Decision: Super Sprint Qualification for **juniors** at SB WCH as heats (D.Boehm)

The EB decided to allow the option of organizing the Super Sprint Qualification for juniors at the SBWCH as heats.

VI. Decision: Referee Material Control (IBU Cup/Junior Cup) not mandatorily from TD group (D.Boehm)

The EB approved an exception to the Sport and Event Rules to allow the Referee Material Control in the IBU and Junior Cups not to be a qualified TD.

VII. Decision: Extraordinary TD Exam fall 2022 (10-15 new TDs) (D.Boehm)

The EB approved the staging of an additional TD exam to qualify more TDs still in 2022.

VIII. Decision: Rules for Honors

The EB tabled the decision on the Rules for Honors to its September Meeting and asked the IBU staff to identify the inductees to the Hall of Fame based on the currently proposed criteria.

IX. Report: WG Fluor (M. Cobb)

EB Member Max Cobb reported on behalf of the IBU Fluor Working Group on the status of the preparation and enforcement of the ban on all fluorocarbon waxes beginning with the 2022/23 season. After the testing session on Holmenkollen in March, three further testing opportunities have been provided to the National Teams, including in Sjusjoen and Bruksvallarna in April, and in Ramsau in June. Recent testing has revealed challenges with the testing system, especially when the fluorocarbon is covered with other materials to hide it, used to screen the presence of fluorocarbon waxes on prepared skis. Solutions to these challenges are being developed and tested. Another testing session will be offered to IBU NFs in the ski tunnel in Oberhof on 11-15 July 2022 whilst FIS is planning a further testing session in early August.

After receiving an update from the IBU Fluor Working Group, the EB reaffirmed its commitment to a full ban of ski preparation products containing fluorocarbon at all its event series based on the apparent health risks and environmental concerns. At the same time, fair and integral competitions with a level playing field for all athletes and teams must be guaranteed through a reliable testing method.

The EB decided that it will take the final decision regarding the procedure that will be used to enforce the ban on fluorocarbon waxes at the latest on 15th August, following consultation with all stakeholder groups.

8. Development

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

DD referred to her written report that was distributed as part of the meeting documentation. She especially highlighted the pilot Basic course and the first module of the First Level coaching certificate course which were staged by the IBU Academy during Spring 2022 in Salzburg and Ruhpolding, respectively.

The second and third sessions of the First level coaching certificate course will follow later in 2022. Several webinars for athletes, technicians and other target groups are also scheduled for the second half of 2022, and further coaching courses will be offered in Spring 2023.

DD also highlighted the successful Gender Equality Forum that the IBU organized in cooperation with the IBSF in Munich in May 2022.

DD especially thanked the Executive Board for their support for the mentorship program and their attendance at and feedback to the mentees' Group Task presentations on Saturday, 18 June.

The IOC camps 2022 are scheduled in Antholz from 11 -17 October and in Martell from 26 November - 3 December 2022. Additional regional camps also supported by the IOC are in planning.

The Material Support program will continue in 2022, and the equipment will again be distributed in Hochfilzen during the World Cup weekend from 5 -8 December.

II. Decision: NFs development category allocation 2022/2023

The EB approved the revised NF development category allocation for 2022/2023, there are now a total of five distinct categories. See Annex 5 for details.

III. Decision: NFs development project support 2022/2023

The EB approved the proposed allocation of €885'175 to 76 from 84 projects from 35 NFs. The most often supported projects were "Identification and training of Youth and junior athletes" and "Athlete Recruitment." See Annex 6 for details.

IV. Decision: IBU Regional Events – summer event support

The EB approved the proposed allocation of €81'695 to the 11 organizers of the summer events in the IBU Regional Event series. See Annex 7 for details.

V. Decision: Dual-career policy

The EB approved the IBU Dual Career Policy as presented (minor wording changes accepted). See Annex 8 for details.

VI. Decision: Research Grant 2022/23

The EB approved the proposed allocation of €50'000 to five university research projects recommended by the IBU Research Grant Working Group. See Annex 9 for details.

9. Communication

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

CD referred to his written report included in the meeting documentation.

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

CD and Jouni Oksanen presented an update on the digital ecosystem project following the first season with the new IBU mobile application and website, highlighting the gains realized in extending the IBU's digital reach and improvements in fan engagement on owned channels. According to a recent survey commissioned by the IBU, 90% of the fans rate the new IBU mobile app very good or good.

They reviewed the planned enhancements to the digital ecosystem. The IBU app will be further developed for the 2022/2023 season through the integration the World Cup events with local information, news, event details, ticketing, and notifications for on-site activities in editorial cooperation with the organizing committees. The budget for this was previously approved as part of the total investment in the digital ecosystem.

CD also noted the availability of additional free of charge highlight video content to Biathlon stakeholders including the NFs and athletes, starting with the 2022/2023 season (so-called reserved rights content). This is made possible by the new media contract with the EBU, and the new content hub solution developed by Eurovision. The content hub and several enhancements to the app will already be tested during the Summer World Championships in Ruhpolding in August.

A new digital marketing concept is also currently being developed for IBU's channels together with the marketing partner, Infront (see 6.2).

10. Finance and Administration

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

Referring to her written report, HFA highlighted recent work in her department on a new CRM system, GDPR (General Data Protection Regulation) compliance and improving the security of the IBU's IT infrastructure.

II. Report/Decision: Result 2021/22 (M. Eidenhammer)

HFA reported that the war in Ukraine has had a negative impact on the IBU's investment portfolio, leading to a write-off of €2.8 million in the value of investments. Given the continuing insecurity, it is difficult to anticipate future developments. Overall, however, the new financial policy has worked well, and has had a positive impact delivering interest income.

Due to a positive operating result of 2 million, the loss can be reduced by this amount. In the operating result, a total of €15.3 million in receivables from the IOC (OWG revenues) has been booked. To be able to further reduce the operating loss, not the full receivable (OWG revenues) is booked as temporarily restricted reserves but €14,76 million. Therefore, the IBU effectively reported an operating loss of €190,000. The EB thus decided to use the surplus of €195'000 from the previous fiscal year to avoid an operational loss.

Given the income from interest and similar sources, the EB decided to allocate the amount of €620'000 to restricted reserves.

III. Audit Report

The new Auditors BDO presented their report. Given the change to a new partnership, the process of auditing suffered from some inefficiencies and

clarifications that were required on several matters such as the language of reporting. However, the auditors provided a positive result for the IBU's fiscal management of the fiscal year 1 May 2021 - 30 April 2022. For details, see Annex 10.

IV. Decision: Budget frames 2023/24, 2024/25 and 2025/26 (N.Carlsson)
The EB approved the budget frames for the next three budget years, from 2023/24 until 2025/26, as presented.

11. Miscellaneous

During his report, the SG announced that he will resign from his position after three great years. It has been a difficult decision. The SG will continue to support the organisation until the end of September.

12. Meetings

I. EB meetings

- I. EB163, 14 September 2022 from 13 CET, Salzburg/AUT (Congress 2022)
- II. EB 164, 27-30 October 2022 (preliminary)

II. Other IBU meetings

- I. OC-meeting, 1-3 July, Oberhof/GER
- II. IBU Snow Network, 7-9 October, Oberhof/GER

III. Other meetings

- I.