



MINUTES

Executive Board Meeting 160 Zhangjiakou/CHN – 14 February 2022 Oslo/NOR – 16 March 2022

Attendance List

DAHLIN, Olle	IBU	President (in person)
HAMZA, Jiri	IBU	Vice President ¹ (in person; virtual 16 March)
BOYGARD, Tore	IBU	Executive Board Member (virtual; in person 16 March)
CARRABRE, Jim	IBU	Executive Board Member (in person; excused 16 March)
COBB, Max	IBU	Executive Board Member (in person)
EGAN, Clare	IBU	Executive Board Member (in person partially; virtual 16 March)
LEHOTAN, Ivor	IBU	Executive Board Member (in person; virtual 16 March)
STEINLE, Franz	IBU	Executive Board Member (in person)
CARLSSON, Niklas	IBU	Secretary General ² (in person)
<u>Guests:</u>		
BITTERLING, Felix	IBU	Sports & Event Director (SD, in person)
EIDENHAMMER, Margit	IBU	Head of Finance & Administration (HFA, virtual; in person 16 March)
GERASIMUK, Dagmara	IBU	Development Director (DD, virtual; in person 16 March)
OKSANEN, Jouni	IBU	Digital Project Manager (virtual 15 March)
MCKENNA, GREG	IBU	Head of Biathlon Integrity Unit (HBIU, in person)
RAKIC, Riikka	IBU	Senior Project Manager (virtual; in person 16 March)
WINKLER, Christian	IBU	Communications Director (in person)

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

AGENDA

IBU Executive Board Meeting 160, part I
2022-02-14 14:00 (7:00 CET) Beijing/CHN

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 – situation report (N. Carlsson)
 - II. Report: WG Constitution – situation report + Governance – situation report (N.Carlsson/F.Steinle/O.Dahlin)
 - III. Report/Decisions: Policies, Guidelines and Instructions (N.Carlsson), 22-03-16/17
 - IV. Report: Criteria Follow-up RBU (F. Steinle)
 - V. Report: Biathlon Integrity Unit (BIU) (F. Steinle)
 - Meeting with BIU, 22-03-16/17
 - VI. Report: IBU membership/NF-change (N.Carlsson)
 - VII. Report: Para Biathlon (N.Carlsson/T.Boygard/M.Cobb)
6. Media and Marketing
 - I. Report/update new EBU-agreement (N.Carlsson), 22-03-16/17
 - II. Report/update new Infront-agreement (N.Carlsson), 22-03-16/17
7. Sports & Event
 - I. Report: Update "Sport and Events" (F. Bitterling)
 - II. Report: WG Fluor (M. Cobb)
 - III. Discussion: (active) Coach Representative in TC from 2022 onwards
8. Development
 - I. Report: Update "Development" (D. Gerasimuk), 22-03-16/17
9. Communication
 - I. Report: Update "Communication" (C. Winkler), 22-03-16/17
 - II. Report: Digital Ecosystem, project up-date (C. Winkler), 22-03-16/17
10. Finance and Administration
 - I. Report: Update "Finance and Administration" (M. Eidenhammer), 22-03-16/17
 - II. Report: Budget follow-up/Forecast 3 2021/22 (M. Eidenhammer), 22-03-16/17



- III. Discussion: Budget frames 2022/23 (N.Carlsson)
- IV. Decision: Budget frames 2022/23 (N.Carlsson/M. Eidenhammer) 22-03-16/17
- V. Discussion: Budget frames 23/24 and 24/25 22-03-16/17
- VI. Decision: COVID Staff Bonus

11. Miscellaneous

12. Meetings

- I. EB meetings
 - I. EB 160 part II, March 16-17, Oslo/NOR
 - II. EB 161, 18-20 June, Salzburg/AUT
- II. Other IBU meetings
 - I.
- III. Other meetings
 - I.



MINUTES, EB 160 Part I

1. President's welcome

The President welcomed the Executive Board members to the meeting in China, except for the Tore Boygard, who participated virtually.

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

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

3. Circular decisions between EB Meetings

The Event Task Force of the EB took the decision to grant additional support to the NFs participating in the YJWCH in the United States.

EB decided by circular decision on December 21st to award the WC Globe for Total Score 2013/14 to two athletes: Kaisa Makarainen/FIN and Tora Berger/NOR.

The decision follows a CAS verdict against Russian athlete Olga Zaitseva which has become legally binding recently. The sanctions by the Biathlon Integrity Unit (BIU) against Zaitseva include her disqualification from nine competitions of the 2013/2014 season for doping violations. The Total Score from that season has therefore been recalculated and resulted in Berger leading by a slight margin of four points ahead of Makarainen, who was originally ahead by five points at the conclusion of the season 2013/2014.

Since it is impossible to recreate the circumstances that each of those two athletes would have faced in the final competitions of the season and to champion fair play, the IBU EB has unanimously decided to award two Crystal Globes for the Women's World Cup Total Score 2013/14 and declare Tora Berger and Kaisa Makarainen as winners.

With this decision, the IBU has found a fair solution for both athletes based on the principle that clean athletes cannot be punished for the doping offenses of others. It also sends a strong message that, together with the BIU, the IBU will ensure those identified as being responsible for cheating, will be held accountable.

The IBU agreed with both athletes to have a common award ceremony at one of the BMW IBU World Cup Biathlon events. Berger will also be awarded the additional prize money for the Total Score win.

4. Reports, General

I. President

The President updated the EB about meetings with Presidents and Secretary-Generals of AIOWF, in which common topics and challenges concerning the Olympic Games were addressed in a cooperative and coordinated way.

II. Secretary General

SG referred to his written report and highlighted latest developments in the headquarters.

III. Other EB Members

The chair of the IBU Athletes Commission, Clare Egan, updated on the well-attended IBU Athletes Meeting in December 2021. The AC appreciated the opportunity to hold an athletes & coaches call with the IOC before the Olympics, which was joined by over 100 participants. The elections of the new athletes committee will be held in Kontiolahti (28 Feb – 6 Mar 2022) with the candidates who have registered.

5. Reports, Overall and Strategy

I. Report: Target 26 – (N. Carlsson)

Overall, all Target 26 projects are progressing well. A more detailed report will be presented at the EB meeting in June.

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

The SG reported that progress is being made and that the group is working to present an update of the constitution for the EB to decide on a draft to present to the Congress 2022 in its June meeting.

III. Report/Decisions: Policies, Guidelines and Instructions (N.Carlsson), 22-03-16/17 Review to be presented at the EB meeting in June.

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

Franz Steinle reported about latest developments in this working group. The next official meeting with the RBU will be held in May. HBIU updated the EB about the criteria for RBU re-instatement. There has been progress in prevention; the RBU have provided a schedule of education events already delivered, with an education strategy document outlining future ambition. The BIU continue to cooperate with the Athletics Integrity Unit in its attempts to retrieve data from the Moscow Laboratory. One current challenge is the inability of Testing Authorities to analyse samples in Russia.

VP Jiri Hamza asked about the process towards the IBU Congress in September to decide about the RBU reinstatement. EB Member Franz Steinle confirmed a series of meetings will take place to discuss progress.

Clare Egan asked about the RUSADA's inability to test and analyse samples in a laboratory in Russia. HBIU said this had been raised with WADA and he hoped this situation would again be discussed in the coming months.

- V. Report: Biathlon Integrity Unit (BIU) (F. Steinle)
- Meeting with BIU, **22-03-16/17**

HBIU referred to his written report to the EB members updating on current legal cases, ERC follow-up and LIMS data. The BIU has finished the review of all LIMS data from WADA, and, at this stage, no further cases will be opened, using the data provided by WADA. However, the BIU will consider revisiting any previous source material, which may present it with opportunities. This decision was discussed by the EB.

EB Member Franz Steinle expressed his disappointment about the delay in progress concerning the ERC follow-up. The BIU have been awaiting the outcome of the Norwegian Police investigation. The BIU Board are keeping the situation under continuous review.

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

The SG informed about dialogue with Thailand that will hand in a membership request soon.

- VII. Report: Para Biathlon (N.Carlsson/T.Boygard/M.Cobb)

The SG updated the EB about a cooperation with FIS concerning the topics of being the governing body for para-biathlon and the delegation of executing para-biathlon events.

6. Media and Marketing

- I. Report/update new EBU-agreement (N.Carlsson), **22-03-16/17**
II. Report/update new Infront-agreement (N.Carlsson), **22-03-16/17**

7. Sports & Event

- I. Report: Update "Sport and Events" (F. Bitterling)
a) **COVID19 Situation Trimester 3 – Season 2021/22**

The SD informed the EB that all remaining events in Trimester 3 of the ongoing season are planned to be conducted as scheduled.

The COVID19 regulations are currently reviewed with IBU's Medical Advisory Group (MAG) and will be published by the end of the Olympic Winter Games at the latest. Clare Egan emphasized the big wish for athlete parties at WC and IC level at the end of the season. Such request will also be checked with the MAG before any decision will be taken.

b) Additional OC Support 2021/22

As discussed in the pre-season EB meetings, the need for additional support was evaluated, depending on the situation during the season

Status as of trimester 2 the following situations were faced:

- World Cups: OSD, LGB – with spectators; Hochfilzen, Oberhof, Ruhpolding & Antholz – without spectators

The EB decided to award additional support of 100'000€ per WC event that was held without spectators.

Note: This support would apply in case no spectators could be hosted at the remaining WCs in Finland, Estonia, and Norway.

- Junior Cup: the third event in Hochfilzen was cancelled as unvaccinated and non-EU-vaccinated could not take part; therefore 30% of the contribution shall be paid to the NF/OC, i.e., 19'500€ to cover the costs they already incurred.
- Support for other events as IBU Cup, OECH and YJWCH is seen as reasonable (as none of the events is counting with big income from spectators)

All amounts as stated above will be wired ASAP to the respective recipients.

c) Accommodation prices for NF teams from 2022/23 onwards

There is a need to adapt the prices for full-board accommodation, Category B from the next season onwards.

The decision below is proportional in line with the planned increase of NF Travel Support starting from next season, i.e., November 2022.

B-Category - broken down by event level:

All prices per person/day incl. full board in €

Differentiation between **Central Europe/Outside Central Europe**

WCH:



Double R – **130/140€**

Single R – **160/170€**

WC:

Double R – **110/120€**

Single R – **140/150€**

OECH/IBU Cup & YJWCH/JC & SB WCH:

Double R – **100/110€**

Single R – **130/140€**

Note: In case the local/regional price level is lower, the OC shall ensure that there is no unreasonable price increase of regular prices due to the maximum price for category B fixed by the IBU.

Two further topics in this regard shall be checked until the EB meeting in June 2022:

- Possibility of price cap for Category A accommodation: certain % above the regular price for the time in which the event is held + a possible add-on for full-board service
- Possibility for fixed accommodation price of the Host Broadcaster accommodation

d) Place/date for 2022's OC Meeting was fixed as follows:

July 1st – 3rd, 2022 in Oberhof/GER

II. Report: WG Fluor (M. Cobb)

Max Cobb updated the EB on the status of the fluor controls being conducted by the IBU during the ongoing season. He also informed about the development of an on-site fluor detection device, which is very promising.

An update will be sent out to all NFs shortly.

III. Discussion: (active) Coach Representative in TC from 2022 onwards

On proposal of the SD, the EB discussed a possible inclusion of an active coach in IBU's Technical Committee. As the EB showed to be in favor of such solution, a proposal for the ECR and Constitution will be worked out until the EB meeting in March 2022.

8. Development

I. Report: Update "Development" (D. Gerasimuk), **22-03-16/17**

II. Decision: Opening a job position for the IBU Education coordinator Hiring a full-time employee to coordinate the educational activities in IBU Academy. Start date April/May 2022

III. Decision: NFs development support 2022/2023 (appendix)

- IV. Decision: NFs development categories structure (criteria approval postponed to the next EB meeting)

NFs Development categories:

- A Advanced
- B Developed
- C Progressing
- D Basic**
- E Incomplete**
- F Inactive members**

- V. Decision: Delegation the authority to approve development project support up to 20 000 EUR to task group. The task group to be proposed by DD.
- VI. Decision: Approval of new development NFs support with laser rifle (appendix)

9. Communication

- I. Report: Update "Communication" (C. Winkler), **22-03-16/17**
- II. Report: Digital Ecosystem, project up-date (C. Winkler), **22-03-16/17**

10. Finance and Administration

- I. Report: Update "Finance and Administration" (M. Eidenhammer), **22-03-16/17**
- II. Report: Budget follow-up/Forecast 3 2021/22 (M. Eidenhammer), **22-03-16/17**

- III. Discussion: Budget frames 2022/23 (N.Carlsson)

The SG presented the budget frames for 2022/2023 comprising two options. The EB decided that the IOC contribution will be booked for the fiscal year 2022/2023.

The SG and the HFA then presented budget details based on this decision, which will be discussed in more detail at the Oslo meeting.

- IV. Decision: Budget frames 2022/23 (N.Carlsson/M. Eidenhammer) **22-03-16/17**
- V. Discussion: Budget frames 23/24 and 24/25 **22-03-16/17**

- VI. Decision: COVID Staff Bonus

A COVID Staff Bonus was approved according to the respective Austrian legislation.

11. Miscellaneous

12. Meetings

EB meetings

- I. EB 160 part II, March 16-17, Oslo/NOR
- II. EB 161, 18-20 June, Salzburg/AUT

Other IBU meetings



IBU

III.

Other meetings

IV.

AGENDA

IBU Executive Board Meeting 160, Part II
2022-03-16 Oslo/NOR

1. President's welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
4. Reports, General
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 - I. Report: Target 26 – situation report (N. Carlsson)
 - II. Report: WG Constitution – situation report + Governance – situation report (N.Carlsson/F.Steinle/O.Dahlin)
 - III. Report: Policies, Guidelines and Instructions (N.Carlsson), 22-03-16
 - I. Decision: Changes ToR Athletes Committee
 - IV. Report: Criteria Follow-up RBU (F. Steinle)
 - V. Report: Biathlon Integrity Unit (BIU) (F. Steinle)
 - VI. Report: IBU membership/NF-change (F. Steinle) + 22-03-16
 - VII. Report: Para Biathlon - agreement (N.Carlsson /T.Boygard/M.Cobb)
6. Media and Marketing
 - I. Report/update new EBU-agreement (N.Carlsson), 22-03-16
 - II. Report/update new Infront-agreement (N.Carlsson), 22-03-16
7. Sports & Event
 - I. Report: Update "Sport and Events" (F. Bitterling) + 22-03-16
 - I. Decision: Process WCH 2027 and Evaluation Commission
 - II. Report: WG Fluor (M. Cobb) + 22-03-16
 - III. Discussion: (active) Coach Representative in TC from 2022 onwards
8. Development
 - I. Report: Update "Development" (D. Gerasimuk), 22-03-16
 - II. Decision: Recruitment Education coordinator (D. Gerasimuk), 22-03-16
 - III. Decision: NFs development structure 2022-2026 (D. Gerasimuk), 22-03-16
 - IV. Decision: NFs development support based on NFs development structure 2022-2026 and main principles (D. Gerasimuk), 22-03-16
 - V. Decision: Delegate the authority to approve development project. (D. Gerasimuk), 22-03-16

VI. Decision: Laser rifle concept (D. Gerasimuk), 22-03-16

9. Communication

- I. Report: Update “Communication” (C. Winkler), 22-03-16
- II. Report: Digital Ecosystem, project up-date (C. Winkler), 22-03-16

10. Finance and Administration

- I. Report: Update “Finance and Administration” (M. Eidenhammer), 22-03-16
 - I. Decision: Update Investment Instruction
- II. Report: Budget follow-up/Forecast 3 2021/22 (M. Eidenhammer), 22-03-16
- III. Discussion: Budget frames 2022/23 (N. Carlsson)
- IV. Decision: Budget frames 2022/23 (N. Carlsson/M. Eidenhammer) 22-03-16
- V. Discussion: Budget frames 23/24 and 24/25 22-03-16
- VI. Decision: COVID Staff Bonus

11. Miscellaneous

12. Meetings

- I. EB meetings
 - I. EB 161, 18-20 June, Salzburg/AUT
- II. Other IBU meetings
 - I. TC-meeting, 12-13 May, Tirol/AUT
 - II. OC-meeting, 1-3 July, Oberhof/GER
- III. Other meetings
 - I.

Effective: 8 March 2022

MINUTES, EB 160 Part II

1. President's welcome

The President welcomed the Executive Board members to the Part II of the Meeting 160 held in conjunction with the World Cup Finals in Oslo/NOR.

The EB formally thanked the outgoing Sport and Events Director Felix Bitterling for his extraordinary contributions to the sport of biathlon in his various roles over nearly 13 years. His great dedication to his duties advanced the sport in meaningful and enduring ways. Over the last two seasons in particular his efforts, above and beyond all expectations, enabled the sport to go on as planned at the highest levels in a safe environment for the athletes, teams and all involved. The IBU is grateful for his many years of service and wishes him well in his future endeavours.

The President then welcomed Daniel Boehm to the meeting to ensure a smooth transition in the Sport & Events Department.

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

The meeting agenda was approved with priority in the first part of the meeting given to any decisions on the agenda. No potential conflicts of interest were announced.

3. Circular decisions between EB Meetings

The EB held a virtual meeting on 25th of February regarding reaction/consequences on Russian Invasion in Ukraine

The IBU President reported about a call with the NF Ukraine in which the federation announced that no Ukrainian athletes can compete in the upcoming biathlon events since all athletes have been drafted to the military.

The IBU Vice-President reported about a call with the President of the Russian Biathlon Union according to which the Russian government wants their athletes to compete in the final three stages of the BMW IBU World Cup.

The EB took notice of the IOC Executive Board's request earlier that day that no Russian or Belarussian national flag shall be displayed and no Russian or Belarussian anthem shall be played at international sport events this season.

The Sports Director reported that he was in close contact with the organisers of the final BMW IBU World Cup events this season in Kontiolahti (FIN), Otepää (EST) and Oslo (NOR) to understand any consequences on the implementation of the events. As of today, the events in Kontiolahti and Oslo could go ahead with Russian and Belarussian citizens being able to participate.

The Estonian government confirmed to the organisers and the NF that the event can be held, but expressed that Russians and Belarussians are not allowed to take part. The IBU Executive Board



took note of this decision and decided that the event will go ahead in Otepää. The same would apply if the Norwegian or Finnish hosts would implement similar restrictions.

After an intensive discussion which included legal input from the BIU, the EB decided the following concerning the participation of Russian and Belarussian biathletes in the remaining IBU events this season:

The Executive Board decided that Russian and Belarussian athletes are not allowed to compete under their flags at the remaining biathlon events this season but as neutral athletes. This includes:

- No Russian or Belarussian flags or symbols can be displayed at the venue
- The Russian nor Belarussian anthem will not be played at the events
- The Neutral athletes cannot score Nation Cup or Relay Score points

The EB also decided that the Ukrainian biathlon federation will keep its quota places from this season or alternatively if better the quota acc. to the rank after the last event with UKR participation in season 2021/22 for the next season, when they can hopefully return to international biathlon events.

The EB held a virtual meeting the 1st of March to continue to discuss the ongoing war in Ukraine and its consequences and came to the following conclusions:

Following the new IOC recommendations, the IBU EB has decided today not to allow the participation of any Russian or Belarusian athletes or officials at its international events until further notice including non-sports events organised by the IBU for its members. The EB will further discuss the suspension of the two national federations from their IBU membership, latest at the regular EB meeting on 17 March. The RBU has been relegated to provisional membership already in 2017, which means that there are no events held or planned in Russia until 2026 and no RBU representatives are holding any official's position in the IBU.

The EB believes this decision is necessary in order to stand in solidarity with Ukraine and the Olympic community, and to protect the integrity of IBU competitions and the safety of its participants in sport and non-sports events.

The EB once again condemns the Russian attacks on Ukraine and the support provided by Belarus, and reiterates its hope for an immediate end to the war.

Above all, the EB expresses its heartfelt condolences on the loss of former Ukrainian biathlete Yevhen Malyshev (19), who died this week serving in the Ukrainian military.

The 2nd of March the EB held a virtual meeting and addressed the following topics:

1. Process for Future potential additional sanctions for NF RUS and BLR

EB Member Franz Steinle and BIU Head Greg McKenna provided the EB with legal input on potential additional options towards the NFs RUS and BLR. For more information refer to the written documentation. The EB tasked the BIU and Franz Steinle to draft a written recommendation for the EB including scenarios on legal consequences as a basis for decision as soon as possible.

2. Answer on letter from NF Ukraine

The EB discussed the letter received by NF UKR about the cutting of ties with Russian stakeholders in biathlon. The EB discussed the letter and tasked the SG to draft an answer for the EB.

3. Activities to show Support for Ukraine

The EB decided to grant two Ukrainian junior biathletes starting rights at the World Cup in Otepää to send a signal of hope for Ukrainian athletes.

Moreover, the EB supports the gestures of support for Ukraine planned by the athletes. The EB also agreed to have a gesture of solidarity by the IBU before the competitions in Kontiolahti.

The EB further tasked the SG, SD and the Vice-President to work out a solidarity programme for Ukraine which will help the Ukrainian biathlon programme as soon as it is possible to return to the sport.

4. Reports, General

I. President

The President referred to his written report and highlighted his participation in the General Assembly of the World Master Games Association.

He further noted the clear position taken by the IOC on the Russian invasion of Ukraine that has been followed by most Olympic IFs.

The AIOWF has also been active in pursuing fruitful cooperation and a common approach to dialogue with the IOC.

The President proposed that the IBU send formal congratulations to Martin Fourcade on his election in Beijing to the IOC's Athletes Committee, which was supported by the EB.

II. Other EB-members

No reports were provided by other EB members.

III. Secretary General

The SG highlighted the fundraising campaign 'Biathlon for Ukraine' that was launched to provide the biathlon community with a way to come together to help provide immediate concrete support to the people of Ukraine through organisations that are working on the ground.

The Biathlon for Ukraine campaign entailed two ways of participation:

- 1) Direct donations to the Austrian Red Cross could be made through the Biathlonworld Facebook page, where a total of 20'709€ were donated by 20 March 2022. The IBU matched those donations up to 20.000€. The IBU's donation was made to a Ukrainian charity HOUP that provides medicine and medical help in Ukraine.
- 2) Contributing physical activity through the Active Giving app. By joining the Team "Biathlon for Ukraine," IBU athletes, other Biathlon Family members and fans could collect funds for the Austrian Red Cross. The exercise points were converted by the IBU in a ratio of 10 points = 1€ and a donation of 3608.85€ was made by the IBU on 21 March 2022.

All funds went directly to those in need with no fees charged by the campaign platforms.

The SG further noted that negotiations have proceeded on the prolongation of SIWIDATA's contract from 2022 onward, including a merger of PLARAS accreditation services with SIWIDATA, with an intention to sign the contract in the upcoming days.

The SG also discussed the reallocation of duties in the Sport & Events department following the departure of Felix Bitterling as of 31 March. In the interim period, these duties will be shared by Daniel Boehm as the main contact for questions related to sport and event topics, and by Borut Nunar for questions related to the World Cup, World Championships and Olympic Winter Games. Both will report directly to SG, with the rest of the team reporting to Daniel Boehm. No new recruitment is planned for the time being, however, the situation will be continuously reviewed to assess further staff needs.

Presented by the SG, the EB acknowledged the first IBU Sustainability Report 2021 that will be published on the IBU's website.

5. Reports, Overall and Strategy

I. Report: Target 26 – situation report (N. Carlsson)

Work on several Target 26 projects has progressed during the season. The SG confirmed that SD's five projects will be reallocated to other staff members. The frames of a Target 26 report against the 2022 goals will be prepared for the EB's June meeting while the full

Target 26 report for 2022 will be finalised for the Congress.

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

The SG noted that the Working Groups for Constitution and Governance have continued their work, and their reports will be reviewed as part of motions to the Congress in the EB's June meeting.

III. Report: Policies, Guidelines and Instructions (N.Carlsson), 22-03-16
Tabled to the EB's June meeting.

IV. Decision: Changes ToR Athletes Committee

Claire Egan outlined the suggested amendments to the Terms of Reference of the Athletes' Committee. The amendments were approved with a minor precision.

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

Given the situation with RBU following the Russian war in Ukraine and the EB's decisions, the follow-up on the reinstatement criteria is on hold.

VI. Report: Biathlon Integrity Unit (BIU) (F. Steinle)

HBIU provided an update on the latest timescales for open cases currently before the CAS and other pending cases. Recruitment process for a safeguarding and education officer is proceeding well, with a new hire expected to be onboard during Q2/2022.

VII. Decision: IBU membership/NF change (F. Steinle) + 22-03-16

Following the proposal of the Biathlon Integrity Unit (BIU), the EB decided to start procedures for the suspensions of the National Federations of Russia and Belarus with immediate effect.

The decision follows the IBU EB's previous measures to prevent Russian and Belarusian athletes from competing at IBU events to protect athletes and the sporting integrity of its competitions. The IBU EB agreed on additional steps on the basis that the Russian and Belarusian National Federations as representatives of their nations failed to uphold their humanitarian obligations in the spirit of the IBU Constitution, as per Appendix 4 Additional Provisions relating to NF Members, Article 4.2.1.4 D.

The suspension would be reviewed regularly by the EB, run through to the next Ordinary Congress in September 2022, and depend on the future development of the situation and behaviour of the suspended associations. Both National Federations were informed about the decision on 16 March 2022 and have seven days to react. After this period, the EB will consider the answers and take a final decision on the suspension.

As a general principle, a suspended national federation will not receive financial support during their suspension.

. The IBU EB also announced it has partnered with the National Federations of Austria, Czech Republic, France, Germany, Italy, Norway, Sweden, and Switzerland to provide much-needed support to the Ukrainian biathlon community. The IBU will work with the eight National Federations taking part in the project to host training camps for Ukrainian athletes and teams of all categories as soon as it is possible for them to travel outside of their country. This assistance will amount to up to €250'000. The funding allocation will be coordinated in cooperation between the National Federation of Ukraine, the IBU and the supporting countries.

VIII. Report: Para Biathlon - agreement (N.Carlsson /T.Boygard/M.Cobb)

The IBU and FIS have agreed in principle a cooperation on Para snow sports with some details still pending. An announcement is planned in due course.

6. Media and Marketing

I. Report/update new EBU-agreement (N.Carlsson), 22-03-16

SG provided an update on the national agreements that the EBU has so far concluded on broadcasting commitments for the contract period 2022-2026. Promising discussions are ongoing in several additional countries. With the new EBU contract in effect from the 2022-2023 season onward, a new technical annex will also apply.

SG also reported on the successful test of a new broadcasting concept at the YJWCH in Soldier Hollow and the IBU Cup in Ridnaun which will be implemented at the IBU Cup from the upcoming season.

II. Report/update new Infront-agreement (N.Carlsson), 22-03-16

SG shared a presentation from Infront on the implementation of the new marketing agreement from 2022-2026. The sponsoring concept stays the same with the six main sponsor positions filled whilst the data and timing sponsor position remains open. New LED installations and a new generation of illuminated banners are planned from next season onward. IBU and Infront continue to work to deepen partnerships with partners and have also begun to consider digital marketing opportunities. Infront has also taken initial steps to integrate sustainability into their services, e.g., lanyards and bibs.

The work to enhance the IBU World Championships brand is underway in cooperation with Infront and the IBU along with the IBU's design agency LOOP.

SG further presented an initial direction for the new IBU TV graphics that are in development in cooperation with the EBU and the designers.

EB member Cobb suggested to also review the IBU anthem and other jingles soon.

7. Sports & Event

- I. Report: Update “Sport and Events” (F. Bitterling) + 22-03-16
 - I. Decision: Process WCH 2027 and Evaluation Commission

For the 2027 WCH election, the same process will be used as for the election of the hosts for 2024 and 2025. The questionnaire has been updated since the previous election. The SG will lead the 2027 Evaluation Commission.

EB member Tore Boygard suggested the addition of a requirement for the entire bidding committees (OCs/NFs) to sign the IBU Integrity Code and the inclusion of a definition for the dimensions and purpose of the candidature presentation stands at the Congress (size, focus on information).

The EB approved the WCH candidature process and composition of the Evaluation Commission with these amends.

- II. Report: WG Fluor (M. Cobb) + 22-03-16
The teams have been offered the possibility to test the cleanliness of their skis with the fluor device including at the Oslo Finals. The athletes will also receive an update on the procedure being planned. A final test is planned for April 2022 before the final procedure for the 2022/23 season will be confirmed by IBU to all NFs.
- III. Discussion: (active) Coach Representative in TC from 2022 onwards
In principle fully supported by the EB, but tabled for detailed review until the June EB meeting as part of the review of motions to the Congress.

8. Development

- I. Report: Update “Development” (D. Gerasimuk), 22-03-16

DD referred to her written report. The draft of the dual career policy will be presented to the EB in June 2022.

The NF Development Info Day will be held on 30 March

The IBU and IBSF will be jointly organising a Gender Equity Forum on 4-6 May in Munich.

- II. Decision: Recruitment Education coordinator (D. Gerasimuk), 22-03-16
The EB approved the proposal by DD to recruit an education coordinator.
- III. Decision: NFs development structure 2022-2026 (D. Gerasimuk), 22-03-16
DD proposed to adjust the development structure from currently five categories to six categories, specifically dividing the category E into two groups with criteria for such division to be defined until the next EB meeting. The category names also to be reviewed

as part of this adjustment of the structure. The board approved the DD's proposal.

- IV. Decision: NFs development support based on NFs development structure 2022-2023 and main principles (D. Gerasimuk), 22-03-16

DD outlined the structural changes proposed for the 2022-2023 NF development support programme including separate support category for athlete recruitment, sustainability, and gender equality, the creation of a coach scholarship, introduction of customised development projects for countries as well as removal of the self-financed portion from the national partnerships (see Appendix 1). The EB approved the proposed structural changes to the NF development support programme.

- V. Decision: Delegate the authority to approve development project. (D. Gerasimuk), 22-03-16

Following the proposal of DD, the EB decided to delegate the authority to approve development project funding decisions within the approved budget frames to a task group consisting of a minimum of two EB members and a minimum of two IBU staff.

- VI. Decision: Laser rifle concept (D. Gerasimuk), 22-03-16

The EB supports the direction of the pilot project and looks forward to receiving more details at its next meeting (see Appendix 2).

9. Communication

- I. Report: Update "Communication" (C. Winkler), 22-03-16
Tabled until the EB meeting in June.

- II. Report: Digital Ecosystem, project up-date (C. Winkler), 22-03-16
SG presented a pre-report on the project KPIs based on data collected before the Finals week. The project has met the great majority of its KPIs for the initial season, with only two goals proving unachievable.
The future roadmap for the digital ecosystem will be presented in the June meeting.

10. Finance and Administration

- I. Report: Update "Finance and Administration" (M. Eidenhammer), 22-03-16
HFA provided a brief update on internal IT enhancements for the IT structure, CRM system, Office365 and data protection processes.
- II. Decision: Update Investment Instruction
The EB approved the proposed minor adjustment to the Financial Investment Instruction.
- III. Report: Budget follow-up/Forecast 3 2021/22 (M. Eidenhammer), 22-03-16
HFA presented the Forecast 3 for the current financial year.

IV. Discussion: Budget frames 2022/23 (N.Carlsson)

SG reviewed minor amends to the budget 2022/23 initially discussed in Meeting Part I in February.

V. Decision: Budget frames 2022/23 (N.Carlsson/M. Eidenhammer) 22-03-16

The EB approved the frames for the budget for the financial year 2022/23 as presented.

The EB also approved the planned investment for the Fluor Project and the pension model for the IBU staff as proposed.

VI. Discussion: Budget frames 23/24 and 24/25 22-03-16

SG presented the budget frames for the years 2023/2024, 2024/2025 and 2025/2026 for initial discussion with further discussion planned in June before presentation to the Congress in September.

VII. Decision: COVID Staff Bonus

Already approved in February, Part I.

11. Miscellaneous

n/a

12. Meetings

I. EB meetings

- I. Gathering 4th May, Munich/GER
- II. EB 161, 18-20 June, Salzburg/AUT

II. Other IBU meetings

- III. TC-meeting, 12-13 May, Tirol/AUT
- IV. OC-meeting, 1-3 July, Oberhof/GER

III. Other meetings

- V. IBU-IBSF Gender Equity Forum, 4-6 May, Munich/GER