

## MINUTES

IBU Executive Board Meeting 171  
11-12 June, Lenzerheide/SUI

### ATTENDANCE

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President <sup>1</sup>
SCHERER, Christian	IBU	Treasurer
BOYGARD, Tore	IBU	Executive Board Member
DAFOVSKA, Ekaterina	IBU	Executive Board Member
FARCNIK, Tim	IBU	Executive Board Member
HÄCKI-GROSS, Lena	IBU	Executive Board Member
SAGUEZ, Fabien	IBU	Executive Board Member
SANTER, Nathalie	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
COBB, Max	IBU	Secretary General <sup>2</sup>
<b><u>Guests:</u></b>		
BÖHM, Daniel	IBU	Sport & Event Director (SD)
EIDENHAMMER, Margit	IBU	Head of Finance and Administration (HFA)
GERASIMUK, Dagmara	IBU	Development Director (DD)
RAKIC, Riikka	IBU	Head of Strategy, Sustainability & Governance (HSS)
WINKLER, Christian	IBU	Communications Director (CD)

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<sup>1</sup> Further referred to as VP

<sup>2</sup> Further referred to as SG

## AGENDA

IBU Executive Board Meeting 171  
11-12 June, Lenzerheide/SUI

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. BIU - Joint Board Meeting with the Biathlon Integrity Unit Board (late afternoon June 11)
  - 5.1. Reports and updates
6. Reports, Overall and Strategy
  - 6.1. Target 26, update (M.Cobb/R.Rakic)
  - 6.2. Target 2030, update (O. Dahlin/M.Cobb/R.Rakic)
  - 6.3. Report: Staffing Plan, Two Year Look Ahead (M.Cobb)
  - 6.4. Report: Constitution Working Group (R.Rakic)
    - 6.4.1. Decision: Proposals for Congress 2024
  - 6.5. Review of Policies, Guidelines and Rules (M.Cobb)
  - 6.6. Review of Risk Inventory (M.Cobb)
  - 6.7. Report Governance Roadmap / WOF Survey
    - 6.7.1. First Review: IBU Human Rights Policy
7. Media and Marketing
  - 7.1. Report: "Media" (M.Cobb)
    - 7.1.1. Update EBU
  - 7.2. Report: "Marketing" (M.Cobb)
    - 7.2.1. Update Extending our reach: Growth Initiatives
    - 7.2.2. Update Digital Marketing
  - 7.3. Decision: Digital Reach Bonus
8. Sport & Event
  - 8.1. Report: "Sport and Event" (D. Böhm)
    - 8.1.1. Decision: Proposals from TC
    - 8.1.2. Decision: Event application and allocation procedure, EHD
    - 8.1.3. Decision: NF contributions season 24/25
    - 8.1.4. Decision: Prize Money 24/25 and mid-term plan through 25/26 - 26/27
    - 8.1.5. Update Para Biathlon (R.Rakic/D.Böhm)
    - 8.1.6. Update City Biathlon Event, Oct 2025

- 8.1.7. Update Lead regulations
  - 8.1.8. Update Fluor testing
  - 8.1.9. Decision: Late Applications
  
  - 9. Development
    - 9.1. Report: "Development" (D. Gerasimuk)
      - 9.1.1. Decision: Regional Event Support
      - 9.1.2. Decision: Development Project Support
      - 9.1.3. Development Commission Report
        - 9.1.3.1. Decision: International Biathlon Day last week of May 2025
        - 9.1.3.2. Report: Closing the Gap
        - 9.1.3.3. Update: Development Category 2024/25
- 
10. Communication
  - 10.1. Report: "Communication" (C.Winkler)
    - 10.1.1. Update: Project Digital Ecosystem
- 
11. Finance and Administration
  - 11.1. Report: "Finance and Administration" (M. Eidenhammer)
    - 11.1.1. Result 2023/24 - Draft Annual Report
    - 11.1.2. Decision: Budget 2024/25
- 
12. Miscellaneous
  - 12.1. Update: Congress 2024, Belgrade/SRB
  - 12.2. Membership applications
  - 12.3. Rules of Honours
    - 12.3.1. Decision: Rules of Honours update
    - 12.3.2. Proposals: Honours
- 
13. Meetings
  - 13.1. EB meetings
    - 13.1.1. EB 172, August 20, 14.00, virtual (Congress Handbook)
    - 13.1.2. EB 173 September 25-26 Belgrade/SRB
    - 13.1.3. EB 174 November 20-22 Munich/GER - Proposal
    - 13.1.4. EB 175 February 20-21 Lenzerheide/SUI - Proposal
    - 13.1.5. EB 176 June 16-17 Salzburg/AUT - Proposal
  
  - 13.2. Other IBU meetings
    - 13.2.1. OC Meeting, June 13-14, Lenzerheide/SUI
    - 13.2.2. Congress 2024, Sept 27-29, Belgrade/SRB
    - 13.2.3. Hall of Fame 2025, February 21, Lenzerheide – Proposal
  
  - 13.3. Other meetings
    - 13.3.1. IOC Session, July 22-24, Paris/FRA
    - 13.3.2. WOF General Assembly, Oct 21, Lausanne/SUI
    - 13.3.3. IF Forum, Oct 21-23, Lausanne/SUI
    - 13.3.4. ANOC General Assembly, Oct 30-Nov 1, Cascais/POR



13.3.5. WADA Foundation Board, Dec 5, Riyadh, Saudi Arabia

14. Executive Session

Effective: 5 June 2024

## MINUTES

IBU Executive Board Meeting 171  
11-12 June, Lenzerheide/SUI

### 1. President's Welcome

The President opened the meeting welcoming the Executive Board (EB) members, in particular the Athletes' Committee (AC) EB representative Lena Häcki-Gross, who attended her first meeting as a full voting member following the AC elections in March.

The meeting location close to the Roland Arena in Lenzerheide/SUI was chosen to provide an opportunity to the Biathlon Family to visit the venue of the upcoming World Championships 2025. A venue tour for EB members is offered by the Organising Committee (OC) Lenzerheide 2025 on 12 June.

Other IBU meetings during the week in Lenzerheide included the Para Biathlon Development Forum, the 2<sup>nd</sup> Mentorship Programme meeting, and the annual OC Meeting, traditionally held at the venue for the coming season's World Championships.

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

The agenda was approved as circulated on 5 June 2024. There were no announcements of conflict of interest.

### 3. Circular decisions between EB Meetings

There were no circular decisions taken by the board since EB170 in Nové Město na Moravě/CZE.

### 4. Reports, General

#### 4.1. President

The President referred to his written report listing his activities since EB 170 and expressed his pleasure in representing the IBU internationally given the good work being done.

He noted that preparations for the Olympic Winter Games Milano Cortina 2026 remain work-in-progress. While the IBU has full confidence in the experienced OC in Antholz, there is a concern about the location of the biathlon venue far from the other Olympic venues and about ensuring the proper Olympic experience for IBU athletes. Meanwhile, the construction of a new Sliding Center has started contrary to the OCOG's earlier decision.

The President also highlighted the annual WADA Symposium in Lausanne/SUI, where investigation and intelligence were at focus, while emphasising the importance of

continuing cooperation and exchange of information among the stakeholders in the anti-doping fight.

The WOF Council met during the SportAccord conference in Birmingham/GBR in April, including a joint meeting with the IOC, where the schedule for decisions regarding the Olympic Winter Games 2030 was discussed: the sport programme is expected to be finalised in mid-2024, the discipline programme in 2025, and the athlete quotas in the summer of 2026.

The President remains active in the IOC Sustainability and Legacy Commission where he has frequently highlighted the importance of legacy for sport in the respective hosting countries, not just the use of the Olympic venues post-Games.

He further mentioned a recent visit to Sofia and Bansko/BUL, to meet the President and Sport Minister of the Bulgarian Republic, and his attendance at the Balkan Conference. Bulgaria is interested in hosting the Winter Youth Olympic Games 2028, in addition to already announced candidates, such as Italy.

The IBU Development Commission Spring Meeting took place with the attendance of both the President and SG in Aragon/ESP, where a venue has been redeveloped in the Pyrenees with focus on developing young athletes.

At the recent European Olympic Committees (EOC) General Assembly in Bucharest/ROM, discussions concentrated on the topics of eSport and Artificial Intelligence (AI) and also addressed the topic of not having prize money at the Olympic Games. The Winter EYOF 2025 in Bakuriani/GEO is proceeding according to the plan with biathlon competitions. The 4<sup>th</sup> edition of the European Games in 2027 were awarded to Istanbul/TUR.

Finally, the President mentioned the recent presentation of the Piotr Nurowski Prize (PNP) 2024 for the Best European Young Athlete. The PNP is awarded by the EOC annually to a winter and summer sports athlete aged 14-18, who has excelled in their sport and embodied the Olympic values. Biathletes Antonin Guy (FRA) and Julia Tannheimer (GER) were awarded as 2<sup>nd</sup> and 3<sup>rd</sup>.

#### 4.1.1 Decision: Reclassification of temporarily restricted reserves

As part of the President's report, *the EB decided to approve an amended accounting method.*

In previous years, a temporarily restricted reserve was created from the income from the Olympic Winter Games, which was then released on an ongoing basis. The reserve was a provision for future contributions to NFs.

Since the payment of the provision is planned and payments to the NFs are made on an ongoing basis, the disclosure in equity was scrutinised and it was concluded that a disclosure under provisions would be more in line with the true and fair view.

In practical terms the funds are used in the same way and there is no change due to this reclassification, which is only a book-keeping issue.

#### 4.2. Other EB members

Nathalie Santer reported on her attendance of a planning meeting for potential Para Biathlon World Championships 2025 in Toblach/ITA.

Ekaterina Dafovska noted her attendance of the Balkan Conference, where the problems with snow in the region during the last season were discussed, as well as her attendance of the Development Commission meeting in Spain.

Tore Boygard referred to his attendance of the TC meeting and the large youth event, Biathlon Festival Liatoppen, in Norway.

Tim Farcnik commented on his visit to the IBU World Cup in Oslo/NOR, and complimented the excellent work of the organisers of the IBU Cup Finals in Obertilliach/AUT. He also mentioned the recent productive meeting of the EB's Media & Marketing Working Group and the group work presentations and meeting of the IBU's female leadership Mentoring Programme in Lenzerheide.

Franz Steinle referred to the joint workshop with the BIU Board for any updates.

Fabien Saguez reported on the planning of the French Alps candidacy for the Olympic Winter Games 2030 which is set to be confirmed at the IOC summer session in Paris/FRA, including the committee taking shape with key appointments pending.

#### 4.3. Secretary General

The SG referred to his written report. He highlighted the exceptional growth in the IBU's digital engagement and positive growth in TV viewership during the 2023/2024 season, which is significant in a downward TV market.

He also noted the concerns about concentration of success among very few biathlon nations and the EB's prioritisation of efforts that aim to help 'close the gap'.

The IBU remains in a strong financial position with a surplus result for 2023/2024, also thanks to the financial assets rebounding due to positive market trends.

The SG further reported on the full transition of the management of Para Biathlon to the IBU following the termination of a cooperation agreement with FIS as of 30 April 2024. He noted the constructive dialogue with the FIS Secretary General and Chair of the Para Snow Sports Committee to finalise a new agreement with focus on calendar planning, classification and anti-doping testing coordination.

The management team has invested in continued professional development despite the team working at full capacity during the busy springtime. AI training will be provided in October to increase staff efficiency further.

The IBU held its first ever Reach Summit with key industry partners on understanding viewership audience trends and is planning an IBU Partners' Summit during the World Cup Finals week in Oslo/NOR in March 2025 to share best practices, data and experiences in cooperation with the Holmenkollen Festival.

## 5. BIU - Joint Board Meeting with the Biathlon Integrity Unit Board

### 5.1. Reports and updates

The short joint BIU/EB Board Workshop aimed to strengthen the growth, fairness, and integrity of biathlon. With an emphasis on integrity's benefits for athletes, sponsors, and fans, the session adopted a workshop format rather than a traditional board meeting to maximise engagement and productivity. Following an input from the BIU on its activities during the previous 12 months, the workshop commenced with an introduction outlining the objective to develop a common understanding of integrity in biathlon.

Participants then divided into groups to discuss board collaboration, support mechanisms, and promoting a culture of integrity, with each group presenting their findings. Some of the key points included a commitment to strengthen integrity, incentives for good governance practices within National Federations and considerations on how the BIU could assist in making some of the IBUs rules easier to understand.

The session concluded with a summary of insights and proposed follow-up actions to ensure ongoing communication and monitor progress.

## 6. Reports, Overall and Strategy

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

The EB took note of the status of the ongoing implementation of the 15-month action plan until the Congress 2024.

A final report on the achievements under the Target 26 strategic plan will be prepared for the Congress 2024.

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

More than 20 NFs responded to the online survey on the draft Target 2030 plan with overwhelmingly positive feedback. Additional consultations were held with the OCs at the IBU OC meeting, the Technical Committee, IBU staff and other stakeholders. The final Target 2030 plan will be presented as part of the Congress documentation.



### 6.3. Report: Staffing Plan, Two Year Look Ahead (M.Cobb)

SG provided a projection for IBU staff needs per department (hired and seasonal freelance resources) until the end of the season 2025/2026 to support the already approved plans and projects.

The EB took note of the plan for additional staffing as presented.

The SG will present individual job descriptions for the planned positions for final decisions at relevant EB meetings.

### 6.4. Report: Constitution Working Group (R.Rakic)

#### 6.4.1. Decision: Proposals for Congress 2024

*The EB decided to forward the following motions with relevant amends to the consideration of the 16<sup>th</sup> IBU Congress in Belgrade/SRB:*

##### 6.4.1.1. Integration of Para Biathlon

Changes due to the requirement for IPC Members to comply with the provisions of the IPC Constitution.

Concerns Articles 1,2, 3, 22, 25 and 26 of the IBU Constitution, as well as Integrity Code: Chapter B IBU Code of Conduct, Article 1.

##### 6.4.1.2. Definition of minimum activity by a national member

Concerns Article 6 of the IBU Constitution.

##### 6.4.1.3. Reduction of maximum number of candidates by an NF to the Executive Board to two, and inclusion of requirement to nominate one candidate of each gender if more than one candidate is proposed

Concerns Article 7 of the IBU Constitution.

##### 6.4.1.4. Introduction of a Biathlon Refugee Team (BRT)

Concerns Article 7.1.9.6 of the IBU Constitution.

##### 6.4.1.5. Simplified administrative process for requesting information from NFs

Concerns Article 8 of the IBU Constitution.

##### 6.4.1.6. Option of a virtual or hybrid Congress

Concerns Article 14.1.4 of the IBU Constitution and Articles 4 and 10 of the Rules of Congress (Electronic Voting).

6.4.1.7. Voting powers based on contributions to international success and development of athletes

Concerns Article 16 of the IBU Constitution.

6.4.1.8. Membership on several boards of International Winter Sport Federations

Concerns Article 17.5 of the IBU Constitution.

6.4.1.9. Introduction of eligibility of recently retired athletes to become Athletes' Committee members

Concerns Article 25 of the IBU Constitution.

6.4.1.10. Renaming the Vetting Panel as BIU Board and merging part of the Vetting Rules into BIU Rules

Concerns Article 28 ffw of the IBU Constitution and Article 11 of BIU Rules.

6.4.1.11. Definitions

Concerns changes to Appendix 1 of the IBU Constitution.

6.4.1.12. Simplification of the Conflict-of-Interest policy including separation from duty of loyalty and introduction of a separate guideline document

Concerns changes to Articles 3 and 4 of the IBU Integrity Code.

6.4.1.13. Minor amendments to the Anti-Doping Rules

Concerns Articles 5.2.2 and 5.5.3 of the IBU Integrity Code.

6.4.1.14. Minor clarifications to BIU Rules

Concerns Articles 2, 5 and 7 of BIU Rules.

6.4.1.15. Clarifications on the composition and appointment of members of the BIU Board as well as Reporting and Indemnity

Concerns Articles 8, 9, 14 and 15 of BIU Rules.

6.4.1.16. Removal of a separate Election Committee as considered a task of the BIU Board

Concerns Article 9 of the Rules of Congress.

6.4.1.17. Definition of a structured process for the nomination and vetting of prospective candidates for the IBU Executive Board (EB) within 60 days

Concerns Articles 13.2 ffw of the Rules of Congress.

*The EB further decided to approve a change to the Rules of the Executive Board provided the 16<sup>th</sup> IBU Congress approves 6.4.1.8. above:*

6.4.1.18. Addition of a second board membership into reasons to vacating the role of the Executive Board member

#### 6.5. Review of Policies, Guidelines and Rules (M.Cobb)

Based on its annual cycle of activities, the EB reviews all IBU policies, guidelines and rules at its June meeting.

There has been no rule or policy changes in the last year not addressed by the EB. An update to the IBU Travel Rules will be provided to EB173, including a review of the per diems amounts payable to Technical Officials (TOs).

#### 6.6. Review of Risk Inventory (M.Cobb)

The EB took note of the current IBU risk register.

The risk of the impact of inflation has been downgraded to reflect the current financial markets. The risk related to the impact of regulatory changes remains considerable, notably with new regulations on the agenda of the EU.

#### 6.7. Report Governance Roadmap / WOF Survey

The biennial review of the state of governance at the Summer Olympic International Federations (ASOIF), now in its fifth edition, was completed in June (see [report](#)).

The Winter Olympic Federations (WOF) will receive the questionnaire in July, with the due date set for the end of October 2024.

##### 6.7.1. First Review: IBU Human Rights Policy

The EB took note of the draft IBU Human Rights policy.

Following further review during the summer, an approval will be considered at EB 173.

#### 7. Media and Marketing

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

###### 7.1.1. Update EBU

Negotiations for an extension of the IBU's agreement with EBU/Eurovision covering media rights to the IBU World Cup series through the season of 2029/2030 were concluded.

*The EB decided to renounce the IBU's right to exit the agreement with the EBU/Eurovision after the season 2025/2026.*

As part of the prolongation the IBU takes over rights for the geographies of Russia and Belarus from 2026-2030. Concurrently, the range camera project and dedicated English commentary will be co-financed by EBU and will be provided to the EBU for their OTT service and coverage in dark markets. The EBU is no longer obligated to produce live coverage from the IBU Cups but remains ready to stream any event that provide a signal.

VP complemented the work of the negotiation group and the good cooperation with the EBU. The successful conclusion of the negotiations provides great continuity for the sport of biathlon in a difficult market for broadcast rights.

Franz Steinle further highlighted the excellent legal and staff support the IBU received during the process.

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

The EB took note of a detailed season analysis of global TV viewer data presented by SG with positive results with the IBU's flagship events continuing to enjoy strong viewership .

The EB's Media and Marketing Working Group held a hybrid meeting on 27 May. The next meeting is planned in mid-September 2024.

In a dynamic market, a sport's approach to marketing requires careful planning. The IBU is focused on growing its audience (reach) in anticipation of the Olympic Winter Games' return to Europe in 2026. The streams of work include new projects, such as the Reach Summit on broadcast audience held in early June, and broadcast product enhancement to ensure consistent production quality at all competitions, as well as continuing efforts to grow the use of the content hub.

Future opportunities include developing a better understanding of biathlon fans through a detailed analysis of ticketing data in cooperation with the OCs, and building global heroes for the sport.

*The EB approved the continued development of the concept for a Champions' House in Antholz to give the successful athletes at Milano-Cortina 2026 a place to celebrate with their friends and family and with key stakeholders.*

### 7.2.1. Update Extending our reach: Growth Initiatives

The EB took note of a report by CD of significant increases in IBU's social media reach and engagement, ranging from +103% to +210% per category, in alignment with the overall objective to triple the IBU's global reach by 2030.

According to the analysis, the IBU was the leading international winter federation in terms of engagement (interaction with content) and among the top ten of all IFs.

#### 7.2.2. Update Digital Marketing

Sales of IBU's digital content services has started to provide revenue during their initial season.

The foundations for an effective digital go-to-market strategy have now been set and the outreach to close partners will be continued.

An initial campaign completed in partnership with La Vita during WCH 2024 served as a useful test case, including growing internal capabilities in visibility analysis.

The IBU also continues to analyse opportunities for gamification.

#### 7.3. Decision: Digital Reach Bonus

*The EB approved the bonus payments to the NFs on broadcasting and digital reach during the 2023/2024 as proposed.*

*See Annex 1\_7.3\_EB171\_Decision\_Reach Bonus 2024.*

### 8. Sport & Event

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

SD referred to his written report. He particularly noted the reorganisation of the Sport & Event department to ensure alignment with long-term strategic objectives which has led to engaging Janis Berzins full time in the role of Event Coordinator and the creation of a new position of Sport Development Manager that will also include the role of the IBU Junior Cup Race Director in the future.

The EB extends its heartfelt thank you to Arne Eidam for his many years of service to the sport of biathlon in various roles, most recently as the IBU Junior Cup Race Director since 2016.

The TC also approved a new fully electronic target system.

The SD further explained that the TC is considering changes to the WC/WCH seeding system to improve the quality of the broadcast product. Further details will be presented to the EB when available.

#### 8.1.1. Decision: Proposals from TC

The EB took note of the complete minutes with annexes of TC 64 held in Salzburg/AUT on 23-24 May 2024.

*The EB decided to approve the proposed updates from the TC to the “yellow” Event and Competition Rules.*

*See Annex 2\_8.1.1.\_EB171\_TC64\_ECR changes.*

*The EB further decided to forward the changes to the “red” Event and Competition Rules to Congress 2024 for approval.*

#### 8.1.2. Decision: Event application and allocation procedure, EHD

*The EB decided to approve the event application and accommodation regulations for the IBU World Cup for seasons 2026-2030, including the relevant contractual documentation as proposed effective from 1 July 2024.*

*See Annex 3\_8.1.2\_EB171\_Accommodation regulation for WC events 2026-2030*

Notably, the new Annex 1 on Accommodation specifying the revised maximum allowed hotel prices per category will apply to the IBU World Cup events from season 2026/2027 onward.

#### 8.1.3. Decision: NF contributions season 24/25

*The EB decided to approve the proposed NF contributions at the level allocated in the budget for season 2024/2025.*

*See Annex 4\_8.1.3\_EB171\_NF contributions season 24-25*

#### 8.1.4. Decision: Prize Money 24/25 and mid-term plan through 25/26 - 26/27

*The EB decided to approve the proposed increases to the athletes’ Prize Money purse in seasons 2024-2027 and decided that the level of available Prize Money during the World Cups of the Olympic season 2025/2026 will be increased to be the same as during the 2024/2025 season with World Championships included.*

*See Annex 5\_8.1.4.\_EB171\_Decision-Support\_Prize Money 24-25 and mid-term plan through 25-26 to 26-27*

#### 8.1.5. Update Para Biathlon (R.Rakic/D.Böhm)

The planning for the first season of the Para Biathlon World Cup under the IBU's full control is in progress. Tomi-Pekka Riihivuori will serve both as Para Biathlon Manager and IBU Race Director for the Para Biathlon World Cup.

A new agreement on the cooperation with FIS is to be agreed by the end of June 2024. Ensuring a competition calendar without scheduling conflicts between Para Biathlon and Para Cross-Country Skiing is of paramount importance and key component of the new agreement.

The EB took note of the budget and detailed plans for the way forward toward full integration of Para Biathlon into the IBU.

#### 8.1.6. Update City Biathlon Event, Oct 2025

SD presented the evolving concept for an IBU Biathlon Festival planned at a late autumn date in a centrally located major European city.

*The EB approved proceeding with stakeholder engagement on the event concept, in particular with NF representatives and athletes, with a final decision to be taken after completion of a financial plan for the event.*

#### 8.1.7. Update Lead regulations

SD provided an update on the ongoing regulatory process in the EU to restrict the use of lead in sports shooting. The new directive regulating the use of lead in sports shooting is expected to see a first discussion in the ECHA REACH Committee in late 2024. The IBU will continue to engage in dialogue with national decision-makers on the topic.

In parallel, the enhancement of the IBU's lead management guidelines continues with several projects contributing to improved lead recovery processes underway or planned.

#### 8.1.8. Update Fluor testing

Following the successful implementation of the fluor ban, the work continues to ensure the improvement of the testing model and compliance of new products and different ski bases with the rules and regulations.

The ski testing protocol is likely to remain same for the upcoming season with the common waxing protocol to be implemented again at the IBU Junior Cup and Regional Events.

#### 8.1.9. Decision: Late Applications

The EB considered a late application for a City Event but decided to decline the request based on the policy for invitational events. A dialogue with the National Federation and event organiser is in progress.

## 9. Development

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

DD referred to her written report outlining the details of the various IBU Academy courses on offer, including a pilot course for a regional basic course planned in Kazakhstan in July.

She highlighted the total support provided through the development programs to the NFs amounting to €1.6 million.

A new online administrative tool known as IBU Scope 2.0. is now available along with a new analysis tool called Power BI, providing improved support and enhanced data for the development support programme.

Current focus of work is planning the details of the IBU IOC Camp in Otepää/EST and the International Youth Camp in Nové Město na Moravě/CZE. The Kids and Youth Recruitment Forum held in Östersund/SWE in May effectively connected the laser rifle pilot project with the Biathlon 4 All campaign, which will formally launch in September 2024.

The IBU has received significant Olympic Solidarity (OS) support for the IBU Academy during the current fiscal year and has also confirmed upcoming support for the coaching courses (1<sup>st</sup> and 2<sup>nd</sup> level).

Additional OS support is to be available for the Ukrainian team for their Olympic 2026 preparation.

#### 9.1.1. Decision: Regional Event Support

*The EB decided to approve the financial support of €87'900 for the Summer and City Events, benefiting 15 events by 12 nations as proposed.*

*See Annex 6\_ 9.1.1.\_EB\_171\_Summer Regional Events support\_2024*

The total budget allocated to the Regional Events in fiscal year 2024/2025 amounts to €700'000.

#### 9.1.2. Decision: Development Project Support

*The EB decided to approve the proposed allocation of development project support funding with the total of €1'600'000, benefiting 117 applications from 39 NFs as proposed.*

*See Annex 7\_9.1.2.\_EB\_171\_Development\_projects\_support\_24\_25*

#### 9.1.3. Development Commission Report



DD referred to the minutes of the Development Commission [here](#).

9.1.3.1. Decision: International Biathlon Day last week of May 2025

*The EB approved the continued planning of the concept of an International Biathlon Day with the annual timing and naming concept to be reviewed at EB 173.*

9.1.3.2. Report: Closing the Gap

The EB took note of an initial detailed presentation for an approach to the ‘Closing the Gap’ initiative, including proposed activities to map potential measures and define participating nations.

*The EB approved continuing the planning and engagement process with the top 5 nations and selected Closing the Gap programme countries.*

9.1.3.3. Update: Development Category 2024/25

The EB took note of the development categories for season 2024/2025 (unchanged from 2023/2024).

See Annex 8\_9.1.3.3.\_EB\_171\_Development\_category\_2024\_2025

## 10. Communication

10.1. Report: “Communication” (C.Winkler)

CD outlined the plans to increase the number of freelance resources engaged during the season to support the various digital marketing and reach initiatives.

A new institutional Instagram account will also be created to provide a dedicated channel to highlight the IBU’s many non-competition initiatives, such as the IBU Academy, Biathlon4All, sustainability, gender equality, and development.

Recruiting process for the vacant position of a Junior Digital Manager is about to conclude with the new staff member being onboarded prior to the start of the season.

10.1.1. Update: Project Digital Ecosystem

Refer to 7.2.1. / 7.2.2.

## 11. Finance and Administration

11.1. Report: “Finance and Administration” (M. Eidenhammer)

HFA referred to her written report and highlighted the ongoing work to improve the IBU’s IT support infrastructure.

11.1.1. Result 2023/24 - Annual Report

The IBU concluded the fiscal year 2023/2024 with a positive operating result of over €2 million.

*The EB decided to allocate the bonus and dividend revenue from the Restricted Reserves of €280'000 for reinvestment into the Restricted Reserves.*

*The EB approved and signed the financial statement for the financial year 2023/24 and acknowledged the Auditor's report.*

#### 11.1.2. Decision: Budget 2024/25

The budget for the ongoing fiscal year 2024/2025 foresees a positive operating result of €1.6 million, unforeseen excluded.

*The EB decided to approve the budget for 2024/2025, noting the BIU's long-term budget request is reduced by €100'000.*

*The EB further decided to consider allocation of special project-based funding and/or a special distribution from the cash flow during the fiscal year of 2024/2025.*

## 12. Miscellaneous

### 12.1. Update: Congress 2024, Belgrade/SRB

Planning for the 16<sup>th</sup> Ordinary Congress in Belgrade/SRB on 26-29 September 2024 is well underway. The invitation was issued as per the constitutional timelines on 29 May 2024, with the deadline for registration, motions and candidates for TC replacement election on 28 June 2024.

All information related to the 16<sup>th</sup> Ordinary Congress will be available on the [IBU Website here](#).

The Executive Board members are invited to actively participate in the Congress planning and delivery.

*The EB decided to set up a separate working group to review and guide planning for the Congress Workshops (26 September) and keynotes / panel discussions (27 September) consisting of Tim Farcnik, Fabian Saguez and Nathalie Santer.*

### 12.2. Membership applications

Several nations have expressed interest in applying for provisional membership of the IBU, but no complete set of documentation was received in time for EB 171.

Some current provisional members have indicated interest in applying for full membership and are in the process of completing the formalities based on the criteria set out in the Constitution and the additional criteria on national activities decided by EB 154.

### 12.3. Rules of Honours

#### 12.3.1. Decision: Rules of Honours update

*The EB decided to approve the revised Rules of Honours as presented.*

#### 12.3.2. Proposals: Honours

The revised Rules for Honours will be distributed to the NFs for information with a request for submission of proposals to be considered at EB172.

### 13. Meetings

#### 13.1. EB meetings

- 13.1.1. EB 172, August 20, 14.00, virtual (Congress Handbook)
- 13.1.2. EB 173, September 25-26 Belgrade/SRB
- 13.1.3. EB 174, November 20-22 Munich/GER
- 13.1.4. EB 175, February 20-21 Lenzerheide/SUI
- 13.1.5. EB 176, June 16-17 Salzburg/AUT

#### 13.2. Other IBU meetings

- 13.2.1. OC Meeting 2024, June 13-14, Lenzerheide/SUI
- 13.2.2. EB Gathering, briefing and discussion, August 27, IBU HQ
- 13.2.3. Congress 2024, September 27-29, Belgrade/SRB
- 13.2.4. Hall of Fame 2025, February 21, Lenzerheide/SUI

#### 13.3. Other meetings

- 13.3.1. IOC Session, July 22-24, Paris/FRA
- 13.3.2. WOF General Assembly, October 21, Lausanne/SUI
- 13.3.3. IF Forum, October 21-23, Lausanne/SUI
- 13.3.4. ANOC General Assembly, October 30-November 1, Cascais/POR
- 13.3.5. WADA Foundation Board, December 5, Riyadh/KSA

### 14. Executive Session

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

Confirmation of the final minutes for EB 171



Olle Dahlin, President

Jul 16, 2024



Max Cobb, Secretary General

Jul 16, 2024