

MINUTES

IBU Executive Board Meeting 180

Salzburg/AUT

Target 2030 Workshop, follow-up/update, July 8, 09:00-12:15

EB Meeting July 8, 13:00-17:00/July 9, 09:00-15:00

ATTENDANCE

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President ¹ - excused
SCHERER, Christian	IBU	Treasurer (virtually, partly, excl. workshop)
BOYGARD, Tore	IBU	Executive Board Member
DAFOVSKA, Ekaterina	IBU	Executive Board Member - excused
FARCNİK, Tim	IBU	Executive Board Member
EDER, Simon	IBU	Executive Board Member (excl. workshop)
SAGUEZ, Fabien	IBU	Executive Board Member (virtually, partly, excl. workshop)
SANTER, Nathalie	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
COBB, Max	IBU	Secretary General ²

Guests:

AMON, Paul		Auditor (for points 11.1-11.4)
BÖHM, Daniel	IBU	Sport & Event Director (SD)
GERASIMUK, Dagmara	IBU	Development Director (DD)
HARRATI, Lucas	BIU	Unit Lawyer (virtually for points 5 and 6.5-6.6.)
KEIDEL, Christian		Legal advisor (virtually for points 6.5-6.6.)
KLEINEISEN, Hannes	IBU	Director of Finance and Administration (DFA)
MCKENNA, Greg	BIU	Head of BIU (for points 5 and 6.5-6.6.)
RAKIC, Riikka	IBU	Head of Strategy, Sustainability & Governance (HSS)

¹ Further referred to as VP

² Further referred to as SG

AGENDA

IBU Executive Board Meeting 180

Salzburg/AUT

July 7, dinner 19.00/July 8, 09.00-17.00/July 9, 09.00-17.00

Target 2030 Workshop, follow-up/update, July 8, 09.00-12.00

1. President's Welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
4. Reports, General
 - 4.1. President
 - 4.2. Other EB members
 - 4.3. Secretary General
5. Biathlon Integrity Unit
 - 5.1. Report: "BIU" (F.Steinle)
 - 5.2. Report/decision: Ongoing investigations
6. Reports, Overall and Strategy
 - 6.1. Target 2030, (O.Dahlin, M.Cobb, R.Rakic), July 8, 09.00-12.00
 - 6.2. Report: WOF Strategy (M. Cobb)
 - 6.3. Report: Organisational structural review (M.Cobb)
 - 6.3.1. Decision: IT personnel
 - 6.4. Report: IBU's commercial model (M. Cobb)
 - 6.5. Report: "Sustainability" (R.Rakic)
 - 6.6. Report/Decision: Governance (R. Rakic)
 - 6.6.1. Decision: Governance Working Group proposals for Congress 2026
 - 6.6.2. Report: WOF Governance Review
 - 6.7. Report: IOC Policy on the Protection of Female Category in Olympic Sport (R.Rakic)
 - 6.8. Report: NF Membership (D.Gerasimuk)
 - 6.8.1. Decision: NF ISL full membership application
 - 6.8.2. Report/Decision: Inactive members
 - 6.9. Report: Suspended members (Monitoring Working Group)
7. Media and Marketing
 - 7.1. Report: "Media" (M.Cobb)
 - 7.1.1. Media measurement
 - 7.1.2. EBU Update
 - 7.2. Report: "Marketing" (M.Cobb)
8. Sport & Event
 - 8.1. Report: "Sport and Event" (D. Böhm)
 - 8.1.1. Report: LOF 26 planning status and budget
 - 8.1.2. Report: WCH applications 2031

- 8.1.3. Report/Decision: Youth Festival 2028
- 8.2. Decision: Proposals from TC 68
- 8.3. Decision: NF contributions season 2026/2027
- 8.4. Report/Decision: Advertising Rules Review
- 8.5. Decision: IBU regulation for "other events"
- 8.6. Decision: IBU Participant Declaration (Membercenter)
- 8.7. Report: Para Biathlon (R. Rakic)
 - 8.7.1. Decision: Rule Change Proposals from the Para Biathlon Working Group
- 9. Development
 - 9.1. Report: "Development" (D. Gerasimuk)
 - 9.1.1. Report: Regional Events Winter 2026/2027
 - 9.2. Report: Academy
 - 9.3. Decision: CCG 2026/2027 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. Report: Financial Review FY 2025/26
 - 11.3. Report: Financial Statements of IBU GmbH
 - Report: Audited Financial Statements 2025/26 & Auditor's Report
 - 11.3.1. Report: Audited Financial Statements
 - 11.3.2. Report: Auditor's Report
 - 11.3.3. Decision: Capital Contribution to IBU GmbH
 - 11.3.4. Decision: Approval of Annual Financial Statements for FY 2025/26
 - 11.4. Report and Decision: Budget 2026/27 (Final)
 - 11.4.1. Decision: Operating and Capital Expenditures Budget 2026/27
 - 11.5. Report: Agreement with Siwidata
 - 11.5.1. Financial Summary
 - 11.5.2. Decision: Approval of Agreement with Siwidata
- 12. Miscellaneous
 - 12.1. Report: Congress 2026 (R.Rakic)
 - 12.2. Report and Decision: Honors and Awards (R.Rakic)
 - 12.2.1. Report: Hall of Fame 2027 (D. Gerasimuk)
- 13. Meetings
 - 13.1. EB meetings
 - 13.1.1. EB181 August 13, 2026, 15.00 CET, Virtual - Congress Handbook approval
 - 13.1.2. EB182 Sept 16, 2026, Berchtesgaden/GER

13.2. Other IBU meetings

13.2.1. IBU Congress Sept 17-20 2026, Berchtesgaden/GER

13.3. Other meetings

13.3.1. Olympic Day, June 23, Lausanne/SUI

13.3.2. IOC Session, June 24-25, Lausanne/SUI

13.3.3. WOF G.A., 5 October, Lausanne/SUI

13.3.4. IF Forum, 5-7 October, Lausanne/SUI

13.3.5. IPC Membership Gathering, 7-9 Nov, Berlin/GER

13.3.6. WADA Foundation Board, 26 Nov, Astana/KAZ

14. Executive Session

Effective: 29 June 2026

MINUTES

IBU Executive Board Meeting 180

Salzburg/AUT

Target 2030 Update, July 8, 09:00-12:15

Meeting July 8, 13:00-17:00/July 9, 09:00-15:00

1. President's Welcome

The President welcomed the Executive Board members, including Simon Eder, the new IBU Athlete Committee representative to the EB, who was attending in-person for the first time.

The meeting began with a morning workshop on the Target 2030 strategy designed to provide the EB members with an update on the ongoing implementation work and gain feedback into current areas of focus, as well as for the IBU management team members to discuss priorities and to identify key decisions upcoming in the next 24 months.

Following the Workshop, the meeting continued with the formal EB meeting agenda.

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

The agenda was approved as distributed and no announcements of conflict of interest were received.

3. Circular decisions between EB Meetings

There were no circular decisions taken between EB 179 and EB 180.

4. Reports, General

4.1. President

The President referred to his written report and noted a few highlights:

- The Winter Olympic Federations (WOF) are working on a four-year strategic plan to be approved in October 2026.
- The past season saw several medal reallocations take place as long-lasting anti-doping cases saw their sought conclusions. Unfortunately, the medals from Russia were not returned as requested.
- The annual Balkan Conference was held in Thessaloniki/GRE and demonstrated the benefits brought by the cross-national cooperation which helps the individual NFs and contributes to overall development in the region.

- A recent meeting with the new leadership NF GEO showed a re-start of activity and provided information on plans to leverage the legacy of EYOF 2025 in Georgia.
- Several opportunities were provided by the IOC to the IFs to engage in a dialogue as part of the 'Fit for the Future' review process over the last year.
- The WADA regional symposiums were held virtually due to the war in the Middle East.

In addition, the President referred to the positive decision of the IOC EB of 7 July 2026 to include the Single Mixed Relay into the Olympic program from the French Alps 2030 Olympic Winter Games.

He also reported on an ongoing dialogue with the International Masters Games Association (IMGA) that will host the next edition of World Winter Masters Games including biathlon in 2028 in Lahti/FIN, a location which is currently working towards an IBU B license.

4.2. Other EB members

Nathalie Santer reported on being part of the Mental Health Working Group and the Monitoring Group, as well as attending a recent IBU coaching course at Obertilliach/AUT and the International Youth / Para Biathlon Development Camp in Antholz/ITA. She highlighted the benefits delivered by the Olympic legacy infrastructure there. She also attended the Otepää/Tartu OC meeting in mid-June.

Tore Boygard attended the IBU Partner Summit and the World Cup Finals 2026 in Oslo, as well as meetings with the Oslo 2029 organizing committee and with the NF NOR. He also participated in the Liatoppen youth event, the May TC meeting in Munich while also attending 14 of the 19 Closing the Competition Gap virtual meetings with the various NFs that are part of the program.

Dr. Franz Steinle reported on meetings of the Monitoring Group and BIU Board, reports from which are included on the meeting agenda.

Tim Farcnik attended the Partner Summit in Oslo, the Sustainability Commission meeting in Munich, the Sustainability post-season Roundtable, the Balkan Conference in Thessaloniki/GRE, the OC meeting in Tartu/EST as well as some 35 meetings with different NFs during the spring. He also joined select meetings with the media and marketing partners together with the President and SG.

Christian Scherer shared his regrets for being unable to join the meeting in person due to his upcoming transition to a new position in private business, leaving his current role as CEO of Ski Austria (NF AUT).

Fabien Saguez also apologized for not being able to attend in person due to commitments to progress important foundational work with the organizing committee of French Alps 2030. He reported on the recent launch of the new Biathlon Run series in France in June.

4.3. Secretary General

The SG reflected on a challenging season that included not only the delivery of the Milano-Cortina 2026 Olympic Winter Games but also various discussions concerning future partnerships with the EBU and Infront, the IBU's media and marketing partners.

He complimented the staff working at full capacity for months on end. Notably, the Sport & Event Department led by Sport & Event Director Daniel Böhm, managed to execute the full program consisting of the Milano-Cortina 2026 Games and the annual World Cup and other IBU series seasons, in addition to launching the Loop One Festival. Their efforts rightly culminated the Single Mixed Relay gaining Olympic status at the 2030 Games.

The EB Target 2030 workshop also showed great progress made in building on the foundation set by Target 26, with the extended development program under Target 2030. The latest data show that the Development Department led by Dagmara Gerasimuk has now delivered training courses for over 400 coaches, invested more than €2 million in targeted NF support under the Closing the Competition Gap strategic priority program, and launched a truly global Biathlon 4 All program and the International Biathlon Day in the last 18-24 months.

The addition of Hannes Kleineisen as the Director of Finance and Administration in March 2025 has brought great clarity and professionalism to the management of IBU's finances and administration with the quality of financial reporting reaching a new level.

While Communications Director Christian Winkler is enjoying his paternity leave, his extended communications team has celebrated the results documenting the delivery of record-breaking reach and engagement levels during the Olympic / Paralympic season 2025/2026 and massive growth since the launch of the new IBU digital ecosystem in season 2021/2022.

Meanwhile, the BIU, led by Greg McKenna, has delivered very significant steps to establishing a new NF governance framework along with their work on advancing wellbeing in the Biathlon Family and achievements in safeguarding much exceeding expectations from an integrity unit of this size.

Meanwhile, the Strategy and Sustainability Department led by Riikka Rakic managed the successful, first-ever delivery of the Paralympic Winter Games biathlon under the IBU's governance in Val di Fiemme/ITA in unusually warm spring conditions and an environment that required balancing firm direction and delicate maneuvering in addition to daily work on Target 2030 and running a sustainably program which won the IOC's Climate Action Award 2025.

The new Marketing Department will be starting work from mid-July, as discussions concerning contract prolongation with the IBU's media partner are underway.

Altogether, these are ambitious projects that put a severe strain on the staff. This was also evident in the results of the organizational review process that commenced in April. The feedback from staff consultation consisting of interviews and an online survey revealed a significant gap in supporting services, such as IT (as also highlighted by the IBU's auditor), executive support, and human resources.

5. Biathlon Integrity Unit

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

Greg McKenna, Head of the BIU, referred to the BIU's written report. He highlighted the ongoing work to implement the new NF Governance Framework which has seen a positive response among the nations with more than 80% engaging and only 11 NFs yet to respond (status end of June). The BIU plans to run a NF leader workshop on the Framework during Congress 2026 (afternoon of Thursday, 17 September).

Kristel Kiens, an Estonian native, has been appointed as the IBU's new Well-Being Manager and will commence her work in August 2026. In addition, Tanja Ketola from Finland has been engaged as Anti-Doping Coordinator (maternity cover).

To further advance the implementation of the Safeguarding Policy (see 5.6), the BIU has recently completed a Train-the-Trainer education program. Additionally, it continues to participate in the EOC's Safe Harbour project funded by an Erasmus+ grant. The project aims to boost the capacity of the European sports movement to respond to safeguarding concerns and violations by classifying safeguarding responses within and across Europe.

5.2. Report/decision: Ongoing investigations

The EB received a report on the pending case of NF Serbia that has not provided the required financial information despite several requests from the BIU since December 2025. Consequently, concerns related to the federation's governance continue to persist.

Following receipt of the BIU's report, the EB decided to demote the NF Serbia to the status of a provisional member until it has received the required information.

6. Reports, Overall and Strategy

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

As part of the EB workshop, the management team project leads from the different departments delivered updates on the current work focused on the four Executive Board priorities and the eleven projects that are being implemented under the Target 2030 umbrella.

6.2. Report: WOF Strategy (M. Cobb)

The SG referred to the draft strategy distributed pre-meeting and indicated that the approval is planned in October 2026 at the bi-annual fall meeting of the WOF.

6.3. Report: Organisational structural review (M.Cobb)

A specialist consultancy has been working with the management team and IBU staff since April to review the suitability of the organizational structure for the scope of daily operations and for the implementation of the objectives in the Target 2030 plan. The SG referred to the written status report and initial findings from the consultation. The management team will continue to process the recommendations, and the process is expected to extend until mid-2027. However, main pain points and short-term action items are already being addressed, e.g. concerning the lack of enabling services, such as IT and HR (see 6.3.1).

6.3.1. Decision: IT personnel

The EB decided to approve the establishment of a position for an IT professional within the Finance & Administration Department with funding from the dedicated Target 2030 project budget.

The EB also highlighted the importance of re-starting recruitment for an executive assistant for the Secretary General and President immediately.

6.4. Report: IBU's commercial model (M. Cobb)

The EB again expressed its support for a hybrid model consisting of internal IBU resources supported by an agency. This model will now be used to further develop IBU's commercial program and be the basis for future agency cooperation in cooperation with relevant stakeholders.

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

The HSS referred to her written report. She highlighted the ongoing consultancy project with IOC TOP partner Deloitte that the IBU received as a prize for winning the IOC Climate Action Award 2025. The so-called "Climate Lab" project is focused on future-proofing the IBU's new Sustainability "Roadmap to 2030" for relevance against IBU's overall business objectives and effectively onboarding the new Executive Board on the sustainability program post Congress.

A replacement for Theresa Heinsinger, IBU Sustainability Manager, who resigned after seven years of service, is expected to be onboard in Q4/2026.

6.6. Report/Decision: Governance (R. Rakic)

6.6.1. Decision: Governance Working Group proposals for Congress 2026

The EB received a report from the Governance Working Group. In addition to the motions to Congress 2026 already approved by EB 179 the following decisions were made:

The EB decided to approve the proposal for the establishment of an Arbitral Tribunal for disciplinary matters and related proposals for changes to the Constitution to be forwarded as a motion to the 2026. Separately, it decided to approve the Procedural Rules for the operation of the Tribunal.

The EB decided to approve the proposal to amend Article 38 'Official Languages' to be forwarded as a motion to Congress 2026.

The EB decided to approve the proposed changes to the IBU Rules of Honours effective immediately. Notably these include a description of the role of the Honorary President.

The EB further decided to approve the revised IBU Safeguarding Policy as circulated.

The EB also reviewed the latest proposal for changes to the IBU Constitution and Integrity Code required for the IBU to adopt the new WADA code from 1 January 2027. The final version of the changes will be included in the Congress Handbook to be presented at EB181.

6.6.2. Report: WOF Governance Review

The EB received a report on the delivery of the IBU's Governance Roadmap and an update on the upcoming 6th review of governance for winter IFs. This work is well-aligned with the Target 2030 plan, in which integration of the underlying principles was elevated to one of the IBU's four strategic priorities. The IBU aims to improve its score from 2024, when it achieved the top rank among the winter IFs, by approximately eight points.

6.7. Report: IOC Policy on the Protection of Female Category in Olympic Sport (R.Rakic)

The EB acknowledged the new IOC policy on the Protection of Female Category applicable from the Los Angeles 2028 Olympic Summer Games and tasked the management team to bring a proposal for a task force and a timeline for implementation in IBU structures to the first meeting of the new EB in Q4/2026.

6.8. Report: NF Membership (D.Gerasimuk)

The EB received the DD's report on new applications for provisional membership.

The EB clarified that the €5'000 application fee for new provisional membership applications also applies in cases where another national governing body is challenging the position of a current IBU national member federation.

6.8.1. Decision: NF ISL full membership application

The EB decided to approve the proposal from the DD to forward a motion to Congress 2026 to accept NF ISL as a full member.

6.8.2. Report/Decision: Inactive members

The EB received a report on inactive members based on compliance with Article 6.1.6. in the IBU Constitution. The review indicates that several member federations have not participated in IBU competitions for at least two consecutive seasons and have provided little or no evidence of ongoing biathlon activities.

The EB decided to adopt a procedure to verify the NFs' activity status before each Ordinary Congress as follows:

- 1. DD contacts all NFs identified as potentially inactive and requests evidence of compliance with Article 6.1.6 of the IBU Constitution.*
- 2. For NFs that fail to respond within a period of two weeks, the IBU will issue a formal notice informing them that their membership status will be reviewed by the Executive Board due to potential non-compliance with Article 6.1.6*
- 3. The EB will confirm the concerned NF's membership status in a formal meeting and decide on any action in accordance with Article A4.2 no later than 30 days before the start of the Ordinary Congress.*

This procedure will apply before each Ordinary IBU Congress following the conclusion of the prior season.

6.9. Report: Suspended members (Monitoring Working Group)

Biathlon Federation of Belarus (BiFB) – NF BLR

The Executive Board noted that, pursuant to the mandate given to it by Congress, it continues to monitor and review the situation concerning the BiFB. The IBU National Federation Monitoring Group is assisting the Executive Board by gathering and assessing relevant information. The Monitoring Group reported about the letter received from BiFB and its meeting with BiFB officials on 01 July 2026.

Russian Biathlon Union (RBU) - NF RUS

The Executive Board took note of the letter sent by RBU and the report "Update on the Russian Biathlon Union" of the Monitoring Working Group established by the EB to monitor any change in conditions in relation to the suspension of the RBU.

The Executive Board decided that the conditions defined by the Congress 2022 for lifting the suspension of the RBU have not been fulfilled, and thus the suspension decision of September 2022 remains in effect. The Congress is to be informed accordingly.

At the Congress 2026, the Executive Board will move for confirmation that the mandate granted to the EB – in accordance with the Congress resolution of September 2022 – regarding the fulfillment of the reinstatement conditions remains valid.

7. Media and Marketing

7.1. Report: “Media” (M.Cobb)

7.1.1. Media measurement

The EB acknowledged the positive report on the IBU’s media presence during the 2025/2026 Olympic / Paralympic season. All available measurement reports indicate global interest in biathlon in 2025/2026 was record breaking:

- The daily fan engagement was up 30% vs 2021/22 across major biathlon markets
- TV Viewer Hours for the season jumped an impressive 25% vs 2024/2025
- Olympic viewer hours were up 40% when normalized with respect to the Russian market and host country effects
- Olympic viewer hours from France, Italy and the USA showed the great potential for growth
- The Communications Department’s digital “Reach 26” initiative succeeded far beyond all expectations with multiples of growth vs 2021/2022

7.1.2. EBU Update

Discussions with the EBU have progressed well, and have incorporated both internal and external expert advice.

7.2. Report: “Marketing” (M.Cobb)

A workshop concerning the scope of work for the new department is scheduled in mid-July. Discussions about the future marketing set up will continue over the next several months.

Given the results of the analysis of the IBU’s commercial model, the EB decided to re-name the new function as the Commercial and Marketing Department.

8. Sport & Event

8.1. Report: “Sport and Event” (D. Böhm)

The SD referred to his written report and provided key highlights. As a staffing update, Linn Tremmel has joined the Sport & Event Department, moving internally from the position as Marketing Projects Manager under the Secretary General to serve as an Event Manager with focus on fan-facing event elements

and the overall event experience.

8.1.1. Report: LOF 26 planning status and budget

The EB received a report on the Loop One Festival (LOF) on 17-18 October 2026. Following a thorough review and incorporation of learnings from the first edition, the planning for the 2nd edition of the Loop One Festival is progressing well.

To evaluate the Loop One Festival against its broader strategic objectives and contributions to the long-term development and positioning of the sport of biathlon, the S&E department will develop a formal evaluation framework to apply to the 2026 edition to be discussed at EB 181.

8.1.2. Report: WCH applications 2031

Two applications for hosting the WCH 2031 were received from Kontiolahti/FIN and Östersund/SWE by the 1 May deadline. The evaluation process will proceed as outlined in the [process](#) document.

As per the requirements in the Constitution, the Executive Board will make a proposal to Congress 2026 to appoint the host for WCH 2031 upon receipt of a report from the Evaluation Commission.

8.1.3. Report/Decision: Youth Festival 2028

The EB decided to approve the introduction of the IBU Youth Festival as a new international youth event, with the inaugural edition to be conducted in 2028 and task the Sport & Event and Development Departments with finalizing the event concept in consultation with stakeholders. This will also include defining the final event format, competition program and participation framework; conducting the hosting application and allocation process; and implementing the inaugural edition of the IBU Youth Festival in 2028.

The call for interested hosts will be completed in time to allow communication of the event date and location in 2026.

8.2. Decision: Proposals from TC 68

The EB decided to approve the following proposals from the TC:

- *IBU Cup and OECH schedule 2026/2027*
- *Junior Cup and JWCH schedule 2026/2027*
- *IBU World Cup schedule 2027/2028*
- *The Qualifying Point calculation model for IBU Junior Cup and Regional Events*

It also took note of the changes to the Green Rules in the ECR made by the Technical Committee.

The EB further decided to approve the proposed changes to the Yellow Rules of the ECR and to forward the proposal for changes to the Red Rules to be presented as a motion to Congress 2026.

The updated ECR will be published after Congress.

8.3.Decision: NF contributions season 2026/2027

The EB decided to approve the proposed NF contributions for season 2026/2027. (See Annex 1 8.3_Annex1_EB180_NF_contributions_2026-2027)

8.4.Report/Decision: Advertising Rules Review

The EB decided to approve the IBU Advertising Rules 2026-2030 as circulated. The final version will be published upon final alignment with the Media and Marketing Rights Holders.

8.5.Decision: IBU regulation for “other events”

The EB decided to approve the [IBU regulation for “other events”](#) to be published as a document separate to the ECR. (See Annex 2 8.5._EB180_Other_events_regulation)

8.6.Decision: IBU Participant Declaration (R. Rakic)

The EB decided to approve the revised IBU Participant Declaration that will apply universally to all participants (athletes or officials) partaking in IBU competitions in the Olympic and Paralympic streams as well as in any other IBU activities such as camps and courses. The revised Participant Declaration will be implemented as part of the upgrading of the IBU's Membercenter profiles in advance of the season 2026/2027.

8.7.Report: Para Biathlon (R. Rakic)

The EB acknowledged the growth of the Para Biathlon Development Support program in the season 2026/2027 to include 19 national federation projects receiving support amounting to a total of €200'000.

EB also took note of the recommendation of the Governance Working Group for the new Executive Board to consider the Para Biathlon Governance Roadmap that includes the introduction of a para-athlete representative into the Executive Board, to be proposed as a motion to Congress 2028.

8.7.1. Decision: Rule Change Proposals from the Para Biathlon Working Group

The EB decided to approve the proposals to the Para Biathlon Event and Competition Rules (ECR) as circulated.

The EB asked the Para Biathlon Commission (taking office after Congress) to review the Para Biathlon ECR and submit a proposal to differentiate them into Red, Yellow and Green Rules to clearly identify which rules require EB or Congress approval and which are within the remit of the Para Biathlon Commission to approve.

9. Development

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

The DD provided highlights of the report on the activities of the IBU Development Department (See Annex 3 9.1_EB_180 Report_Development).

9.1.1. Report: Regional Events Winter 2026/2027

The EB received a report on the applications for IBU Regional Events during the upcoming season.

9.2. Report. Academy

The DD provided highlights of the report on the activities of the IBU Academy (See Annex 4 9.2_ EB_180_Report_IBU_Academy).

The EB asked the NF France as one of the leading biathlon nations worldwide to also become involved in the activities of the IBU Academy.

9.3. Decision: CCG 2026/2027 support

The EB approved the proposal for the upcoming season's Closing the Competition Gap (CCG) support as circulated.

The EB also tasked the CCG project steering group to establish an expert group to review and propose solutions to the challenges that relate to the ski equipment currently identified by multiple NFs as key obstacles for closing the gap.

The EB further asked for a review of the areas and criteria used to provide support under the Closing the Competition Gap program during the three-year period 2027-2030.

10. Communication

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

The EB took note of the written reports submitted by the CD.

10.2. Decision: Digital Reach Bonus

The EB decided to approve the distribution of the Digital Reach Bonus as proposed, including an additional €100'000 atop the previous year's budgeted allocation as a special Olympic/Paralympic Season reward.

11. Finance and Administration

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

The DFA referred to his written report. He particularly highlighted the decision to engage a new Data Protection Officer and the ongoing initiatives to ensure compliance with data protection regulations and continuously improve the efficiency of the related processes.

- 11.2. Report: Financial Review FY 2025/26
- 11.2.1. Report: Financial Statements of IBU GmbH

The EB took note of the financial statements for financial year 2025/2026.

- 11.3. Report: Audited Financial Statements 2025/26 & Auditor's Report

Paul Amon, Auditor with Crowe, presented the results of the annual statutory audit in compliance with the Austrian code for associations. The auditors issued an Unqualified Audit Opinion confirming that the financial statements were prepared in accordance with Austrian GAAP.

- 11.4. Report: Audited Financial Statements

The EB took note of the Audited Financial Statements.

- 11.4.1. Report: Auditor's Report
- The EB received the Auditor's Report.

- 11.4.2. Decision: Capital Contribution to IBU GmbH

The EB decided to provide IBU Event and Marketing GmbH with sufficient financial resources in the form of equity contributions, from the International Biathlon Union, as the sole shareholder of IBU Event and Marketing GmbH, confirms that EUR 3.090.000 of the funds already transferred to IBU Event and Marketing GmbH shall constitute a long-term capital contribution and shall be recorded by IBU Event and Marketing GmbH as a capital reserve with effect from 30 April 2025. It is noted that IBU Event and Marketing GmbH is a long-term investment and that profits are expected to be generated in the future.

- 11.4.3. Decision: Approval of Annual Financial Statements for FY 2025/26

The EB decided to approve the Annual Financial Statements of the International Biathlon Union and of its wholly owned subsidiary, IBU Event and Marketing GmbH, for the fiscal year ended 30 April 2026 as presented, showing a balance sheet surplus of EUR 3.817.922,12 and total net assets of EUR 62.068.922,12 for the IBU, and a balance sheet loss of EUR 2.999.366,42 and total equity of EUR 190.633,58 for IBU Event and Marketing GmbH.

- 11.5. Report and Decision: Budget 2026/27 (Final)
- 11.5.1. Decision: Operating and Capital Expenditures Budget 2026/27

The EB decided to approve the Operating and Capital Expenditure Budgets of the IBU and IBU Event and Marketing GmbH for the fiscal year 2026/27 be approved as presented. Where required, budgeted costs may be reallocated between the IBU and IBU GmbH to reflect the entity in which the respective costs are ultimately incurred. In addition, justified reallocations within the approved budgets may be made, provided that the overall approved Operating and Capital Expenditure Budgets are not exceeded.

The EB also acknowledged the Budget frames for FY 2027/2028, 2028/2029 and 2029/2030.

11.6. Report: Agreement with Siwidata

11.6.1. Financial Summary

The EB received an overview of the financial conditions.

11.6.2. Decision: Approval of Agreement with Siwidata

The EB decided to approve the agreement with Timing and Data services provider Siwidata for 2026-2030.

12. Miscellaneous

12.1. Report: Congress 2026 (R.Rakic)

The EB received a report on the planning of Congress 2026. 58 NFs have registered to participate, and preparations are advancing well.

12.2. Report and Decision: Honors and Awards (R.Rakic)

The EB reviewed the proposals for Honors and Awards with final decisions to be taken at EB181.

12.2.1. Report: Hall of Fame 2027 (D. Gerasimuk)

The Hall of Fame 2027 induction ceremony will take place on 11th February 2027 in Otepää/EST.

12.3. Decision: Commissions and Working Groups

The EB decided that the membership of the different Commissions and EB-appointed Working Groups will end at Congress 2026. The Commissions' Terms of Reference will remain valid. A call for members in the existing Commissions will be issued on 1 September and close on 30 September to be confirmed by the new EB elected after Congress 2026. The new EB will also review the structure of working groups under the EB.

13. Meetings

13.1. EB meetings

13.1.1. EB181 August 12, 2026, 14.00-17:00 CET, Virtual - Congress Handbook approval

13.1.2. EB182 Sept 15 2pm-6pm, Sept 16, 9am-3pm, Sept 17 9am-12pm
Berchtesgaden/GER

13.2. Other IBU meetings

13.2.1. IBU Congress Sept 17-20 2026, Berchtesgaden/GER

13.3. Other meetings

13.3.1. Olympic Day, June 23, Lausanne/SUI

13.3.2. IOC Session, June 24-25, Lausanne/SUI

13.3.3. WOF G.A., 5 October, Lausanne/SUI

13.3.4. IF Forum, 5-7 October, Lausanne/SUI

13.3.5. IPC Membership Gathering, 7-9 Nov, Berlin/GER

13.3.6. WADA Foundation Board, 26 Nov, Astana/KAZ

14. Executive Session

An executive session took place during the meeting.

Confirmation of the final minutes for EB 180



Olle Dahlin, President



Max Cobb, Secretary General

08/13/2026

EB180 Minutes_FINAL

Final Audit Report

2026-08-13

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