

**MINUTES**  
**Executive Board Meeting 163 Part I**  
Virtual, 7 August 2022

**Attendance List**

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President <sup>1</sup>
BOYGARD, Tore	IBU	Executive Board Member
CARRABRE, Jim	IBU	Executive Board Member
COBB, Max	IBU	Executive Board Member
EGAN, Clare	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member

Guests:

BÖHM, Daniel	IBU	Sport & Event Director
RAKIC, Riikka	IBU	Senior Project Manager
WINKLER, Christian	IBU	Communications Director
KEIDEL, Christian	LentzeStopper	Legal Counsel (for 1-3)

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

**AGENDA**  
**IBU Executive Board Meeting 163 Part I**  
Virtual, 7 August 2022

1. President's welcome
2. Announcement of potential conflicts of interest
3. Decision: Suspension RBU/BFiB
  - I. Approval of two motions to the Congress concerning RBU/BFiB
  - II. Approval of letter to RBU/BFiB
  - III. Reconfirmation of motion for a new legal basis for protective measures
4. Decision: Fluor ban for season 2022/2023 and further steps
5. Decision/Acknowledgement: TC feedback on motions from NF CRO and NF BUL
6. Decision: Provisional Membership of Thailand
7. Update: Secretary General recruitment process
8. AOB

Effective: 5 August 2022

**MINUTES**  
**IBU Executive Board Meeting 163 Part I**  
Virtual, 7 August 2022

1. President's welcome

The President welcomed the Executive Board members and the guests to the meeting and thanked for their availability on the weekend.

2. Announcement of potential conflicts of interest

For the agenda item #7, only the Executive Board members will take part, except for Max Cobb.

3. Decision: Suspension RBU/BFiB

I. Approval of two motions to the Congress concerning RBU/BFiB

Legal Counsel Christian Keidel recalled the background and rationale of the EB decisions taken on 1 March and 28 March, respectively:

On 1 March 2022, *"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"* ("First Decision");

On 28 March 2022:

*"1. To suspend the Russian Biathlon Union (RBU) and the Biathlon Federation of Belarus (BiFB) until further notice.*

*2. The above decision shall be reviewed in the event of a change of circumstances and in any event by the 2022 IBU Congress."* ("Second Decision")

The reasons for the above decisions are available as part of the EB Minutes 160 and 161, respectively.

In this context, following a thorough discussion, the Executive Board decided to submit the following two motions to the Congress:

1) Confirm the decision of the IBU Executive Board dated 1 March 2022 *"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"*

2) Suspend the RBU and BiFB's membership of the IBU until they demonstrate their full commitment to support and promote the Purposes and principles of the IBU, for example by clearly distancing themselves from the war in Ukraine and ensuring that none of their officials or athletes are actively involved in their national military and/or take any part in the war

effort. The IBU Executive Board will monitor the implementation of the conditions above and may provisionally lift the suspensions imposed until the next Congress if it considers in its absolute discretion that the above-mentioned conditions have been fulfilled by RBU and/or BiFB. The IBU Executive Board shall report back to the Congress with recommendations whenever appropriate.

The main reasons underlying both proposals are identical to those which supported the First and Second Decisions.

## II. Approval of letter to RBU/BFiB

The Executive Board further approved the letter to be sent to both RBU and BiFB to respond to the proposals within 30 days as required by the IBU Constitution. Both NFs will also be granted an opportunity to be heard virtually at the Congress should they so request.

## III. Reconfirmation of motion for a new legal basis for protective measures

Considering the previous discussion, Legal Counsel Christian Keidel outlined the rationale for the slightly edited motion to the Executive Board's powers that seeks to add a new legal basis for the EB to introduce protective measures in exceptional circumstances. The Executive Board reconfirmed that the motion will be submitted to the Congress 2022.

## 4. Decision: Fluor ban for season 2022/2023 and further steps

The EB approved the proposed procedure for the fluor ban for season 2022/2023 and the further steps as outlined in the Working Group's proposal. The procedure will remain the same as what was used during the 2021/2022 season and the implementation of the full fluor ban is postponed until the season 2023/2024.

During the upcoming season, work on further enhancements to the testing procedure and the device will continue, including the provision of opportunities for testing on site at the IBU events of the different competition series.

The Working Group will present a more detailed project plan for the upcoming year at the EB 163, Part 2 in September.

The Working Group has agreed to coordinate with FIS on the timing of releasing the information on their respective procedures for the season 2022/2023 the date is yet to be confirmed.

## 5. Decision/Acknowledgement: TC feedback on motions from NF BUL and NF CRO

The EB took note of the comments and suggestions of the Technical Committee on the three motions by the National Federations of Bulgaria and Croatia to the Congress 2022 and agreed to include this feedback in the Congress Handbook.

6. Decision: Provisional Membership of Thailand

The EB approved the request for a provisional membership of the IBU by the Ski and Snowboard Association of Thailand based on the completed documentation that has now been submitted.

Thailand will now be invited to participate in the Congress 2022 as a late entry.

7. Update/decision: Secretary General recruitment process

The position has been advertised on IBU web, Global Sports, InsideTheGames and LinkedIn.

Some 40 applications have been received. Five applicants were invited to an interview with “the recruitment group” (The President, Vice President, EB members Franz Steinle and Tore Boygard) in Munich (two were held virtual). Three candidates were selected for the final round whereof one was the preferred candidate.

The EB decided to directly go into a contract discussion with the preferred candidate. The President, Vice President and EB member Franz Steinle will draft a contract and negotiate with the preferred candidate.

The EB also supports the recruitment of a resource in marketing as soon as the new SG has been established.

8. AOB

EB member Tore Boygard raised the concern about the budgets of the National Federations and Organising Committees given the current levels of inflation and price raises especially for accommodation, energy, and fuel, all key cost areas for executing the season. The EB agreed to further discuss the topic in its first meeting following the election of the new Executive Board.

**DRAFT MINUTES**  
**Executive Board Meeting 163 Part II**  
Salzburg, 14 September 2022

**Attendance List**

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President <sup>2</sup>
BOYGARD, Tore	IBU	Executive Board Member
CARRABRE, Jim	IBU	Executive Board Member
COBB, Max	IBU	Executive Board Member
EGAN, Clare	IBU	Executive Board Member
LEHOTAN, Ivor	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
<u>Guests:</u>		
BÖHM, Daniel	IBU	Sport & Event Director (S&ED)
RAKIC, Riikka	IBU	Senior Project Manager
WINKLER, Christian	IBU	Communications Director (CD)
GERASIMUK, Dagmara	IBU	Development Director (DD)
EIDENHAMMER, Margit	IBU	Head of Finance and Administration (HFA)

**AGENDA**  
**IBU Executive Board Meeting 163, Part II**

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

2022-09-14, 13.00-18.00, Salzburg/AUT

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/update SG recruitment (O.Dahlin)
5. Reports, Overall and Strategy
  - I. Report: IBU membership (O.Dahlin)
    - I. Report: NF AUS Governance review
  - II. Congress (O.Dahlin/R.Rakic)
    - I. Program Congress
  - III. Target 26, 2022-2026 process (O.Dahlin/R.Rakic)
6. Media and Marketing
  - I. Report: Update "Media"
  - II. Report: Update "Marketing"
7. Sports & Event
  - I. Report: Update "Sport and Events" (D. Böhm)
  - II. Report/Decision: Fluor project plan incl. budget
  - III. Decision: TC Terms of Reference
  - IV. Decision: Rules for Honors/Hall of Fame
  - V. Decision: Nation change
  - VI. Status report and decisions: YJWCH KAZ
8. Development
  - I. Report: Update "Development" (D. Gerasimuk)
9. Communication
  - I. Report: Update "Communication" (C. Winkler)
    - I. Report: Gaming and virtual sports
10. Finance and Administration
  - I. Report: Update "Finance and Administration" (M. Eidenhammer)
  - II. Report: Forecast 1 2022/23
  - III. Decision: PP Bonus for Reach 2021/22
  - IV. Decision: New Travel Rules
11. Miscellaneous
12. Meetings
  - I. EB meetings
    - I. EB164 prel. 3-6 Nov, Salzburg/AUT

II. Other IBU meetings

- I. Snow Network, 7-9 Oct, Oberhof/GER
- II. TC, 19-21 Oct, Munich/GER

III. Other meetings

- I.

Effective: 7 September 2022



**MINUTES**  
**IBU Executive Board Meeting 163 Part II**  
Salzburg, 14 September 2022

1. President's welcome

The President welcomed the Executive Board members and guests to the last regular meeting of this Executive Board before the elections at the 15<sup>th</sup> Ordinary IBU Congress three days later.

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

The agenda was adopted as distributed on 7 September and no potential conflicts of interest were announced.

3. Circular decisions between EB Meetings

No circular decisions were taken since the EB Meeting 163 Part I on 7 August 2022.

4. Reports, General

1. President

The President referred to his written report and highlighted that he has attended all three summer biathlon events (Blink, SBWCH and MFNF) to evaluate the strategic discussion concerning the topic.

The President also referred to a consultation call with the IOC President and all IFs to discuss the current geopolitical and economic situation impacting the sports movement.

2. Other EB members

AC Chair Clare Egan announced that she has been elected to the WADA Athlete Council and informed the EB about the election procedures, setup, and tasks of this newly established council. The EB congratulated her on the election.

3. Secretary General/update SG recruitment (O.Dahlin)

The EB has appointed Max Cobb as the new Secretary-General of the IBU. Cobb will begin his role on 17 October 2022. Former SG Niklas Carlsson has terminated his role with IBU effective on 31 August 2022.

5. Reports, Overall and Strategy

1. Report: IBU membership (O.Dahlin)

#### I. Report: NF AUS Governance review

The EB took note of the final report of a governance review process for the Australian Biathlon Association provided by an independent consultancy. The EB agreed to inform the ABA of the receipt of this report and acknowledge the work done to reform the governance of the ABA over the last two years.

#### 2. Congress (O.Dahlin/R.Rakic)

##### II. Program Congress

Riikka Rakic presented the final program of the 15th Ordinary IBU Congress. The EB reviewed the agenda for the Congress sessions and the voting procedures.

The President updated the EB about a call with the IOC and IF Presidents and SGs that took place right before the EB meeting. The topics were the Russian war against Ukraine, the Human Rights Framework, the energy crisis in connection to sports, the postponement of the IOC Session and of the decision on the host of the Olympic Winter Games 2030 until September 2023.

Concerning the consequences for sports from the war against Ukraine, the President summarised the IOC's update and their expected next steps.

The EB also decided to amend a motion that had been proposed in the Congress Handbook under the motions to amend the Restricted Rules (Agenda item 17b, Sport and Event Rules article 1.3) to also change the IBU competition season that currently runs from 1 November until 30 October to begin on 1 July and end on 30 June, thus making 1 July the date upon which a change in age class would go into effect.

#### 3. Target 26, 2022-2026 process (O.Dahlin/R.Rakic)

Riikka Rakic informed the EB about the next steps beyond 2022 for the implementation of Target 26 strategic plan. Regional workshops will be scheduled from November 2022 until Spring 2023 to promote the implementation of Target 26 goals on a national level and focus on national biathlon development projects. A more detailed plan until 2026 is then to be presented and approved at the President's meeting in July 2023.

#### 6. Media and Marketing

##### 1. Report: Update "Media"

The President updated the EB about a meeting with the EBU concerning ongoing discussion about contractual consequences of the Russian war against Ukraine. The IBU and EBU will keep working on consensual solutions to the current challenges.

The EB tasked the negotiation group consisting of the President, VP, and EB member Franz Steinle, to further handle the matter (given re-election).

2. Report: Update “Marketing”

A digital marketing update will be provided in the next EB meeting.

7. Sports & Event

1. Report: Update “Sport and Events” (D.Böhm)

The Sport & Event Director referred to his written report highlighting the latest addition to the S&E team. Martin Stricker has been hired as the new Sport & Event Manager beginning on 1 November 2022.

A detailed report of the summer season with the three events will follow at the next EB meeting, taking into consideration the Congress workshop and a meeting with the concerned OCs and NFs to discuss the summer events.

He also informed that the setup of permanent referees for the season 22/23 has been finalised and that preparations for the events are running as planned.

With regards to potential COVID-19 measures in the upcoming season a meeting with the Medical Advisory Group is scheduled after the Congress.

2. Report/Decision: Fluor project plan incl. budget

The S&E Director updated the EB about the project plan for the fluorocarbon project and informed that the plan for 22/23 can be executed within the existing planned budget for the current fiscal year.

The EB approved the project plan which will be shared with NFs and athletes in the upcoming weeks.

EB member Max Cobb reported on a recent working group meeting with FIS. The development of the detection system has progressed well in recent weeks.

3. Decision: TC Terms of Reference

The EB approved the proposal as presented. See Annex 1.

4. Decision: Rules for Honors/Hall of Fame

The S&E Director referred to the proposal for the Hall of Fame of the IBU as drafted by the administration. The EB approved the proposal as per the suggested criteria. See Annex 2.

The EB tasked the administration to inaugurate the Hall of Fame at IBU's 30<sup>th</sup> anniversary in July 2023.

5. Nation Change

The EB unanimously approved the nation change of Maya CLOETENS from NF France to NF Belgium. The athlete is allowed to start at IBU events for NF Belgium from season 2022/23 on.

6. Status Report and Decisions: YJWCH KAZ

The EB reconfirmed its decision to hold the YJWCH in Schuchinsk (KAZ) provided no change in the geopolitical circumstances and security situation in the country. The EB decided to support the NFs with an increased NF contribution of 1.500 € per athlete according to the existing quota. See Annex 3.

8. Development

1. Report: Update "Development" (D. Gerasimuk)

The Development Director referred to her written report and reported on the status of work regarding IBU Academy project activities. See Annex 4.

In addition, she informed of additional Olympic Solidarity financial support for camp organisation as a legacy project in Oberhof in cooperation of the IBU OC WCH Oberhof 2023 and NF GER.

9. Communication

1. Report: Update "Communication" (C. Winkler)

The Communications Director referred to his written report and highlighted the staff situation and joint IBU/EBU project to exploit the reserved rights from the upcoming season.

The CD also referred to his presentation on eGaming and Gamification, a topic that will be presented briefly to the Congress under the Target 26 status report. A detailed discussion on the topic based on a study the IBU has conducted in cooperation with three other winter IFs is scheduled for the next EB meeting.

10. Finance and Administration

1. Report: Update "Finance and Administration" (M. Eidenhammer)

The HFA referred to her written report and highlighted that by the end of the year, the data protection documents will be updated and new processes for improved IT security should be defined. The roll out of a new CRM tool is planned for spring 2023.

2. Report: Forecast 1 2022/23

The HFA presented Forecast I of the fiscal year 22/23 showing no change to the budget at present. More details on the 22/23 budget will be presented in Forecast II in November.

3. Decision: PP Bonus for Reach 2021/22

The EB approved the payment of the PP Bonus for Reach during season 2021/2022 as per the proposal and in accordance with the principles established by the EB previously. In addition, USA had confirmed live broadcasting hours and thus qualifies for the €5000 minimum payment per NF for live national coverage. See Annex 5.

4. Decision: New Travel Rules

The EB approved the proposal for the new travel rules for IBU officials (e.g., IBU technical delegates, international referees) – with an amendment concerning overnight flights - highlighting that public transportation should be used whenever feasible in accordance with the IBU Sustainability Strategy 2020-2030. Moreover, per diem allowance rates for IBU officials are increased to € 80 for travel days and € 70 for working days. See IBU website at <https://www.biathlonworld.com/inside-ibu/downloads>. The travel rules for the IBU staff are regulated by Austrian law.

## 11. Miscellaneous

1. Para-Biathlon: The President informed the EB that the IBU has been approved as a provisional member of the IPC and will become a full member of the IPC at its next Ordinary Congress in summer 2023.
2. Riikka Rakic updated the EB about an EU Erasmus+ grant which is awarded to the IBU for the development of sustainable snow management best practices. The grant will be divided among the seven parties cooperating in the project, with the IBU serving as the project lead.
3. Ivor Lehotan addressed the EB in his final meeting as an EB Member after 20 years. He highlighted that the cooperation in the EB was the cornerstone to get through the big challenges the sports world has faced in the past four years.
4. James Carrabre addressed the EB in his final meeting also highlighting the great cooperation among various fields and the attention the IBU pays to medical topics, where Carrabre will stay a member of the Medical Advisory Group.

## 12. Meetings

The schedule for upcoming meetings will be discussed in the first gathering of the new Executive Board after the election at the 15<sup>th</sup> Ordinary IBU Congress.

1. EB meetings

1. EB164 7-9 Nov, Salzburg/AUT (dates as confirmed with the new EB on 17 September 2022)

2. Other IBU meetings

1. Snow Network, 7-9 Oct, Oberhof/GER
2. TC, 19-21 Oct, Munich/GER

3. Other meetings

## ***IBU Technical Committee***

### ***Terms of Reference***

#### **1. Status and role**

- 1.1 The *Technical Committee* is established in accordance with Article 26 of the *Constitution*. The role of the Technical Committee is to develop the technical rules for the sport of Biathlon and for its clothing, equipment, and competition facilities, and to carry out the other functions assigned to it in the Event and Competition Rules.
- 1.2 The business of the *Technical Committee* will be conducted, and decisions will be made, in accordance with these Terms of Reference, which are issued by the *Executive Board* in accordance with Article 26.4 of the *Constitution*.
- 1.3 This version of the Terms of Reference replaces any prior documents pertaining to its subject-matter and is effective as from 21 June 2022. These Terms of Reference may be amended from time to time by the *Executive Board*, as proposed by the *Technical Committee*.
- 1.4 Unless otherwise stated, defined words and terms used in these Terms of Reference (denoted by italicised text) have the meaning given to them in the *Constitution*.
- 1.5 In the case of any conflict between these Terms of Reference and the *Constitution*, the *Constitution* will prevail.
- 1.6 Where a matter arises that is not otherwise provided for in these Terms of Reference, the *Constitution* or other *IBU Rules*, the *Chair* will address the matter as they see fit.

#### **2. Composition**

- 2.1 The *Technical Committee* consists of twelve (12) members, who are elected/appointed in accordance with Article 26.2 of the *Constitution*. In particular:
  - 2.1.1 There will be ten elected members, who will be nominated by full IBU Members and elected by Congress in accordance with Article 13.2.7, with such election to be conducted in accordance with the Rules of Congress.
  - 2.1.2 There will be one member appointed by the Athletes' Committee in accordance with Article 25.3
  - 2.1.3 There will be one member appointed by WC Coaches in accordance with Article 26.2
  - 2.1.4 Nominees for election to the Technical Committee must have a valid IBU International Referee licence, or significant proven practical experience in the sport of Biathlon, and/or be active coaches or Athletes or have been coaches or

Athletes in the previous four years. They must be Eligible in accordance with Article 27.

- 2.1.5 The ten members elected by Congress must all be Citizens of different Countries, and there must be at least two members of the male gender and at least two members of the female gender among them (provided that there are at least two from each gender among the candidates for election). The appointed members must be Citizens of different Countries but can be Citizens of Countries of elected members.

### **3. Term**

- 3.1 Their term of office will be approximately four years, commencing at the close of the Election Congress at which they are elected and ending at the close of the next Election Congress.

### **4. Powers and responsibilities**

- 4.1 Members of the *Technical Committee* qualify as *IBU Officials* within the meaning of Article 26.1 of the *Constitution*. As such, they are bound by and must comply at all times with all the rules and regulations of the *IBU* (including the *Integrity Code*) and these Terms of Reference.
- 4.2 Persons elected to the *Technical Committee* hold such position in their personal capacity and not as representatives of any *IBU* Member or any other organisation and must act accordingly.
- 4.3 The *Technical Committee* has all the powers that are necessary or helpful to carry out its mandate under Article 26 of the *Constitution*, in detail the power to:
- 4.3.1 amend, rescind, or add to the Technical Rules (sport-technical, clothing, equipment and competition facilities) with such changes to come into effect immediately or on such other date as the Technical Committee may specify, subject always to
- (a) the power of the Executive Board to amend or annul such Technical Rules by motion passed by Absolute Majority; and
- (b) the power of Congress to amend or annul such Technical Rules in accordance with Article 13.2.6.;
- 4.3.2 submit proposals to issue, amend or annul other Rules to the Executive Board or (in the case of Reserved Rules) ask the Executive Board to submit such proposals to Congress;
- 4.3.3 appoint TDs/IBU Rs to IBU events or for other events on request;



- 4.3.4 review the event schedule and program of the WCH, OWG;
- 4.3.5 recommend the annual number of events and approve the proposal of the respective RD for the event calendar for WC, IBU Cup (incl. OECH) and Junior Cup (incl. YJWCH and JOECH);
- 4.3.6 approve the proposal of the IBU Regional event structure, guidelines and the event calendar
- 4.3.7 approve new material/equipment in accordance with Annex A IBU Event and Competition Rules (ECR);
- 4.3.8 handle all aspects of selection, training, testing, assessing and licensing of biathlon technical officials at international level in accordance with Annex C ECR;
- 4.3.9 propose approvals and/or prolongations of IBU venue licenses in accordance with the venue license rules and based on documentation of inspections/reports;
- 4.3.10 propose directions for the development of biathlon sport in terms of future needs and innovations
- 4.3.11 propose persons to represent the *Technical Committee* on other *Committees* within the *IBU*, as required; and
- 4.3.12 carry out any other specific responsibilities that are within the scope of the role and responsibilities of the *Technical Committee*.
- 4.4 Within the *Technical Committee* there can be dedicated persons and/or working groups implemented to cover specific tasks, as for example (but not exclusively):
  - 4.4.1 The *Technical Committee member in charge of referees* is responsible for the tasks in relation to 4.3.3 and 4.3.7
  - 4.4.2 The *Technical Committee member in charge of venue license* issues is responsible for the tasks in relation to 4.3.8
  - 4.4.3 The *Rules Working Group* (RWG) will propose changes in relation to 4.3.1 to be decided on by the whole *Technical Committee*
  - 4.4.4 The *Working Group Material* is responsible for all new developments of Equipment
  - 4.4.5 The working groups will be founded at the first TC Meeting after the election
- 4.5 For the avoidance of doubt, the *Technical Committee* has no authority to represent or to bind the *IBU*.

- 4.6 The *Technical Committee* must host at least one meeting per year, but generally will host two meetings per (spring and fall). Such meetings are generally to be hosted in-person but can also be hosted virtually.

## **5. Chair**

- 5.1 The *Technical Committee* members will elect one of their number to chair the *Technical Committee*. The chairperson will have the right to attend and speak on behalf of the *Technical Committee* at meetings of Congress.
- 5.2 The *Chair* also has the power and/or responsibility to:
- 5.2.1 prepare the agenda/papers for and chair all meetings of the *Technical Committee*;
  - 5.2.2 be the spokesperson for the *Technical Committee*, including to the media;
  - 5.2.3 liaise with the *President* and *Secretary General* as required or requested;
  - 5.2.4 liaise with the *Athletes' Committee* appointee and the appointee of the WC coaches to the *Technical Committee* (the **Technical Committee Representatives**);
  - 5.2.5 liaise with the other members of the *Technical Committee* and other persons to identify issues for the *Technical Committee* to consider;
  - 5.2.6 prepare reports on the work of the *Technical Committee* to the *Executive Board* and/or (by a date specified by the *Secretary General*) to Congress; and
- 5.3 The *Chair* will circulate copies of the *Technical Committee* reports to all members of the *Technical Committee*.
- 5.4 The *Technical Committee* may remove the *Chair* (with or without removing him/her as members of the *Technical Committee*) by unanimous decision of all other members of the *Technical Committee*.

## **6. Conduct of the business of the Technical Committee**

- 6.1 The *Technical Committee* shall undertake its work at meetings of the committee and in between meetings by telephone, email, and other means of communication specified by the *Chair*, in order to keep members apprised of relevant matters.
- 6.2 The *Technical Committee* will meet at least one time each calendar year (generally two times) on such dates and at such times and places as the *Chair* decides, either in person or (if the *Chair* so permits) via telephone or video conference (**Virtual Attendance**). For cost

purposes, the location of in-person meetings, including the meeting referred to in Article 4.5, will be agreed in advance by the *Chair* and the *President* and/or the *Secretary General*.

- 6.3 The agenda for a meeting of the *Technical Committee* shall be set by the *Chair*. Any other member may request the inclusion of items on the agenda at any time, including during the meeting.
- 6.4 Notice of *Technical Committee* meetings should ordinarily be provided at least 21 days before they are held, and an agenda should be provided at least 7 days before. However, where more urgent action is required, the *Chair* may call a meeting on shorter notice (of not less than 12 hours), which may be attended by members by *Virtual Attendance*.
- 6.5 No business may be validly conducted at a *Technical Committee* meeting unless a quorum is present (either in person or, if permitted, by *Virtual Attendance*). For these purposes, a quorum is at least 7 of the members of the *Technical Committee*.
- 6.6 Each member shall actively participate in *Technical Committee* meetings and in matters undertaken by the *Technical Committee* between meetings. Each member must be adequately prepared for each meeting (including by reviewing all materials when circulated) to participate effectively and constructively.
- 6.7 Meetings of the *Technical Committee* are not public, but the *Chair* may invite third parties to attend all or part of such meetings, subject to such confidentiality protections as the *Chair* may deem appropriate. EB members may attend all *Technical Committee* meetings along with IBU staff as involved in TC's mandate. The *Chair* may invite others to attend as needed.
- 6.8 Voting at meetings:
  - 6.8.1 Each *Technical Committee* member present (in person or by *Virtual Attendance*) at a *Technical Committee* meeting will have one vote on each motion, save that *Technical Committee* members may not cast a vote on any matter in respect of which they have a conflict of interest. A conflict of interest does not apply with regards to calendar/schedule votings. Voting by proxy or by letter is not permitted.
  - 6.8.2 In the event of a dispute as to whether a *Technical Committee* member has a conflict of interest, if the dispute arises before a *Technical Committee* meeting it will be resolved as set out in the *IBU Integrity Code*. If the dispute arises at the meeting, it will be resolved by decision of the *Technical Committee*.
  - 6.8.3 Voting will be conducted by voice, or (if requested by any *Technical Committee* member) by a show of hands. Elections or other sensitive topics may be conducted by secret paper ballots.

6.8.4 Unless otherwise specified in the *Constitution* or these Terms of Reference, motions require a majority of votes cast by those present at the meeting to be in favour of the motion for the motion to be passed. In such cases, in the event of a tie in votes, the *Chair* will have a deciding vote.

6.9 The *Chair* or their delegate will take minutes of each meeting of the *Technical Committee*, noting the names of the persons present and all motions considered, and all motions passed at the meeting. The minutes will be finalised by the *Chair* and sent to *Technical Committee* members within one month of the meeting and discussed and agreed at the next meeting.

6.10 Conducting business outside of meetings:

6.10.1 If all members of the *Technical Committee*, then in office and entitled to vote agree unanimously, any business that could have been conducted at a *Technical Committee* meeting may be considered and voted upon by email, or other available form of electronic communication, without a meeting of the *Technical Committee* having to be convened.

6.10.2 A motion in writing that is signed or consented to by email, or other forms of electronic communication by all the members of the *Technical Committee* then in office and entitled to vote will be valid as if it had been passed at a meeting of the *Technical Committee*. Any such motion may consist of several documents in the same form, each signed or consented to by one or more of the *Technical Committee* members.

6.11 Subject to Article 6.9, no documents, information, discussion, recommendations, or decisions made at a *Technical Committee* meeting or otherwise exchanged or agreed in connection with the work of the *Technical Committee* shall be disclosed to any other person (other than the *President*, *Secretary General*, and/or the *Biathlon Integrity Unit*) unless:

6.11.1 the *Chair* authorises such disclosure;

6.11.2 the *Technical Committee* agrees that such disclosure is necessary or desirable to advance its work;

6.11.3 the matter is in the public domain; or

6.11.4 such disclosure is required by law or any applicable authority, including the *Biathlon Integrity Unit*.

## **7. Administration**

- 7.1 *Technical Committee* members act as such in a voluntary capacity and will not be compensated for their work as a *Committee* member. The *IBU* will reimburse expenses for each *Technical Committee* member in accordance with *IBU* policy.
- 7.2 Subject to Article 6.2, the *IBU* will arrange travel, accommodation and insurance for *Technical Committee* members when they are conducting business of the *Technical Committee* in accordance with *IBU* policy.

## **8. Resignation or removal**

- 8.1 A member of the *Technical Committee* may resign prior to the expiry of their term of office by giving not less than one month's notice in writing to the *Chair* and *President*.
- 8.2 The *Chair* may resign prior to the expiry of their term of office by giving not less than one month's notice in writing to the *President* and the other members of the *Technical Committee*.
- 8.3 A member of the *Technical Committee* may be removed from the *Technical Committee* prior to the expiry of their term of office:
  - 8.3.1 if they are no longer *Eligible* under Article 27 of the *Constitution*;
  - 8.3.2 as a sanction imposed pursuant to the *Constitution* and/or the *IBU Rules*, including the *IBU Integrity Code*; and/or
  - 8.3.3 where they have failed to attend two or more meetings of the *Technical Committee* without valid excuse, by the unanimous decision of all of the other members of the *Technical Committee*.
- 8.4 Vacancies in the *Technical Committee* shall be filled at the next Congress according to Article 2.1.1. In extreme cases of urgency, the *Executive Board* can provisionally appoint a member.



## **INTERNATIONAL BIATHLON UNION HALL OF FAME**

### **INTRO**

Biathlon is a sport that demands the unique mix of speed, endurance and precision from its athletes. It combines techniques from two different sports: cross-country skiing and shooting. Its competition season is relatively short (10 weeks in the BMW IBU World Cup + 2 weeks at the BMW IBU World Championships or Olympic Winter Games), but very intense. With 22-24 individual competitions per season in the BMW IBU World Cup and with the BMW IBU World Championships scheduled for every season but the Olympic one, the athletes also get abundance of opportunities - in four different disciplines plus relay events - to build their legacy.

### **CRITERIA**

#### **C1 WINNING TOTAL SCORE TITLE**

Consistency of performance is the clearest sign of someone's excellence. Winning the BMW IBU World Cup Total Score title should thus be the defining criteria for the consideration of who should get introduced into the International Biathlon Union's Hall of fame.

#### **C2 WINNING AN INDIVIDUAL GOLD MEDAL AT THE WORLD CHAMPIONSHIPS**

With four opportunities to win a gold medal at the BMW IBU World Championships for three consecutive seasons in one Olympic cycle, winning one or more individual gold medal at the BMW IBU World Championships in the span of one's career should be the next criteria, but only when an athlete has also won the Total Score title.

#### **C3 WINNING AN INDIVIDUAL GOLD MEDAL AT THE OLYMPIC WINTER GAMES**

Olympic Winter Games are scheduled only every four years and are the most exclusive event in any sport. Winning an Olympic individual medal, let alone gold, is a pinnacle of any athlete's career. Yet it truly makes for a formidable career worth Hall of Fame when one has also won the Total Score title and used plenty of opportunities at the BMW IBU World Championships to win one or more individual gold medals.

Introduction into the Hall of fame criteria (all the criteria need to be fulfilled)

**C3.1** Winning BMW IBU World Cup Total Score title at least once

**C3.2** Winning one or more individual gold medals at the BMW IBU World Championships

**C3.3** Winning one or more individual medals at the Olympic Winter Games

*Things to be further considered if the criteria seem still too low:*

- *under C3.3 only an individual Olympic gold medal counts*
- *if someone wins an individual Olympic gold medal in two or more Olympic Winter Games*



## **C4 ELIGIBLE CANDIDATES FOR THE IBU HALL OF FAME**

### **C4.1 The criteria**

**C4.1.1** Winning BMW IBU World Cup Total Score title at least once

**C4.1.2** Winning one or more individual gold medals at the BMW IBU World Championships

**C4.1.3** Winning one or more individual medals at the Olympic Winter Games

**C4.2** As of 31 March 2022 the following athletes\* are eligible for the IBU Hall of Fame according to the criteria:

#### **WOMEN (14)**

DARYA DOMRACHEVA	BLR
GABRIELA (SOUKALOVA) KOUKALOVA	CZE
ANNE BRIAND	FRA
MARTINA (GLAGOW) BECK	GER
LAURA DAHLMEIER	GER
ANDREA HENKEL	GER
MAGDALENA NEUNER	GER
KATI WILHELM	GER
TORA BERGER	NOR
DOROTHEA WIERER	ITA
LIV GRETE (POIREE) SKJELBREID	NOR
MAGDALENA (WALLIN) FORSBERG	SWE
TIRIL ECKHOFF	NOR
MARTE OLSBU ROEISELAND	NOR

#### **MEN (8)**

OLE EINAR BJOERNDAL	NOR
MARTIN FOURCADE	FRA
RAPHAEL POIREE	FRA
JOHANNES THINGNES BOE	NOR
TARJEI BOE	NOR
EMIL HEGLE SVENDSEN	NOR
SVEN FISCHER	GER
MICHAEL GREIS	GER

\*Data provided by Siwidata



## **C5 HALL OF FAME CANDIDATES: WOMEN (as of 31 March 2022)**

### **GABRIELA (SOUKALOVA) KOUKALOVA, CZECH REPUBLIC**

Gabriela Koukalova won the BMW IBU World Cup Total Score title in the 2016/2017 season. She won a silver medal in the mass start at the Olympic Winter Games Sochi 2014. She is a sprint gold medalist from the IBU World Championships Hochfilzen 2017. She won 17 individual competitions in the BMW IBU World Cup and collected six discipline titles.

### **ANNE BRIAND, FRANCE**

Anne Briand won the BMW IBU World Cup Total Score title in the 1994/1995 season. She won a silver medal in the individual at the Olympic Winter Games Lillehammer 1994. She is a sprint gold medalist from the IBU World Championships Antholz-Anterselva 1995. She won six times in the BMW IBU World Cup.

### **MARTINA (GLAGOW) BECK, GERMANY**

Martina Beck won the BMW IBU World Cup Total Score title in the 2002/2003 season. She won silver medals in the individual and pursuit at the Olympic Winter Games Torino 2006. Beck is a pursuit gold medallist from the IBU World Championships Khanty-Mansiysk 2003. She won 15 times in the BMW IBU World Cup and collected three discipline titles.

### **ANDREA HENKEL; GERMANY**

Andrea Henkel won the BMW IBU World Cup Total Score title in the 2006/2007 season. She won a gold medal in the individual at the Olympic Winter Games Salt Lake City 2002. Henkel won a gold medal at the IBU World Championships in all four disciplines: in the individual in Khanty-Mansiysk 2005, in the sprint and pursuit in Oestersund 2008 and in the mass start in Antholz-Anterselva 2007. She won 22 times in the BMW IBU World Cup and collected one discipline title.

### **LAURA DAHLMEIER, GERMANY**

Laura Dahlmeier won the BMW IBU World Cup Total Score title in the 2016/2017 season. She won the sprint and pursuit gold medals at the Olympic Winter Games PyeongChang 2018. She was the absolute star of the IBU World Championships Hochfilzen 2017, winning a gold medal in the individual, pursuit, and mass start. Dahlmeier also won a





pursuit gold medal at the IBU World Championships Oslo-Holmenkollen 2016. She won 22 times in the BMW IBU World Cup and has two discipline titles to her name.

#### **MAGDALENA NEUNER, GERMANY**

Magdalena Neuner is a triple BMW IBU World Cup Total Score title winner: 2007/2008, 2009/2010, 2011/2012. She won pursuit and mass start gold and sprint silver medal at the Olympic Winter Games Vancouver 2010. Neuner is a three-time sprint world champion (Antholz-Anterselva 2007, Khanty-Mansiysk 2011, Ruhpolding 2012), pursuit world champion (Antholz-Anterselva 2007), and mass start world champion (Oestersund 2008, Khanty-Mansiysk 2011). She won 34 times in the BMW IBU World Cup and collected five discipline titles.

#### **KATI WILHELM, GERMANY**

Kati Wilhelm won the BMW IBU World Cup Total Score title in the 2005/2006 season. She is a gold medalist in the sprint from the Olympic Winter Games Salt Lake City 2002 and pursuit from Torino 2006. She also won silver in the pursuit in Salt Lake City 2002 and mass start in Torino 2006. She is a sprint double world champion (Pokljuka 2001, PyeongChang 2009). She also has gold from the individual from PyeongChang 2008. Wilhelm won 21 times in the BMW IBU World Cup and has six discipline titles to her name.

#### **TORA BERGER, NORWAY**

Tora Berger won back-to-back BMW IBU World Cup Total Score titles in the 2012/2013 and 2013/2014 seasons. She won a gold medal in the individual at the Olympic Winter Games Vancouver 2010 and silver in the pursuit in Sochi 2014. Berger is a double world champion in the individual (Ruhpolding 2012, Nove Mesto na Morave 2013), mass start (Ruhpolding 2012), and pursuit (Nove Mesto na Morave 2013). She also achieved 28 wins in the BMW IBU World Cup and added four discipline titles to her name.

#### **DARYA DOMRACHEVA, BELARUS**

Darya Domracheva is a BMW IBU World Cup Total Score winner from the 2014/2015 season. She was a star of the Olympic Winter Games Sochi 2014, winning gold in the individual, pursuit, and mass start. She was second in the mass start at the Olympic Winter Games PyeongChang 2018 and third in the individual at the Olympic Winter Games Vancouver 2010. Domracheva is a pursuit (Ruhpolding 2012) and mass start (Nove Mesto na Morave 2013) world champion. She also scored 34 wins in the BMW IBU World Cup and six discipline titles.



### **LIV GRETE SKJELBREID (POIREE), NORWAY**

Liv Grete Skjelbreid won the BMW IBU World Cup Total Score title in the 2003/2004 season. She is a silver medalist in the individual from the Olympic Winter Games Salt Lake City 2002. Skjelbreid won gold in the sprint and mass start at the IBU World Championships Oslo-Holmenkollen 2000 and Oberhof 2004 and in the pursuit at the IBU World Championships Pokljuka 2001 and Oberhof 2004. She scored 22 wins and three discipline titles in the BMW IBU World Cup.

### **MAGDALENA (WALLIN) FORSBERG, SWEDEN**

Magdalena Forsberg is a six-times consecutive BMW IBU World Cup Total Score winner (1996, 1997; 1997/1998; 1998/1999; 1999/2000; 2000/2001; 2001/2002), a record. She built this incredible series on the back of 42 wins in the BMW IBU World Cup. They also earned her 13 discipline titles. Forsberg won individual and sprint bronze at the Olympic Winter Games Salt Lake City 2002. She is a triple world champion in the pursuit (Brezno-Osrblie 1997, Pokljuka 1998, Oslo-Holmenkollen 2001), double world champion in the individual (Brezno-Osrblie 1997, Pokljuka 2001), and world champion in the mass start (Pokljuka 2001).

### **DOROTHEA WIERER, ITALY**

Dorothea Wierer is the first-ever Italian BMW IBU World Cup Total Score winner, having done so in the seasons 2018/2019 and 2019/2020. She is a sprint bronze medalist from the Olympic Winter Games Beijing 2022. Wierer won a gold medal in the mass start at the IBU World Championships Oestersund 2019 and in the individual and pursuit in Antholz-Anterselva 2020. She scored 13 wins in the BMW IBU World Cup and four discipline titles.

### **TIRIL ECKHOFF, NORWAY**

Tiril Eckhoff won the BMW IBU World Cup Total Score title in the 2020/2021 season. She won a mass start silver and pursuit bronze medal at the Olympic Winter Games Beijing 2022; she is also a mass start bronze medalist from the Olympic Winter Games PyeongChang 2018. Eckhoff crowned her winning 2020/2021 season with gold medals in the sprint and pursuit at the IBU World Championships Pokljuka 2021. She is also sprint world champion from Oslo-Holmenkollen 2016. Eckhoff has won 29 times in the BMW IBU World Cup and added four discipline titles.



## **MARTE OLSBU ROEISELAND, NORWAY**

Marte Olsbu Roeiseland is a BMW IBU World Cup Total Score winner for the 2021/2022 season. She won a gold medal in the sprint and pursuit, as well as a bronze medal in the individual and mass start at the Olympic Winter Games Beijing 2022. At the Olympic Winter Games PyeongChang 2018, she won a silver medal in the sprint. Olsbu Roeiseland is a sprint and mass start winner from the IBU World Championships Antholz-Anterselva 2020, where she scored a medal in all seven disciplines, a record. She collected 17 wins and two discipline titles in the BMW IBU World Cup.



## **C6 HALL OF FAME CANDIDATES: MEN (as of 31 March 2022)**

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### **OLE EINAR BJOERNDALen, NORWAY**

Ole Einar Bjoerndalen is one of the most successful biathletes and winter athletes of all time. He won five BMW IBU World Cup Total Score titles: 2002/2003, 2004/2005, 2005/2006, 2007/2008, 2008/2009. Bjoerndalen is the winner of 13 Olympic medals, 8 of those in the individual competitions, five in the relay, a record. He won gold in the individual at the Olympic Winter Games Nagano 1998 and Salt Lake City 2002, in the sprint in Salt Lake City 2002 and Sochi 2014, and the pursuit in Salt Lake City 2002. He won 10 individual gold medals at the IBU World Championships: one in the individual (PyeongChang 2009), four in the sprint (Khanty-Mansiysk 2003, Hochfilzen 2005, Antholz-Anterselva 2007, PyeongChang 2008), four in the pursuit (Hochfilzen 2005, Antholz-Anterselva 2007, Oestersund 2008, PyeongChang 2009) and one in the mass start (Hochfilzen 2005). Bjoerndalen won 95 times in the BMW IBU World Cup, a record, and added 15 discipline titles.

### **MARTIN FOURCADE, FRANCE**

Martin Fourcade is the only biathlete who won seven consecutive BMW IBU World Cup Total Score titles: 2011/2012, 2012/2013, 2013/2014, 2014/2015, 2015/2016, 2016/2017, 2017/2018. Fourcade's unprecedented period of dominance had been built on 83 wins in the BMW IBU World Cup that also brought him 26 discipline titles, a record. He is a four-times world champion in the individual (Nove Mesto na Morave 2013, Kontiolahti 2015, Oslo-Holmenkollen 2016, Antholz-Anterselva 2020) and pursuit (Nove Khanty-Mansiysk 2011, Ruhpolding 2012, Oslo-Holmenkollen 2016, Hochfilzen 2017). In addition, Fourcade won two sprint gold medals at the IBU World Championships (Ruhpolding 2012, Oslo-Holmenkollen 2016) and the mass start in Ruhpolding 2012.

### **RAPHAEL POIREE, FRANCE**

Raphael Poiree won the BMW IBU World Cup Total Score title four times: 1999/2000, 2000/2001, 2001/2002, and 2003/2004. He is a pursuit silver medalist from the Olympic Winter Games Salt Lake City 2002. Poiree won six gold medals at the IBU World Championships: three in the mass start (Lahti 2000, Pokljuka 2001, Oberhof 2004), two in the individual (Oberhof 2004, Antholz-Anterselva 2007), and one in the sprint (Oberhof 2004). He scored 44 wins and nine discipline titles in the BMW IBU World Cup.



### **EMIL HEGLE SVENDSEN, NORWAY**

Emil Hegle Svendsen won the BMW IBU World Cup Total Score title in the 2009/2010 season. He achieved gold medals in the individual in the Olympic Winter Games Vancouver 2010 and the mass start in Sochi 2014. Svendsen is also a sprint silver medalist from Vancouver 2010 and a mass start bronze medalist from PyeongChang 2018. He won a gold medal at the IBU World Championships in all individual disciplines: in Oestersund 2008 in the individual, in Nove Mesto na Morave 2013 in the sprint and pursuit, and the mass start in Oestersund 2008 and Khanty-Mansiysk 2013. He scored 38 wins and four discipline titles in the BMW IBU World Cup.

### **JOHANNES THINGNES BOE, NORWAY**

Johannes Thingnes Boe took over the mantle of series BMW IBU World Cup Total Score winner from Martin Fourcade in the 2018/2019 season and added the 2019/2020 and 2020/2021 wins. He is an Olympic champion in the individual from the Winter Games PyeongChang 2018 and in the sprint and mass start from the Winter Games Beijing 2022, where he also won a bronze medal in the individual. Boe won a sprint gold medal at the IBU World Championships Kontiolahti 2015 and Oestersund 2019 and a mass start gold medal in Oslo-Holmenkollen 2016 and Antholz-Anterselva 2020. He won 55 times in the BMW IBU World Cup, which accounted for seven discipline wins.

### **TARJEI BOE, NORWAY**

Tarjei Boe won the BMW IBU World Cup Total Score title in the 2010/2011 season. He won a pursuit silver and sprint bronze at the Olympic Winter Games Beijing 2022. He is a world champion in the individual from Khanty-Mansiysk 2011 and in the mass start from the Nove Mesto na Morave 2013 IBU World Championships. Tarjei Boe won 12 times in the BMW IBU World Cup and collected four discipline titles.

### **SVEN FISCHER, GERMANY**

Sven Fischer won the BMW IBU World Cup Total Score title in the 1996/1997 and 1998/1999 seasons. He is a sprint Olympic champion from the Winter Games Torino 2006. Fischer also won a sprint silver at the Winter Games Salt Lake City 2002, a bronze in the individual in Lillehammer 1994, and a pursuit in Torino 2006. He is a world champion in the individual and mass start from Kontiolahti 1999 IBU World Championships. Fischer won 33 times in the BMW IBU World Cup and collected six discipline titles.



## **MICHAEL GREIS, GERMANY**

Michael Greis won the BMW IBU World Cup Total Score title in the 2006/2007 season. He is a sprint and mass start Olympic champion from the Winter Games Torino 2006. Greis is a world champion in the mass start from Antholz-Anterselva 2007 IBU World Championships. He won 11 times in the BMW IBU World Cup and collected four discipline titles.



## **STATUS REPORT: YJWCH 2023 Schuchinsk (KAZ)**

Another inspection was conducted as following:

Date:	07.09.2022	
Place:	Schuchinsk KAZ	
Participants:	Manas Ussenov	SG NF KAZ, OC Representant
	Key persons of OC and venue administration	
	Daniel Böhm	S&E Director
	Arne Eidam	RD JC IBU
	Mariya Osolodkina	IBU Communications
	Andre Christanell	SIWIDATA
	Joris Wauman	EBU

### **General:**

The political situation was brought up by some NFs at several occasions to raise concerns about hosting the event in Kazakhstan.

IBU received a supportive letter from the Ministry of Sport and Culture in July which was shared with all NFs.

The SG of NF KAZ underlined that the president of Kazakhstan stated strongly the neutral position of the country and that Kazakhstan does not support the war in Ukraine.

Nevertheless there is an economic relationship with Russia which in his eyes minimizes the risk of an invasion.

The SG will give a presentation at Congress in which he will summarize the situation.

### **Sport technical:**

No issues. Ready to host the event.



### **Organizational:**

The OC structure was reviewed and seems well organized with dedicated personnel in charge of all key areas. The level of planning can be summarized as high for a YJWCH.

### **Technical equipment:**

SIWIDATA and EBU checked the existing equipment on site and approved that a lot of it can be used for the conduction. EBU will negotiate the details with the OC to finalize the production plan as soon as possible.

### **Financial issues:**

#### **1. Flight costs**

Ticket prices increased a lot lately. The flight from central Europe (>8h) can be compared to a trans-atlantic flight ("Overseas"). The OC is in negotiations with the major Airline (Air Astana) as partner of the event and will try to offer reduced tickets for group bookings (min. 20 PAX from the same airport/flight). Currently there is a direct connection from Frankfurt to Nur-Sultan.

#### **2. Accommodation costs**

The hotel prices for all categories will be finalized until end of September and the most expensive (A-category) hotel will cost under 100€ full-board per person (double room).

### **Conclusion:**

The S&E Department currently does not see a severe reason to re-allocate the event.

The EB and all NFs will have the chance to raise questions at the Congress directly to NF KAZ/OC Schuchinsk.

Due to the distance and expensive flight tickets the S&E Department recommends to increase the NF contributions for the YJWCH if the event will be conducted in Kazakhstan.





**Decision:**

- 1) The EB is asked to re-confirm the allocation of the YJWCH 2023 to Schuchinsk unless a concrete threat situation would arise which might endanger the participants. Such decision should be taken after the Congress.
- 2) The EB is asked to increase the NF contributions for the YJWCH if the event will be conducted in Kazakhstan.

## REPORT UPDATE "DEVELOPMENT"

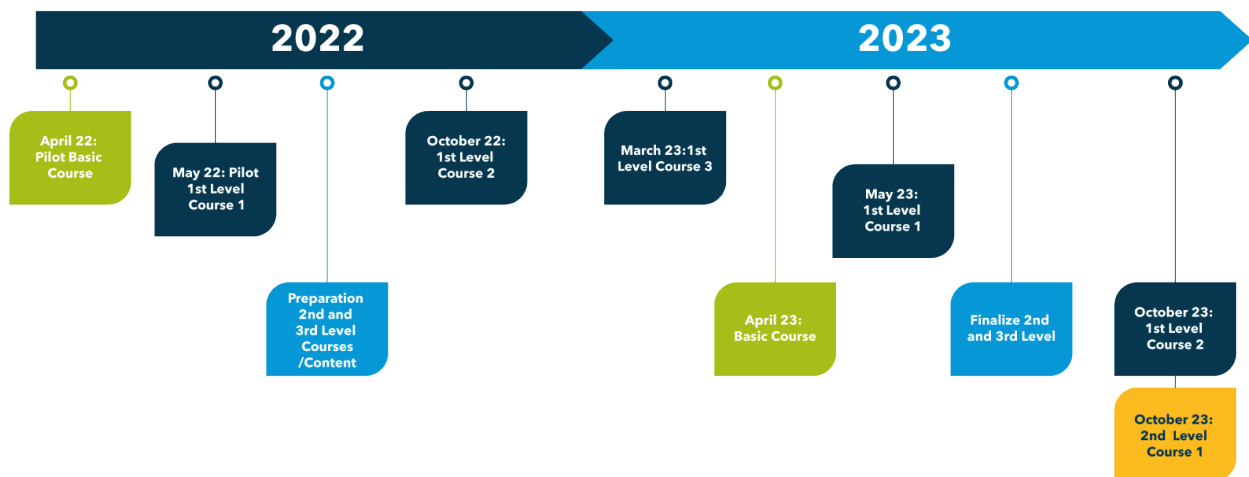
### 1. IBU ACADEMY

#### a. COACHES EDUCATION

After accomplishing the Pilot Basic Course (3-8 April 2022 in Salzburg) and the first week of the Pilot First Level Course (22-27 May 2022 in Ruhpolding) we are currently planning the second and third weeks of the First Level Course which will be held in Östersund/SWE (2-7 October 2022) and Jakuszyce/POL (26-31 March 2023). The focus of these courses will be on motor skills training, coaches' soft skills, physiology, psychology, training planning, and nutrition. In Östersund, Wolfgang Pichler (NF GER), Jonas Johansson, Ola Raval, and Johan Hagström (all NF SWE) will be the IBU Educators. In Jakuszyce, Matthias Ahrens (CAN) and Knut Kuvas Brevik (NOR) will serve this position.

Next steps:

1. Plan courses for 2023 for Basic, First and Second Level (venues, lecturers, dates).
2. Plan Third Level Courses for 2024.



#### b. E-LEARNING PLATFORM

Since the launch of the e-learning platform in March 2022 the "Learning Suite" (LS) was improved with new tools and widgets in order to make learning and navigation easier. Besides the content of the Basic and First Level Coach Education, the platform is currently used for the Snow Network project, for the BIU, and for the TC. In 2023, LS should also serve as knowledge hub for all Seminars and Webinars.

In autumn 2022, the content of the already existing Basic and First Level content will be reviewed but different experts: Trond Nystand (NOR), Oyvind Sandbakk (NOR), and Gerald Mitterbauer (AUT).

Next steps:

1. Integrate new features like exam tool, public content, link-registration, etc.
2. Review and adapt the syllabus for the 2<sup>nd</sup> and 3<sup>rd</sup> Levels.
3. Finalise the content/structure of the 2<sup>nd</sup> and 3<sup>rd</sup> Levels by the end of the year 2022.

**c. RESEARCH GRANT PROGRAMME 2021/2022 and 2022/2023**

For the Research Grant Cycle 2021/22, all 5 supported projects submitted the final reports by the end of June. The projects were presented by the Universities on 28<sup>th</sup> July 2022. The results will be shared with all National Federations via the IBU channels.

For the cycle 2022/23, 8 Universities/Institutions applied in time (deadline: 31 March 2022). The IBU Research Grant Working Group proposed to support the following applicants: AECC University (GBR), Mid Sweden University (SWE), Norwegian School of Sport Science (NOR), Nord University (NOR) and University of Magglingen (SUI) with a total sum of € 50.000. In June 2022, the IBU Executive Board decided to follow the proposal and to support these 5 projects. All selected Universities have signed the contract and started working on their projects. All details in regards to the IBU Research Grant Programme can be found here: [LINK](#)

**d. SEMINARS and WEBINARS 2022/2023**

**Seminars/Webinars**

1. IBU Coach Webinar "Nutritional Aspects for Training and Competition in Biathlon", 29 June 2022 with 285 registrants.

Main topics:

- Nutrition for Training and Competitions: Judith Haudum (AUT)
- Nutrition Periodization in Biathlon: Dr Claudia Osterkamp (GER)
- Nutrition at Major Events: Prof. Nanna Meyer (USA)
- Eating Disorders & Energy Deficiency: Dr Therese Fostervold Mathisen (NOR)

2. IBU Athletes Webinar, 6 July 2022 with 93 registrants.

Main topics:

- New Athlete Committee, Agenda, and Plans
- Dual Career Options: Dr Dagmara Gerasimuk
- IBU Coach Education as Option for Athletes: Dr Gerold Sattlecker
- Panel Discussion: Transition to Life after Sport: Simon Schempp (GER), Rosanna Crawford (CAN), and Anna Juppe (AUT)

3. IBU Coach Webinar "Olympic Cycle Milano-Cortina 2026", 7-8 September 2022 with more than 450 registrants.

Main topics:

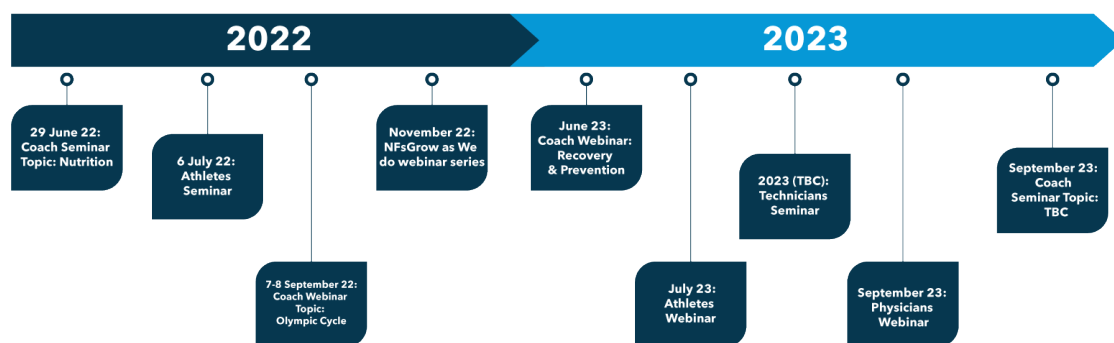
- Periodisation of Training in German Biathlon: Hannes Kock (GER)
- Long-term performance in endurance sports: Prof. Oyvind Sandbakk (NOR)
- Physiological Adaptations in Endurance Performance: Prof. Stephen Seiler (NOR)
- Training to compete at altitude: Dr Iñigo Mujika (ESP)
- Training-Coaching-Match Preparation: Anne Grethe Jeppesen (NOR)
- Skiing Technique: Planning an Olympic Cycle: Tobias Reiter/Michael Veith (GER)
- Periodisation in Skiing with a Special Focus on Peaking: Trond Nystad (NOR)

- Periodization in Shooting: Siegfried Mazet (FRA)
- Preparation of Team France for the Olympics in Beijing: Stephane Bouthiaux (FRA)

4. The Technicians Seminar which was planned for 26-28 September 2022 was cancelled since the full flour ban was postponed to next season. Thus, in 2023 a Technicians Seminar will be planned to cover this topic.

#### **Upcoming Seminars/Webinars**

- June 2023: Coach Webinar, Topic: Recovery and Prevention
- July 2023: Athletes Webinar
- September 2023: Physicians Webinar
- September 2023: Coach Seminar
- Technicians Seminar (Date: TBC)



#### **e. Dual Career Program**

In June 2022 the IBU Executive Board approved the IBU Dual Career Policy. This was the first step of the Dual Career Program in order to develop the possibility for talented, professional, and elite athletes to build an educational or job path simultaneously with a sports career and develop leaders who will serve all biathlon sectors in future. Anna Kitzbichler, a former biathlete from Austria, supports the IBU with this project.

Next steps:

1. Develop a Dual Career strategy by October 2022
2. Develop a Dual Career action plan by the end of 2022

#### **f. ACADEMY WORKING GROUP meeting planned for 9-12 March 2023 in Östersund (SWE).**

## **2. NFs DEVELOPMENT SUPPORT**

### **a. NFs DEVELOPMENT PROJECT SUPPORT 2022/2023**

All NFs which got the IBU support have signed the agreements and started working on their projects. In addition, the e-signature was integrated into IBU Scope, making the process more efficient.

### **b. IBU SUMMER REGIONAL EVENTS**

All NFs in charge of summer regional events have signed the agreement. North American Summer Biathlon Series in Jericho, Biathlon Canada Summer Series West in Whistler, and Central Europe Cup in Letohrad finished the events.

### **c. IBU IOC Camps**

The preparation of 2 IBU IOC camps is in progress.

11-17 October 2022 Antholz (ITA) – 24 NFs confirmed their participation

27 November – 03 December 2022 Martell (ITA) – 18 NFs submitted a registration by numbers

The focus of this year's camps will be on coaching skills development. In Antholz, Matthias Ahrens (CAN) and Martina Seidl (GER) will be the IBU Coaches, and in Martell, Armin Kasslatter (ITA) with Matthias Ahrens (CAN) will support the camp. In addition, Anais Bescond (FRA) and Dominik Windisch (ITA) will also be athletes' role models and share their experiences and knowledge during training sessions and evening meetings. The additional program includes anti-doping education developed with BIU, shooting technique training, sustainability, and gender equality topics, planned to be led by IBU Athletes Ambassadors (TBC).

In addition to planned camps, in collaboration with OC Oberhof 2023 and NF GER, IBU supports the organisation of Youth Camp in Oberhof 23-30 October 2022, supported by IOC – Olympic Solidarity funds. OC Oberhof develops the project as a legacy of the World Championships Oberhof 2023. 17 NFs are eligible to be supported with OS funds; in total, 21 NFs expressed their interest. The program includes training sessions under the supervision of German coaches, meetings with successful athletes, an evening program, and on-site activities.

### **D. Material distribution**

In 2022 material distribution will take place in Hochfilzen from 05-08 December.

The wishlist is to be sent to NFs on the latest 7<sup>th</sup> of September.

## **3. GENDER EQUALITY**

### **a. IBU MENTORSHIP PROGRAM**

From 16-19 June 2022, 17 mentees met within the IBU Mentorship Programme in Salzburg to discuss and learn about topics like leadership, organisational culture, communication skills, and leading a change.

In August, the last webinar took place.

Next steps:

1. 22.09.2022 final overall group session with mentees
2. 29.09.2022 evaluation meeting with mentors

#### **b. BREAKING BOUNDARIES**

We have started the preparation to produce the stories in the upcoming winter season about women in biathlon in different positions: presidents, EB members, coaches, TDs, CC and others. Stories will be part of the gender equality campaign to encourage more women to take the following steps in their career development and promote role models. The action is a part of IBU GE strategy.

#### **4. ATHLETES AMBASSADOR**

During the SBWCH in Ruhpolding, together with BIU, we organised a 'Dinner Together.' 6 Athlete Ambassadors competing in the event took part. We got to know each other better and discussed the project's future approach. All present athletes appreciated the meeting.

Next step:

1. Media training workshops for athletes ambassadors led by JTA, 9<sup>th</sup> and 16<sup>th</sup> of November

**PP Bonus 2022**

	Hours viewed							OECH		
	2021-2022	% of Total	% of adjusted	WC		WCH		YJWCH		TOTAL
AUT	8 736 809	1,51%	8 736 809	1,51%	€ 5 504	1	65000	0	0	€ 70 504
BLR*	6 574 332	1,13%	6 574 332	1,13%	€ 5 000		0	0	0	€ 5 000
CZE	30 417 813	5,25%	30 417 813	5,25%	€ 19 163		0	0	0	€ 19 163
DEN	1 880 220	0,32%	1 880 220	0,32%	€ 5 000		0	0	0	€ 5 000
EST	5 292 233	0,91%	5 292 233	0,91%	€ 5 000	1	65000	0	0	€ 70 000
FIN	19 635 383	3,39%	19 635 383	3,39%	€ 12 370	1	65000	0	0	€ 77 370
FRA	47 061 800	8,12%	47 061 800	8,12%	€ 29 648	1	65000	0	0	€ 94 648
GER	182 106 408	31,43%	182 106 408	30,00%	€ 109 500	2	130000	0	1 25000	€ 264 500
ITA	549 433	0,09%	549 433	0,09%	€ 5 000	1	65000	0		€ 70 000
LAT	1 447 115	0,25%	1 447 115	0,25%	€ 5 000		0	0	0	€ 5 000
NOR	19 298 517	3,33%	19 298 517	3,33%	€ 12 158	1	65000	0	0	€ 77 158
POL	2 657 964	0,46%	2 657 964	0,46%	€ 5 000		0	0	0	€ 5 000
RUS*	170 357 721	29,40%	170 357 721	15,00%	€ 54 750		0	0	0	€ 54 750
SLK	5 031 438	0,87%	5 031 438	0,87%	€ 5 000		0	0	0	€ 5 000
SLO	3 587 440	0,62%	3 587 440	0,62%	€ 5 000		0	0	0	€ 5 000
SWE	57 945 250	10,00%	57 945 250	10,00%	€ 36 505	1	65000	0	0	€ 101 505
SUI	2 413 064	0,42%	2 413 064	0,42%	€ 5 000		0	0		€ 5 000
UKR	14 384 615	2,48%	14 384 615	2,48%	€ 9 062		0	0	0	€ 9 062
USA							0	0	1 25000	€ 25 000
<b>TOTAL</b>	<b>579 377 556</b>	<b>100,00%</b>	<b>579 377 556</b>	<b>84,17%</b>	<b>€ 333 660</b>	<b>9,0</b>	<b>585000</b>	<b>0</b>	<b>2 50000</b>	<b>€ 968 660</b>

70% Based on hosting World Cup, WCH, OECH and YJWCH

30% Based on Hours Viewed, with a max of 30% for one country for full member and

15% for provisional member of total share of Hours Viewed.

A basic contribution of € 5000 for all NFs with live transmission.

No differences connected to the duration of the World Cup event (days)

\*suspended