



## MINUTES

### IBU Executive Board Meeting 168

7-8 September 2023, Antholz-Anterselva/ITA

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President <sup>1</sup> - only on 7/9
SCHERER, Christian	IBU	Treasurer
BOYGARD, Tore	IBU	Executive Board Member – virtually on 7/9
EGAN, Clare	IBU	Executive Board Member
DAFOVSKA, Ekaterina	IBU	Executive Board Member
FARCNİK, Tim	IBU	Executive Board Member
SAGUEZ, Fabien	IBU	Executive Board Member - virtually
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) - virtually
GERASIMUK, Dagmara	IBU	Development Director (DD)
RAKIC, Riikka	IBU	Strategy, Sustainability & Governance
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 168

7-8 September 2023, Antholz-Anterselva/ITA

1. President's welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
  - I. Otepää SBWCH 2024
  - II. Nationality changes
4. Reports, General
  - I. President
  - II. Other EB members
  - III. Secretary General
5. Biathlon Integrity Unit
  - I. Report: "BIU" (F. Steinle)
6. Reports, Overall and Strategy
  - I. Target 26, 2022-2026 (O. Dahlin/M. Cobb/R. Rakic)
  - II. Target 2030 Update (M. Cobb/R. Rakic)
  - III. AIOWF Governance report follow-up (R. Rakic)
    - I. Decision: ECR 1.5.2
7. Media and Marketing
  - I. Update Media and Marketing Working Group (J. Hamza / M. Cobb)
  - II. Report: "Media" (M. Cobb)
    - I. Update: EBU Contract
  - III. Report: "Marketing" (M. Cobb)
    - I. Update: Betting partners
    - II. Update: Digital Marketing Manager
8. Sports & Event
  - I. Report: "Sport and Event" (D. Böhm)
    - I. Update Para Biathlon
    - II. Update Lead
  - II. Confirmation: Event allocation Junior Cup Seasons 2025, 2026
  - III. Decision: Re-allocation IBU Junior Cup 3
  - IV. Decision: Rate card system team compound WC/WCH
  - V. Decision: Handling protest/appeal fees and connected ECR changes
  - VI. Decision: Financial support season end celebrations
  - VII. Decision: IBU representatives (EB) 2023/24 season

VIII. Decision: Fluor-Free Transition Support

9. Development

- I. Report: "Development" (D. Gerasimuk)
  - I. Decision: 'Biathlon for All' delayed funds for full implementation

10. Communication

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

11. Finance and Administration

- I. Report: "Finance and Administration" (M. Eidenhammer)
  - I. Forecast 1 2023/24
  - II. Decision: Office Assistant Finance & Administration position (100%)
  - III. Decision: Authorization Rules adjustments

12. Miscellaneous

- I. Update and Planning for Congress 2024, Belgrade/SRB
- II. Presidents' Meeting and Hall of Fame 2024, 16 February 2024, NMNM/CZE
- III. Support guidelines for new mothers
- IV. External engagement overview and details
- V. Review of IF implementation of neutral athlete guidance from IOC

13. Meetings

- I. EB meetings
  - I. EB169, Dinner 6 Dec to 11:00 am 8 Dec 2023, Hochfilzen/AUT
  - II. EB170, Dinner 14 through Lunch 16 Feb 2024, NMNM/CZE
  - III. EB171, 10-12 June 2024, Proposal: Lenzerheide/SUI
- II. Other IBU meetings
  - I. Development Commission Meeting, 9-10 October, Östersund/SWE
  - II. TC, 19-20 Oct 2023, Munich/GER
  - III. Presidents Meeting, NMNM/CZE, 16 Feb 2024
  - IV. Proposal OC Meeting 2024, 13-15 June, Lenzerheide/SUI
- III. Other meetings
  - I. IPC G.A., 26-29 Sept 2023, Manama, Bahrain
  - II. EOC G.A., 6-7 Oct 2023, Istanbul/TUR
  - III. IOC Session, 14-17 Oct 2023, Mumbai/IND
  - IV. IF Forum, 13-15 Nov 2023, Lausanne/SUI
  - V. AIOWF Council, 15 Nov 2023, Lausanne/SUI
  - VI. WADA Foundation Board, 17 Nov 2023, Montreal/CAN

14. Executive Session

Effective: 1 September 2023



## MINUTES

IBU Executive Board Meeting 168

7-8 September 2023, Antholz-Anterselva/ITA

### 1. President's welcome

The President welcomed the board members and staff to the meeting kindly hosted by the Organising Committee of the annual IBU Biathlon World Cup in Antholz-Anterselva. The meeting location at the OC's office allowed the EB to see the progress and extent of the construction underway at the stadium in view of the Milano-Cortina 2026 Olympic Winter Games biathlon competitions.

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

The agenda was approved. There were no conflict-of-interest announcements.

The President pointed out that the EB members do not represent their NFs in the board, but all member NFs.

### 3. Circular decisions between EB Meetings

#### I. Otepää SBWCH 2024

On 13 June 2023, the EB decided to allocate the Summer Biathlon World Championships 2024 to Otepää (EST) in the week of 19-25 August 2024.

#### II. Nationality changes

On 26 June 2023, the EB approved the transfer of NF Representation from NZL to USA for Campbell WRIGHT.

On 31 July 2023, the EB approved the transfer of NF Representation from FRA to BEL for Eve BOUVARD.

### 4. Reports, General

#### I. President

The President reported on a continuous dialogue underway with four potential hosts for the Olympic Winter Games 2030, i.e., the National Olympic Committees of USA, SWE, SUI, and FRA. The IOC's schedule foresees presentations to the Future Host Commission shortly, after which the IOC EB will choose a few candidates for the so-called Targeted Dialogue phase. The timeline is not set; however, the decision is expected to be taken before the Olympic Summer Games 2024 in Paris/FRA.

He further highlighted the signing of another university partnership agreement in June 2023, this time with the Norwegian University of Sports Sciences in Oslo, NOR.



In August 2023, the IOC provided an update on their ongoing Games Optimisation project that has a two-fold focus: the development of a common transport system for all (as opposed to designated systems for different accreditation categories), and a public booking system for the reserved seats.

At the latest AIOWF Council meeting, several winter IFs expressed concern about the Milano-Cortina planning and test event delays. Direct dialogue is planned between the IOC and the winter IFs to address these issues.

The President concluded with remarks on his and SG's recent visit to Ukraine including a tour of the town of Bucha and the destroyed Chernihiv biathlon training centre. The visit also saw meetings with the NOC Ukraine, the sports minister, and several members of the Ukrainian Parliament. Moreover, the President and SG had a tour of the very modern Fischer ski factory which accounts for a significant proportion of the brand's production.

The war will have a long-lasting impact and Ukraine will require further support over years to come.

## II. Other EB members

Nathalie Santer reported on ongoing contact with the Italian Public Service broadcaster RAI trying to ensure live coverage of biathlon and other winter sports in the future.

The VP reported on productive open discussions at a recent EB Media and Marketing Working Group meeting and plans for another meeting in October.

Tim Farcnik congratulated the organisers of the Summer Biathlon World Championships 2023 in Osbrlie/SVK for a great event. He pointed out that the long-term development plan for summer biathlon requires further work.

He also commended the Balkan Summer Biathlon Championships in a refurbished facility Croatia where seven nations competed. The event served to demonstrate a huge commitment to developing the sport in the region.

Farcnik further congratulated the new IBU mentorship program for retired female athletes that recently kicked off with very high-quality mentors and the continuing work of the new IBU Sustainability Commission.

Franz Steinle remarked on the return of the successful Summer Biathlon competitions in Wiesbaden/GER that were broadcast live by the German TV ZDF.

## III. Secretary General

SG complimented the organisers of the Martin Fourcade Nordic Festival (MFNF) which he attended on a great promotional event for the sport offering a wonderful experience for athletes and fans including children. The event is broadcast and promoted by



L'Équipe. SG also had a chance to meet with Christoph de Kepper, Director-General of the IOC, at the 2023 edition of MFNF.

He further remarked on the exciting times for the IBU, with the entry into new ventures through growing digital marketing efforts. Meanwhile, there are concerns about the planning for the Olympic Winter Games Milano Cortina 2026, such as delays in confirming housing and transportation plans for the athletes and teams, and a general lack of progress by the OCOG.

The management of Para Biathlon in cooperation with FIS Para Cross-Country requires considerable effort. A current TC member, Tomi-Pekka Riihivuori/FIN, has been hired for the part-time role of an IBU Para Biathlon Coordinator from 1 October.

Planning for the first-ever IBU Para Biathlon World Championships in March 2024 in Prince George/CAN, is also underway.

The IBU President will meet the IPC President at the IPC General Assembly in Manama, Bahrain, at the end of September, where the IBU is expected to be ratified as a full member of the IPC.

In positive news, the EBU announced a new arrangement for biathlon coverage with China TV.

The planning for new strategic plan Target 2030 is progressing well.

#### 5. Biathlon Integrity Unit

##### I. Report: "BIU" (F. Steinle)

Franz Steinle referred to a written report provided in advance with updates on the pending CAS cases.

#### 6. Reports, Overall and Strategy

##### I. Target 26, 2022-2026 (O. Dahlin/M. Cobb/R. Rakic)

The Implementation of the Target 26 strategy continues with the delivery of the 15-month action plan as presented at the Presidents' Meeting in Vienna/AUT on 1 July 2023.

##### II. Target 2030 Update (M. Cobb/R. Rakic)

The due diligence process on the 2030 overall objectives is underway. A detailed update and first draft framework of the Target 2030 strategy will be presented at EB 169 in December 2023. The NFs will be invited to a review of the proposed Target 2030 strategy at the Presidents' Meeting 2024 during the Nove Mesto na Morave WCH 2024 on 16 February 2024 (including option for virtual participation).

##### III. AIOWF Governance report follow-up (R. Rakic)

The implementation of the Governance Roadmap 2024 continues as planned. The Constitution Working Group has recommenced its work on to review needs for and define rule change proposals to be presented to the IBU Congress 2024.

An update on the work to draft an IBU inclusion and transgender policy was provided.

I. Decision: ECR 1.5.2

The EB approved a word change in the ECR 1.5.2. from 'gender' to 'sex.' This will be implemented by IBU's partner SIWIDATA in the IBU's athlete registration system for the season 2023/2024.

7. Media and Marketing

I. Update Media and Marketing Working Group (J. Hamza / M. Cobb)

VP and SG provided a detailed summary of the latest meeting of the Media & Marketing Working Group held in July. The working group's focus is on the long-term approach and further discussion will be needed to define the IBU's future marketing strategy.

II. Report: "Media" (M. Cobb)

I. Update: EBU Contract

Discussed during the Executive Session.

III. Report: "Marketing" (M. Cobb)

I. Update: Betting partners

The EB received an update on the implementation of IBU betting rights as approved at EB 167. Further discussion will follow in the next meeting of the EB Media & Marketing Working Group through a presentation by an external consultant.

II. Update: Digital Marketing Manager

The EB received an update on the ongoing hiring process which began in mid-June. Interviews with the short-listed candidates are planned in mid-September.

8. Sports & Event

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

SD referred to his written report and highlighted the following:

- Proposal for the program of the Lenzerheide 2025 Biathlon World Championships was presented. Since the event will take place simultaneously with the FIS Alpine World Ski Championships 2025 in Saalbach-

Hinterglemm/AUT, good coordination of starting times will benefit all stakeholders. The detailed competition schedule for both events was shared with the EB and minor adjustments of start times on one day were recommended.

- Construction at the Lenzerheide biathlon venue for the IBU Biathlon World Championships 2025 is expected to begin as planned in Spring 2024. [Note to avoid any confusion: Shortly after the EB meeting Swiss Ski announced they will not move forward with any construction before the 2025 WCH.]
- The Milano-Cortina 2026 plans for team accommodation are severely delayed. Construction at the biathlon venue is well underway which the EB could witness first-hand.
- A detailed performance review of the IBU race series has been prepared and will be presented at EB 169 following discussion at the Technical Committee in October. The goal of the analysis is to provide a structure in which each series has a well-defined role in the development and promotion of the sport.
- Fruitful discussions at the OC meeting in Prague/CZE in June delivered great insight into the need to develop the event side of future IBU World Cup events. This was further discussed by the EB Media & Marketing Working Group in its July meeting. The event dimension must feature strongly in the new Target 2030 strategy.
- Based on analysis following the SBWCH 2023, the development of the Summer Biathlon World Championships has not delivered on the vision set out in the EB's short-term strategy for the discipline and requires a revisit to meet the goals set for it as a promotional tool for biathlon.

The EB Summer Biathlon Working Group facilitated by Tim Farcnik will coordinate a meeting together with the EB Media & Marketing Working Group to prepare a new proposal for consideration at EB 169.

- Fluor test protocol will be submitted to the EB to approval by curricular following the TC meeting 63 in October. An in-person practical session for Team Service Technicians will take place in mid-September in Rif b. Salzburg/AUT; the Technicians' Working Group is closely involved in the planning and implementation of the ban. Fluor testing procedure for the Para Biathlon competitions is an open topic at the time of EB 168.
- Adjustments for the Event Hosting Declarations from 2026/2027 season onwards are needed, e.g., to adjust the guidelines for accommodation given the inflation in the EU and other recent developments.
- Event application requirements (World Cup and World Championships 2027/2028) from 2026/2027 season are in the process of being developed for release in March 2024.



- Charter flights for the North American World Cups in March 2024 are on offer by the IBU to help optimise the logistics for the teams including secure rifle transport. So far, the responses from the NFs have been slow.
- The EB reviewed a late proposal from NF SWE, submitted shortly before the meeting, for an invitational mixed relay style competition in Stockholm following the WCH NMNM 2024 before the Oslo World Cup.

**Decision:** The EB exceptionally approved the staging of the mixed relay style competition in Stockholm but also tasked the TC to define future rules for the scheduling of such invitational show events during the World Cup season.

#### I. Update Para Biathlon

The IBU-FIS Steering Group met for the first time virtually on 1 September 2023. The current agreement with FIS will require amendments to ensure a balanced co-operation between the IBU Para Biathlon and FIS Para Cross-Country operations.

Milano-Cortina 2026 Paralympic Games planning is experiencing delays due to delays in planning at the venue in Val di Fiemme where the Para Biathlon competitions will be held and requires clarification of the respective roles and responsibilities of FIS and IBU.

#### II. Update Lead

SD referred to his written report. Work on best practice *Lead Handling Guidelines* is underway to define and ensure a high lead recovery rate at IBU accredited biathlon ranges. These guidelines will be the basis for requesting a derogation in the EU legislation. A first draft should be available by end of September 2023. Implementation of the guidelines will be the responsibility of the ranges/venues but will also require attention and application of a duty of care by the teams and athletes.

Outreach by NFs to their political decision-makers (e.g., sports ministries) is expected to be timely from November 2023 onwards.

#### II. Confirmation: Event allocation Junior Cup Seasons 2025, 2026

The EB confirmed the allocation of the Junior Cup calendar for seasons 2024/25 and 2025/2026 as approved at EB 167.  
See Annex 1 EB168\_8.2\_IBU\_JC\_JOECH Allocation 2024-2026.

#### III. Decision: Re-allocation IBU Junior Cup 3

The EB decided to reallocate IBU Junior Cup #3 to Jakuszyce/POL due to ongoing construction issues at the venue originally planned to host.

IV. Decision: Rate card system team compound WC/WCH

The EB approved the rate card system as proposed.  
See Annex 2 EB168\_8.4\_Decision\_Team Compound rate card\_WC-WCH

V. Decision: Handling protest/appeal fees and connected ECR changes

The EB approved the new rules as proposed avoiding the need for physical deposits of cash money.

VI. Decision: Financial support season end celebrations

The EB re-confirmed the financial support awarded to stage the end of season celebrations in the respective IBU competition series based on the decision at EB149.

The maximum amounts per season are as follows:  
World Cup €25'000, IBU Cup €7'500 and IBU Junior Cup €5'000

VII. Decision: IBU representatives (EB) 2023/24 season

The EB reviewed the draft allocation and decided to finalise the assignments by circular.

VIII. Decision: Fluor-Free Transition Support

- I. EB approved the total amount of €387'000 for fluor-free transition support.  
See Annex 3 EB168\_8.8\_Fluor\_Transition\_Extra\_support\_NFs\_OCs

The Fluor-Free Transition support for NFs and OCs was EB approved at EB 167 as a concept. The amounts for NFs are determined partially by performance and partially by participation. The amounts for the OCs are based on the burden of transition as per analysis conducted by the Sport & Event department.

IX. Decision: Advance OC Support

The EB approved, at request, to pay out a maximum of 30% of the OC support funding at most two months in advance of the event in question. In case events receiving such funding are not delivered, these funds will be deducted from their NF's financial support.

X. Decision: 3.1.2.3 Electronic information board

The EB approved the adjustments to the rule covering the provision of LED boards over the targets at the IBU's top level events.

9. Development

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



DD referred to her written report (See Annex 4 EB 168\_9.1\_Report\_Development\_update) and highlighted the following points:

### **IBU Academy**

The IBU Academy has provided a strong summer programme as follows:

- Planning an ICCE certification so that students will receive credit from their universities for attendance at IBU Academy courses.
- The online IBU Academy e-learning platform Learning Suite will be available with slight delay during the autumn 2023 at [www.ibu-academy/learningsuite.io](http://www.ibu-academy/learningsuite.io)
- The IBU research grant programme continues to deliver on its mission of bridging theory together with practice for biathlon.
- Recent IBU Academy seminars and webinars have seen great interest with more than 300 registrants and 170 joining live for the webinar on 'Recovery and Prevention' as an example. The NF Technicians seminar on fluor-free waxing is expected to see over 30 NFs participating (including online participation).

In November, an NF seminar on Para Biathlon is planned.

- Two IBU university partnerships have been signed so far while another two are planned for 2023. The main goal of the program is to provide IBU with access to leading researchers and ongoing work in science.

### **IBU Development Programme**

DD further referred to her written report including noting an additional project that was approved (a customised development project with value to all NFs – the NF NOR project).

Two IOC-IBU Camps will be held during the current budget year, in addition an international youth camp will take place in Lenzerheide in October 2023 with 23 NFs participating (supported by the IOC with USD 55'000).

The second edition of the IBU Athlete Ambassador programme was launched in June 2023 with 14 athletes from 13 countries across the three thematic areas: Gender Equality, Integrity Matters, and Sustainability.

#### **I. Decision: 'Biathlon 4 All' delayed funds for full implementation**

The EB decided to allocate additional funding of up to €500'000 to the Biathlon 4 All program (effectively to provide laser/optical rifle kits to active NFs).

Meanwhile, the EB expressed the hope to see the IBU reach break-even in the current budget year.

Ekaterina Dafovska proposed to increase the general allocation to the development programme budget overall in the next budget year from 1 May 2024.

#### 10. Communication

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

CD reported on an online control contract that is about to be signed and work that continues with Eurovision to further develop the Content Hub launched in the 2022/2023 season. The goal is to significantly grow use in the upcoming season.

#### 11. Finance and Administration

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

###### I. Forecast 1 2023/24

The first forecast for the ongoing budget year was reviewed.

###### II. Decision: Office Assistant Finance & Administration position (100%)

The EB approved the increase of the role of the Office Assistant Finance & Administration to 100%.

###### III. Decision: Authorisation Rules adjustments

The adjustments to the Authorisation Rules V 4.0 (dated 28/08/2023) were approved. The approval process for SG travel expenses was amended. See Annex 5 EB168\_11.1\_Authorisation Rules\_adjustments\_final

#### 12. Miscellaneous

##### I. Update and Planning for Congress 2024, Belgrade/SRB

Tim Farcnik and Ekaterina Dafovska volunteered to act as EB liaisons for the Congress 2024 planning.

##### II. Presidents' Meeting and Hall of Fame 2024, 16 February 2024, NMNM/CZE

The EB meeting dates have been updated to 15-16 February 2024.

The Presidents' Meeting will be scheduled on 16 February in the afternoon for 2.5 hrs at the stadium, including option for virtual participation. The EB members will be included in the presentation of the new Target 2030 plan.

The 2<sup>nd</sup> edition of the IBU Hall of Fame awards dinner will follow the Presidents Meeting at the VIP tent.

##### III. Support guidelines for new mothers



Drafting has started for guidelines for new mothers who need a caregiver for their young child(ren) under the age of one (1) to attend IBU events when serving on behalf of the IBU (IBU referees, officials etc). The draft guidelines will be provided to the EB for comments as soon as available.

#### IV. External engagement overview and details

A summary of external service provides was presented but will be reviewed again at EB169 including full details on contractual status.

#### V. Review of IF implementation of neutral athlete guidance from IOC

Many IFs are still reviewing their policy regarding acceptance of athletes who hold Russian or Belorussian passports to their events. World Athletics has already decided not to allow so-called “neutral participation”.

The IOC has yet to decide on a final policy for Paris 2024 except for having decided that in team sports, participation from teams from NOCs RUS and BLR will not be allowed.

In winter sports, no IF has so far decided on policy for Milano Cortina 2026. The IIHF will be exempt due to being a team sport; as per a decision by IIHF in 2024, there will be no RUS/BLR participation.

The International Paralympic Committee (IPC) will re-review the status of the membership of RUS and BLR at its General Assembly on 27-29 September 2023.

#### VI. Single shooting lane cameras

Efforts to confirm funding for the single shooting lane camera feed concept have not been successful. A new technical concept is being developed with the help of artificial intelligence.

### 13. Meetings

#### I. EB meetings

- I. EB169, from dinner 6 Dec until 11:00 am 8 Dec 2023, Hochfilzen/AUT
- II. EB170, from dinner 14 Feb until lunch 16 Feb 2024, NMNM/CZE
- III. EB171, from dinner 10-12 June 2024, Lenzerheide/SUI

#### II. Other IBU meetings

- I. Development Commission Meeting, 9-10 October, Östersund/SWE
- II. TC, 19-20 Oct 2023, Munich/GER
- III. Presidents Meeting, NMNM/CZE, 16:00–18:30 CET on 16 Feb 2024
- IV. OC Meeting 2024, 12-14 June, Lenzerheide/SUI

#### III. Other meetings

- I. IPC G.A., 26-29 Sept 2023, Manama, Bahrain



- II. EOC G.A., 6-7 Oct 2023, Istanbul/TUR
- III. IOC Session, 14-17 Oct 2023, Mumbai/IND
- IV. IF Forum, 13-15 Nov 2023, Lausanne/SUI
- V. AIOWF Council, 15 Nov 2023, Lausanne/SUI
- VI. WADA Foundation Board, 17 Nov 2023, Montreal/CAN

#### 14. Executive Session

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

Confirmation of the final minutes for EB 168

Olle Dahlin, President  
Date Oct 27, 2023

Max Cobb, Secretary General  
Date Oct 27, 2023