

FINAL MINUTES

IBU Executive Board Meeting 175
20 - 21 February 2025, Lenzerheide/SUI

ATTENDANCE

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President ¹
SCHERER, Christian	IBU	Treasurer (partially virtually)
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 - excused
SAGUEZ, Fabien	IBU	Executive Board Member
SANTER, Nathalie	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
COBB, Max	IBU	Secretary General ²
<u>Guests:</u>		
BÖHM, Daniel	IBU	Sport & Event Director (SD)
GERASIMUK, Dagmara	IBU	Development Director (DD)
KLEINEISEN, Hannes	IBU	Director of Finance and Administration (DFA)
MCKENNA, Greg	BIU	Head of BIU (For point 5)
RAKIC, Riikka	IBU	Head of Strategy, Sustainability & Governance (HSS)
WINKLER, Christian	IBU	Communication Director (CD)

¹ Further referred to as VP

² Further referred to as SG

AGENDA

IBU Executive Board Meeting 175
20 - 21 February 2025, Lenzerheide/SUI

1. President's Welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
 - 3.1. Athletes Committee TOR Update to include Para Athlete Representation
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 - 4.2. Other EB members
 - 4.3. Secretary General
5. Biathlon Integrity Unit
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6. Reports, Overall and Strategy
 - 6.1. Report: Target 2030 (O.Dahlin, M.Cobb, R.Rakic)
 - 6.2. Report: "Sustainability" (R.Rakic)
 - 6.2.1. Decision: Sustainability Report 2024
 - 6.3. NF Membership
 - 6.3.1. Decision: BIH Biathlon Federation
 - 6.3.2. Suspended NFs
 - 6.4. Report: Para Biathlon Working Group (R.Rakic)
7. Media and Marketing
 - 7.1. Report: "Media" (M.Cobb & C.Winkler)
 - 7.2. Report: "Marketing" (M.Cobb & C.Winkler)
 - 7.2.1. Report: Partner Summit, Holmenkollen
8. Sports & Event
 - 8.1. Report: "Sport and Event" (D. Böhm)
 - 8.1.1. Report: OWG, MiCo 26
 - 8.1.2. Report: Para PWG MiCo 26 Test Event (R. Rakic)
 - 8.1.3. Report: Para WCH (R. Rakic)
 - 8.2. Decision: WC Calendar 2026-2030
 - 8.3. Report: "Loop One Festival", Munich Oct. 2025
 - 8.3.1. Decision: NF Quota & Qualification Principles for finalisation by TC
 - 8.3.2. Decision: NF financial support
 - 8.3.3. Update Broadcast
 - 8.3.4. Update Marketing
9. Development
 - 9.1. Report: "Development" (D. Gerasimuk)
 - 9.1.1. Decision: Development Support Programme, Budget 2025/26

9.1.2. Report: DEI Working Group

9.1.3. Report: International Biathlon Day 2025 (Last Saturday in May: 25 May 2025)

10. Communication

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

11. Finance and Administration

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

11.2. Report: Forecast III FY 2024/25

11.3. Decision: Spending for 2024/25 and budget frame 2025/26

12. Miscellaneous

12.1 Congress update

13. Meetings

13.1. EB meetings

13.1.1. EB176 June 16-17, Salzburg/AUT

13.1.2. EB177 Sept 9 (dinner), 10-11 Site TBD

13.2. Other IBU meetings

13.2.1. TC Meeting May 26-27, Site TBD (near Munich)

13.2.2. OC Meeting June 25-27, Salzburg/AUT

13.2.3. Presidents' Meeting – Virtual: Sept 11, 15:00-18:00 CET

13.3. Other meetings

13.3.1. EOC G.A. Feb 28-March 1, Frankfurt/GER

13.3.2. WADA Annual Symposium March 18-19, Lausanne/SUI

13.3.3. IOC Session March 19-21, Costa Navarino/GRE

13.3.4. EU Sport Forum April 10-11, Zakopane/Krakow/POL

14. Executive Session

Effective: Feb 14, 2025

FINAL MINUTES

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1. President's Welcome

The President welcomed the board members and staff to the meeting during the Lenzerheide 2025 Biathlon World Championships (WCH).

He informed the members that the Athletes' Committee representative Lena Häcki-Gross is excused to focus on her competitions and introduced Hannes Kleineisen, the new Director of Finance and Administration, who joined the IBU on 1 February 2025. Hannes Kleineisen provided a short introduction of himself.

The President again reminded the EB members of their role as independent board members rather than representatives of their national federations.

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

Tim Farcnik recused himself from any decisions concerning WC8.

3. Circular decisions between EB Meetings

3.1. Athletes Committee TOR Update to include Para Athlete Representation

Following approval by the Athletes' Committee (AC), the EB decided to approve minor amendments to the AC's Terms of Reference (ToR) concerning the election of the Para Biathlon Athletes Representatives by circular decision on 26 January 2025. The latest AC ToR is available [here](#).

4. Reports, General

4.1. President

The President referred to his written report submitted in advance.

He highlighted his attendance of the WADA Foundation Board meeting in Riyadh, Saudi Arabia, where the current challenges related to the USADA and Russia were discussed.

He also noted his attendance of the FISU Winter Universiade in Turin/ITA, where he had several meetings with sports and government officials. FISU representatives also visited the WCH in Lenzerheide to sign a Memorandum of Understanding to further develop mutual collaboration.

The EOCH in Martell/ITA featured great competitions and showcased another step forward in terms of the biathlon facilities at the venue thanks to additional modernisation work by the community led by the mayor of Martell, who is also the OC President.

The President further noted visiting the Asian Winter Games in Harbin/CHN where he had an opportunity to meet with key representatives of the Chinese sport ministry including the Vice Minister of Sport, as well as with the Sport Minister of Kazakhstan.

The President also noted the ongoing campaigning for the position of the IOC President, who he all met in Harbin. The new President will be elected at the 144th IOC Session scheduled to be held from 18 - 21 March 2025 in Costa Navarion/GRE. The General Assembly of the European Olympic Committees (EOC) in Frankfurt/GER from 28 February - 1 March 2025 will see the attendance of most of the seven candidates.

4.2. Other EB members

Tim Farcnik reported on his attendance of the Hochfilzen, Ruhpolding and Antholz World Cups. He also attended the corporate sponsorship programme at the Kitzbühel FIS Ski World Cup at the invitation of the Loop One Festival partner agency WWP to observe their work.

He further reported on the successful IBU Para Biathlon World Championships held in Pokljuka/SLO with great viewer figures for the streaming broadcast in Germany.

Fabien Saguez informed about the creation of the OCOG for the Olympic Winter Games French Alps 2030 in Lyon/FRA on 28 February 2025. After Martin Fourcade decided not to stand for the election of the OCOG President, the moguls champion Edgar Grospron was appointed President. The three French Olympic winter federations are now included in the council of the OCOG.

Fabien Saguez also attended the very well organised IBU Cup in Arber/GER as the EB representative.

Christian Scherer informed of the selection of a short list of firms for the IBU auditor from the 2024/2025 financial year onward.

Nathalie Santer attended the Junior Cup in Ridnaun/ITA, to observe the common waxing process. She also attended the European Open Championships in Martell/ITA. In addition, she reported on the first meeting of the Mental Health Working Group where she serves as the EB representative.

Tore Boygard reported on his attendance of the Geilo IBU Cup and informed the EB that the Norwegian Biathlon Federation will return with Sjusjoen to the IBU calendar for the IBU Cup since Geilo will host the Norwegian national opening in the future.

He also reported on his attendance of the Ruhpolding World Cup and the efforts of the OC to create a festival park in the town centre for team presentations and prize giving ceremonies. He also provided an update on the lead management work and concerns related to pending EU legislation in this regard in Norway.

Franz Steinle referred to a report that will be presented by the Head of BIU on the unit's work during the meeting.

4.3. Secretary General

The Secretary General reported on the challenging season but also noted the great reach results based on early season TV viewer and social media follower/engagement data.

The number of national teams recording podium results has also increased, even though this cannot yet be attributed to the new 'Closing the competition gap' programme.

The Paralympic test event for Para Biathlon held in Val di Fiemme/ITA was of critical importance, revealing various challenges and items still to be addressed before the Paralympic Games in March 2026. Meanwhile, very positive feedback has been received from the teams concerning the IBU Para Biathlon World Championships that were held successfully in Pokljuka/SLO.

The World Championships 2025 in Lenzerheide/SUI have been very good until the date of the EB meeting.

5. Biathlon Integrity Unit

5.1. Report: "BIU" (F.Steinle, G.McKenna)

The Head of the BIU referred to his written report distributed in advance.

The BIU Board independent members also met with the President, SG and Franz Steinle earlier during the Lenzerheide 2025 WCH for an informal discussion.

The Mental Health Working Group (MHWG) has commenced work and held its first meeting. External experts have been identified, as have contacts in other sports such as rugby to share their experiences without neglecting the specific nature of biathlon and the needs of its athletes. Another online meeting of the MHWG is planned in March followed by a workshop at the IBU HQ in May 2025. The working group expects to provide to provide initial recommendations to the EB in October 2025.

Following incidents earlier in the season, the Head of the BIU further addressed the specific concerns related to safeguarding of Para Biathlon athletes that the unit is currently investigating to understand any further actions required.

He also referred to the latest anti-doping test statistics that show a slight increase in sample collection during the current season.

6. Reports, Overall and Strategy

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

The EB took a note of the planned involvement of the EB members, with some adjustments, in the twelve main projects under the Target 2030 Strategic Plan. A detailed implementation plan will be presented at EB176 and the respective EB owners for each main project will be consulted in advance of the June meeting.

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

6.2.1. Decision: Sustainability Report 2024

The EB decided to approve the publication of the [4th annual IBU Sustainability Report](#) as well as the first edition of the [IBU Climate Transition Action Plan](#).

The EB complimented the good work by the staff in implementing the IBU's sustainability programme and delivering against the Target 26 goal of becoming a leader in sustainability in sport.

6.3. NF Membership

6.3.1. Decision: BIH Biathlon Federation

The EB decided to approve the transfer of IBU membership from the Ski Federation of Bosnia and Herzegovina to the Biathlon Federation of Bosnia and Herzegovina effective immediately.

6.3.2. Suspended NFs

The EB took note of the letters received from the RBU and BiFB.

As per information from the BIU, an external situation report on the war in Ukraine is expected in mid-March 2025.

The EB decided to closely monitor the developments on the ground in relation to the decision to suspend the RBU and BiFB and appointed a monitoring group consisting of SG, Head of BIU, Franz Steinle and Nathalie Santer.

6.4. Report: Para Biathlon Working Group (R.Rakic)

The EB took note of the call for nominations for membership of the Para Biathlon Working Group to be confirmed by EB 176.

7. Media and Marketing

7.1. Report: "Media" (M.Cobb & C.Winkler)

The SG provided an update on key media and marketing activities during the season.

The range camera system has been very successful, even called “Game Changer,” with 15 broadcasters taking advantage of the new solution.

At the WC6, a new concept, the so-called Lane 31, was tested to provide an additional service of live interviews for remote rightsholders.

In terms of TV viewer numbers during the first two trimesters, a result of +1% across three seasons can be considered positive in a downward trending market. Country-by-country growth rates also show a positive trend across key markets such as France and Germany. At the same time, the social media views and advertising values also show a very strong performance.

A new hire Linn Tremmel will start in the position of Marketing Project Manager on 17 March 2025.

The work on the TV production standard guidelines is also progressing to ensure quality of biathlon major event broadcasts. The goal of the guidelines is to ensure the high-quality transmission of “goose pump moments” regardless of who oversees production during the next two Olympic cycles.

7.2. Report: “Marketing” (M.Cobb & C.Winkler)

CD provided an update on the digital marketing efforts.

More than 200'000 downloads of the official IBU app have been registered during the current season while the IBU's performance marketing investment is delivering good value compared to average industry KPIs as the first month of the biathlon eCup app in January 2025 saw 44'000 downloads and 20'000 players. A digital marketing pilot has also been successfully conducted resulting in an additional income of €50'000 from digital rights

The EB tasked the SG and CD to prepare a proposal for review by the EB's Media and Marketing working group on the question of NF partner digital rights for the next Olympic cycle.

7.2.1. Report: Partner Summit, Holmenkollen

SG provided an update on the inaugural [Biathlon Partner Summit](#) at Hotel Holmenkollen Park in Oslo in which 12 NFs plan to participate with their partners, the IBU, and the IBU's media and marketing partners EBU and Infront.

The programme will include presentations of analysis of Biathlon fans, results of a Gen Z study, broadcast trends and best practices in partnerships, along with round tables to discuss future opportunities.

8. Sports & Event

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

The SD referred to his written report and noted that the new start group system has proven to be a step forward, with a detailed post season review planned for finetuning. The second season of the full fluor ban is also working well, with minor adjustments required as the time passes. A new athlete presentation procedure was piloted in mass start events at the WCH with good results.

An update was provided concerning WC 8 in Pokljuka where the Triglav National Park has authority over the area of the venue since it is located within the park and the timing of the event falls within a period during which large events are formally not allowed due to nature protection reasons. An early March 2025 decision concerning the event is expected in exchange to special measures to ensure care for the park's natural environment. A corresponding communication and media plan is in place.

Tim Farcnik recusing himself, the EB decided to move forward with regular planning for WC 8.

8.1.1. Report: OWG, MiCo 26

From the operational perspective, preparations for the biathlon competitions are on track, with minor finalisation of details for accommodation and transport (bubble-to-bubble) still work in progress. Overall, the IBU is looking forward to great competitions with good crowds and is running a shared promotional campaign for MiCo 2026 tickets together with IOC.

8.1.2. Report: Para PWG MiCo 26 Test Event (R. Rakic)

HSS, who is also serving in the role of Head of Para Sport, provided a report on the difficult test event for Para Biathlon Paralympic competitions in Val di Fiemme/ITA. Several challenges have been documented and reported to the MiCO2026 organising committee and remain to be addressed, the foremost of which is the identification and training of key para biathlon officials for the Paralympic Games.

The EB decided to ask for regular reports on the progress of the planning along with a contingency plan from the MiCo 2026 OCOG. Meanwhile the IBU will also review its requirements for ITOs and additional experts who are required for Paralympic delivery.

8.1.3. Report: Para WCH (R. Rakic)

HSS also provided a report on the IBU Para Biathlon World Championships in Pokljuka/SLO which were well organised and praised by the teams competing there.

8.2. Decision: WC Calendar 2026-2030

The EB thanked the S&E department for running a comprehensive planning and review process for the future calendars for the four-year period from 20226-2030 with full

engagement of all stakeholders, including NFs, OCs and athletes, and due consideration for logistical route optimisation.

The EB decided to approve the proposed [long-term calendar](#).

8.3.Report: “Loop One Festival”, Munich Oct. 2025

The SD referred to his written report and noted the crucial importance to confirm the arrangements and respective rights with the marketing partner as soon as possible.

8.3.1. Decision: NF Quota & Qualification Principles for finalisation by TC

EB decided to approve the proposal for the S&E department to work with the TC to finalise the NF quota and qualification principles for the elite competition during the Loop One Festival based on the following principles:

Principles Quota: *adjusted version of WC quota system based on NC rank and including Wild Cards, focusing on participation of top athletes while keeping accessibility for min. 20 NFs.*

Principles Qualification (finals): *core qualification criteria for the finals shall be performance in the heats, while up to 5 spots can be allocated as “Lucky Losers” based on performance and ranking in the WC total score in season 2024/25. This procedure shall guarantee the participation of athletes from leading NFs in the finals.*

8.3.2. Decision: NF financial support

The EB decided to approve the proposal for NF financial support for participation in the Loop One Festival.

8.3.3. Update Broadcast

SD and SG provided an update on the broadcasting planning for the Loop One Festival, indicating good interest in both distributing and producing the event.

8.3.4. Update Marketing

An update was planned on meetings in Lenzerheide aiming to confirm the roles and responsibilities for marketing of the Loop One Festival.

9. Development

9.1. Report: “Development” (D. Gerasimuk)

DD referred to her written report. See Annex 1 EB_175 Report_Development. She especially highlighted the following items:

- The IBU is part of a new Erasmus+ project called *DC4Biathletes*, which is focused on developing opportunities for biathletes' dual career, i.e. combining their sports and professional careers.
- The IBU awarded more than €273'000 in special 'Closing the Competition Gap' support for the purposes of MiCo 2026 Olympic Winter Games.
- Liatoppen Youth Festival 2025 will see the participation of 8 NFs with IBU's support.
- The IBU Regional Events season is progressing as planned with regular visits by the Development Department being executed with the goal of further developing the series.
- New websites for the [Biathlon4All](#) programme and [IBU Academy](#) were launched in February.
- The IOC has provided up to 35'000 USD of additional development support each to three NFs; two more grants are being discussed. In total, this could bring 175'000 USD worth of additional development support to five IBU NFs.

DD also noted staffing changes in her department, with a paternity leave to be followed by a part-time engagement and a change to freelancer status from a full-time staff position for personal reasons. To replace these vacant hours, a new person (s) will be hired.

9.1.1. Decision: Development Support Programme, Budget 2025/26

DD provided an overview of changes to the IBU Development Support Programme that will open for applications on 1 April 2025. The amount available for NF partnership projects has been increased to a maximum of €25'000 while the total budget is proposed to remain unchanged at €1'600'000. In addition, the budget for Regional Events was presented at €700'000; Biathlon4All €350'000; IBU IOC Camps € 335'000; Closing the competition gap € 500'000; Gender Equality € 80'000; and IBU Academy €580'000.

The EB decided to approve the proposed budget for the Development Support programme 2025/2026.

Para Biathlon will be included in the Development Support Programme from the 2025/2026 season. Its budget will be planned separately (see 11.3).

9.1.2. Report: DEI Working Group

The EB took note of the formation of a new DEI Working Group with a call for nominations to be published to fulfil the obligations under the Target 2030 plan.

9.1.3. Report: International Biathlon Day 2025 (Last Saturday in May: 25 May 2025)

The EB took note of the DD's report that planning for the International Biathlon Day to launch in May 2025 is advancing, in cooperation with the Communications Department.

The EB complimented the excellent work of the IBU Development Department in offering a great variety of programmes to the NFs.

10. Communication

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

CD referred to his written report provided in the pre-reading materials. He in particular highlighted the special projects International Biathlon Day and the Loop One Festival, as well as planning for the MilanoCortina 2026 Olympic Winter Games that are adding to the workload during the current season.

11. Finance and Administration

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

Given that DFA only started in his new position on 1 February 2025, SG provided an update on the work of the Finance and Administration Department since the last EB meeting. The bookkeeping staff are doing excellent work and the IBU's financial situation is stable, and the outlook is good.

He further noted that by the long-standing decision of the Congress, the IBU's restricted reserves must match its annual expenses, which for 2024/2025 amount to €54 million.

11.2. Report: Forecast III FY 2024/25

The EB took noted of the Forecast III dated on 31 January 2025.

11.3. Decision: Spending for 2024/25 and budget frame 2025/26

The EB decided to approve the updates to spending for the ongoing financial year 2024/2025 as proposed.

The EB further approved the budget frames for the financial year 2025/2026 with the budget details to be finalised for the June 2025 meeting (EB176), including an additional allocation of €65'000 for Para Biathlon to be included in the Development Support Programme 2025/2026.

The EB also approved the management to proceed with the selection of a new auditing company and setting up of a GmbH for the Loop One Festival.

12. Miscellaneous

12.1. Congress 2026 information

SG provided an update on the confirmation of the Congress 2026 location for

September 2026. With the month of September being a busy period for various conferences, the availability is already limited, and a rapid finalisation of the plans is required.

The EB appointed a Congress Working Group to assist the staff with event programme planning to consist of Tim Farnik, Nathalie Santer and Christian Scherer.

13. Meetings

13.1. EB meetings

13.1.1. EB176 June 17 (13-17)-18 (9-17), Salzburg/AUT

13.1.2. EB177 Sept 9 (dinner), 10-11 (TBC – Congress 2026 location)

13.2. Other IBU meetings

13.2.1. TC Meeting May 26-27, Site TBD (near Munich)

13.2.2. OC Meeting June 25-27, Salzburg/AUT

13.2.3. Presidents' Meeting – Virtual: Sept 11, 15:00-18:00 CET

13.3. Other meetings

13.3.1. EOC GA, Feb 28-March 1, Frankfurt/GER

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13.3.4. EU Sport Forum April 10-11, Zakopane/Krakow/POL

14. Executive Session

An executive session took place during the meeting.

Confirmation of the final minutes for EB 175



Olle Dahlin, President

04/03/2025



Max Cobb, Secretary General

04/03/2025









EB 175_Minutes_Final

Final Audit Report

2025-04-03

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