

MINUTES

IBU Executive Board Meeting 182

Berchtesgaden/GER

Sept 15, 14.00-18.00/Sept 16, 09.00-15.00/Sept 17, 09.00-12.00

ATTENDANCE

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President ¹ - excused
SCHERER, Christian	IBU	Treasurer (virtually on 15 Sept)
BOYGARD, Tore	IBU	Executive Board Member
DAFOVSKA, Ekaterina	IBU	Executive Board Member
FARCNIK, Tim	IBU	Executive Board Member
EDER, Simon	IBU	Executive Board Member
SAGUEZ, Fabien	IBU	Executive Board Member
SANTER, Nathalie	IBU	Executive Board Member
STEINLE, Franz	IBU	Executive Board Member
COBB, Max	IBU	Secretary General ²
<u>Guests:</u>		
BITTERLING, Felix	IBU	Commercial and Marketing Director (CMD)
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 Points 5)
RAKIC, Riikka	IBU	Head of Strategy, Sustainability & Governance (HSS)
WINKLER, Christian	IBU	Communications Director (CD)

¹ Further referred to as VP

² Further referred to as SG

AGENDA

IBU Executive Board Meeting 182
Berchtesgaden/GER

Sept 15, 14.00-18.00/Sept 16, 09.00-15.00/Sept 17, 09.00-12.00

1. President's Welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
4. Reports, General
 - 4.1. President
 - 4.2. Other EB members
 - 4.3. Secretary General
5. Biathlon Integrity Unit
 - 5.1. Report: "BIU" (F.Steinle)
 - 5.2. Report: Suspended members (Monitoring Working Group)
 - 5.3. Report/decision: Ongoing investigations
 - 5.4. Decision: IBU Procedural Rules
6. Reports, Overall and Strategy
 - 6.1. Target 2030 (O.Dahlin, M.Cobb, R.Rakic)
 - 6.2. Report: Organisational structural review (M.Cobb)
 - 6.3. Report: "Sustainability" (R.Rakic)
 - 6.4. Report/decision: NF Membership (D. Gerasimuk)
7. Media and Marketing
 - 7.1. Report: "Media" (M.Cobb/F. Bitterling)
 - 7.1.1. EBU Update
 - 7.2. Report: "Marketing" (F.Bitterling)
8. Sport & Event
 - 8.1. Report: "Sport and Event" (D. Böhm)
 - 8.1.1. Report: Loop One (D.Böhm)
 - 8.1.2. Report: Para Biathlon (R.Rakic)
 - 8.1.2.1. Decision: ECR Para Race Formats
 - 8.1.2.2. Decision: Para Biathlon Commission - Terms of Reference
 - 8.1.3. Report: WCH 2031 applications, inspection reports
 - 8.1.3.1. WCH 2031 Candidate presentations, Thursday Sept 17, 10.30-12
 - 8.2. Decision: Other events 26/27
9. Development
 - 9.1. Report: "Development" (D. Gerasimuk)
10. Communication
 - 10.1. Report: "Communication" (C.Winkler)

11. Finance and Administration

- 11.1. Report: "Finance and Administration" (H. Kleineisen)
- 11.2. Report: Financial Review FY 2025/26
- 11.3. Decision: IBU Travel Expense Rules
- 11.4. Report: Risk Management

12. Miscellaneous

- 12.1. Report: Update Congress 2026 (R.Rakic)
- 12.2. Masters Activities – IMGA Board
- 12.3. 70 Year Jubilee Book Project

13. Meetings

- 13.1. EB meetings
- 13.2. Other IBU meetings
- 13.3. Other meetings
 - 13.3.1. WOF G.A., Lausanne/SUI, Oct 5
 - 13.3.2. IF Forum, Lausanne/SUI, Oct 5-7
 - 13.3.3. IPC Membership Gathering, Berlin/GER, 7-9 Nov 2026
 - 13.3.4. WADA, Foundation Board, Astana/KAZ, Nov 26
 - 13.3.5. ANOC G.A, Hong Kong/CHN, Dec 7-10

14. Executive Session

Effective: September 8, 2026

MINUTES

IBU Executive Board Meeting 182
Berchtesgaden/GER

Sept 15, 14.00-18.00/Sept 16, 09.00-15.00/Sept 17, 09.00-12.00

1. President's Welcome

The President welcomed participants to EB Meeting 182, the final meeting of the current Executive Board.

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

The agenda was approved.

President Olle Dahlin declared a conflict of interest concerning the Executive Board's proposal for the host of the World Championships 2031.

3. Circular decisions between EB Meetings

There were no circular decisions between Executive Board meetings.

4. Reports, General

4.1. President

The President referred to his written report. He highlighted his recent visit to China, where he met with the Chinese Sport Ministry/Chinese Olympic Committee, Chinese Biathlon Union, the Chinese Paralympic Committee and the laser rifle manufacturer Suoter.

The President also reported on several interviews with media outlets, including Reuters, reflecting on his eight years as IBU President.

The recent changes in the leadership of the French Alps 2030 Organising Committee for the Olympic and Paralympic Games were discussed.

4.2. Other EB members

Tim Farcnik reported on several Media and Marketing partner meetings and the final Sustainability Commission meeting of the current term.

He also thanked the President for his cooperation in preparing the transition.

Franz Steinle reported on several working group meetings concerning the BIU, Monitoring and Negotiation Group matters.

Fabien Saguez assured the Executive Board that Biathlon's interests were being well looked after in the preparations for the French Alps 2030 Olympic and Paralympic Games.

Nathalie Santer reported on her contacts with the leadership of YOG Valtellina 2028.

Simon Eder expressed his pleasure at attending his first Congress as a representative of the Athletes' Committee.

Christian Scherer reported on the Hochfilzen 2028 World Championships kick-off meeting for stakeholders, including the media, and a visit to the construction works. Ticket sales are scheduled to begin in February 2027, exactly a year before the event.

4.3. Secretary General

The SG noted that the agenda covered the main matters to be addressed. He reported on a busy summer of Congress preparations, led by HSS and DD, with contributions from all departments, and highlighted the well-organised preparation process.

5. Biathlon Integrity Unit

5.1. Report: "BIU" (F.Steinle)

Head of BIU Greg McKenna referred to his written report.

He reported on a meeting with the new leadership of the Biathlon Union of Serbia. Additional documents were expected to be delivered by post and had not yet been assessed.

The Executive Board was informed of a case contesting anti-doping rule violations filed by a group of Russian athletes with the European Court of Human Rights against institutions in Switzerland.

The Head of the BIU also reported on a prevalence study involving dozens of athletes as part of the BIU's prevention work. He further reported that 84% of NFs have now engaged with the NF Governance Framework.

5.2. Report: Suspended members (Monitoring Working Group)

The Monitoring Working Group had no meetings since 28 August. There had been no change in the situation, and therefore no need to update on the motion submitted to Congress which remains unchanged.

Constructive engagement with the Biathlon Federation of Belarus (BiFB) continued. The Federation had reported governance changes and published a statement distancing itself from military conflicts. An evidence-led review would be required before any future recommendation.

The Executive Board decided to recommend that the incoming Executive Board ensure that current working groups, in particular the Monitoring Group and the Investigation

Group, retain their mandates and continue to benefit from the experience of their current members.

5.3. Report/decision: Ongoing investigations

There was nothing further to report on ongoing investigations.

5.4. Decision: IBU Procedural Rules

Under the proposed division of disciplinary work, anti-doping matters would remain with the Court of Arbitration for Sport (CAS), while the Arbitral Tribunal would provide an alternative option for other matters.

The proposed Procedural Rules are based on Austrian law. Sport Resolutions would be contracted to manage the Arbitral Tribunal for the initial period.

The EB decided to approve the IBU Procedural Rules as the framework under which the Arbitral Tribunal would operate effective from 1 January 2027, provided the Congress approves the proposed changes to the Constitution and other associated IBU Rules.

6. Reports, Overall and Strategy

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

A two-year status report 2024-2026 on the implementation of the strategic plan Target 2030 was presented (available in full copy [here](#)).

The Executive Board expressed its appreciation for the extensive work undertaken by the Leadership Team on Target 2030.

6.2. Report: Organisational structural review (M.Cobb)

The SG presented a detailed report on the organisational structural review.

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

The HSS referred to her written report and highlighted the receipt of additional €400'000 of EU funding on sustainable snow management. The new Erasmus+ project is called SKADI and will entail the IBU as coordinator, Mid-Sweden University as key research partner, TechnoAlpin as technology partner and the national federations of Estonia, Slovakia and Sweden as sport partners.

Ownership of data produced by the project is to be clarified in the Consortium Agreement between the IBU and the project partners.

6.4. Report/decision: NF Membership (D. Gerasimuk)

The DD reported on the status of the NFs that had been found to be inactive based on the Article 6.1.6 of the Constitution. Following EB 181, the concerned NFs had been informed about the current review and invited to respond as per the procedure outlined in the Constitution.

The Executive Board decided to defer the review of the level of national activities to the newly elected Executive board pending further discussions during Congress and consequent further analysis of compliance with Article 6.1.6 of the Constitution.

7. Media and Marketing

7.1. Report: "Media" (M.Cobb/F. Bitterling)

7.1.1. EBU Update

The Executive Board Contract Review Working Group, comprising Olle Dahlin, Franz Steinle and Tim Farcnik, together with the relevant Leadership Team members and with support from a legal firm, had concluded negotiations with the European Broadcasting Union (EBU).

The Executive Board decided to proceed with signing the new EBU contract for the period 2030–2034 during Congress 2026.

In accordance with the IBU Constitution 39.1, the contract requires the signatures of the President and one specified elected Executive Board member. The Executive Board decided that Executive Board member Tim Farcnik would sign the contract together with the President, with the Secretary General acknowledging it as a head of IBU staff.

7.2. Report: "Marketing" (F.Bitterling)

The CMD provided an update on the dialogue with the marketing partner on the future partnership model.

8. Sport & Event

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

The SD referred to his written report and noted that readiness for the 2026/2027 season was generally at a high level.

He highlighted the work undertaken to establish a new expert working group on reducing the impact of equipment on performance. Its initial focus would be to evaluate the potential effect on results of measures which further strengthen accessibility, fairness and equal sporting opportunities while supporting the long-term sustainability of the sport.. Further details on the group's mission and constitution would be reported at EB 184.

The new IBU Youth Festival is scheduled to launch in March 2028. The Executive Board decided that the selection of the inaugural host would be made after Congress.

A strategic review of the Loop One Festival concept is planned to begin immediately after the 2026 edition.

8.1.1. Report: Loop One (D.Böhm)

Executive Board members expressed concern that, at the time of the meeting, some top French team athletes were not registered for the Loop One Festival. The NF President committed to encourage the participation of its top athletes.

8.1.2. Report: Para Biathlon (R.Rakic)

8.1.2.1. Decision: ECR Para Race Formats

The Executive Board approved the proposed changes to the Event and Competition Rules concerning Para Biathlon race formats.

8.1.2.2. Decision: Para Biathlon Commission - Terms of Reference

The Executive Board approved the new Terms of Reference of the Para Biathlon Commission, pending approval by Congress of the proposed motion on diversity in the Technical Committee.

8.1.3. Report: WCH 2031 applications, inspection reports

Tim Farčnik chaired the host selection process on behalf of the Executive Board because President Dahlin had declared a conflict of interest due to his Swedish nationality.

The Executive Board received detailed presentations from both candidates, including Q&A sessions. In addition, it reviewed an extensive detailed report from the Evaluation Commission that had conducted site visits with both bidders, with a further Q&A session.

The Executive Board selected its proposed host through a secret ballot, only announcing the proposed candidate overseen by the BIU on Thursday, 17 September 2026.

8.2. Decision: Other events 2026/27

The Executive Board decided to approve 'Other events' as proposed.

9. Development

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

The DD referred to her written report. See Annex 1.

She also reported that the 'Biathlon Youth Family Connect' project was selected for funding by Erasmus+ for €400'000. This project builds on the Biathlon 4 All programme, aiming to develop a mobile app for grassroots biathlon activities, as

well as unified rules for grassroots events. The project has a duration of 24 months and includes a partnership with five IBU NFs (FRA, SLO, DEN, ESP, UKR), two universities (AWF Katowice, HdM Stuttgart), an IT company (vmapit GmbH), and two rifle suppliers (Kiwi Precision, EcoAims).

In addition, the DD noted that the IBU managed, in collaboration with Olympic Solidarity to confirm additional development support for NF BUL and NF UKR.

9.2 Report: "IBU Academy"

The DD referred to her written report on the IBU Academy. See Annex 2.

She highlighted the ongoing strategic review of the IBU Academy to review its strategy through to 2030.

10. Communication

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

The CD presented a brief verbal report, highlighting preparations for the season and the season opening at the Loop One Festival. Seasonal staff were being recruited to implement a shift-based staffing plan (on/off-site resource division).

He also reported on an upgrade of the Biathlon Content Hub using new technology, in cooperation with a new partner that would also become an IBU Supplying Partner.

11. Finance and Administration

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

The DFA referred to his written report and highlighted the ongoing IT review, with the final interviews with external partners and IBU departments being conducted. The final report is expected in October.

11.2. Report: Financial Review FY 2025/26

The current financial forecast indicated that operations were on track and within budget after the first quarter of current financial year. Financial assets remained in a healthy position despite market fluctuations.

11.3. Decision: IBU Travel Expense Rules

The EB decided to approve the new IBU Travel Expense Rules as presented to be effective from 1 October 2026.

11.4. Report: Risk Management

The DFA referred to the updated Risk Register provided in advance, completed as part

of the regular review taking place twice a year.
Some overall risk ratings had been downgraded, including those relating to a pandemic and European Commission equipment regulations.

12. Miscellaneous

12.1. Report: Update Congress 2026 (R.Rakic)

A brief logistical update on the plans for the upcoming Congress sessions and other activities and side events was provided.

12.2. Decision: Masters Activities – IMGA Board

The Executive Board decided to appoint a new Working Group on 'Masters Biathlon', to be chaired by outgoing President Olle Dahlin, supported by Kalle Lähdesmäki as a member, and Riikka Rakic as an ex officio member. Further members may be considered by the new Executive Board.

The Executive Board further decided that the IBU would propose Olle Dahlin as a candidate for the Board of the International Masters Games Association (IMGA), now called [World Masters Sport](#).

World Masters Sport is a not-for-profit international association that promotes Masters sport and lifelong participation and organises or sanctions international Masters events, including the Summer and Winter World Masters Games.

12.3. Decision: 70 Year Jubilee Book Project

The Hochfilzen World Championships in 2028 will mark the 70th anniversary of the first Biathlon World Championships in Saalfelden and the 50th anniversary of the introduction of the small-bore rifle. It was proposed to mark the anniversaries with a Jubilee Book.

The Executive Board approved the 70-Year Jubilee Book Project.

Jaka Lucu was appointed as the project manager for the anniversary book project.

12.4. Decision: Medal of Honour

The Executive Board decided to award Ekaterina Dafovska the IBU Medal of Honour in recognition of her 12 years as President of the Bulgarian National Federation and four years on the IBU Executive Board.

Ekaterina Dafovska abstained, declaring a conflict of interest.

12.5. Decision: Loop One Festival marketing partner

The Executive Board decided to approve the agreement with Infront Sports AG to serve as the marketing partner of the Loop One Festival.

12.6. Final Words

The President thanked the Executive Board members and the Leadership Team for their collaboration over the past eight years.

Dr Franz Steinle stated that it had been a great honour to serve the sport of Biathlon, and thanked his Executive Board colleagues, the Secretary General and the Leadership Team for great cooperation.

13. Meetings

13.1. EB meetings

13.2. Other IBU meetings

13.3. Other meetings

13.3.1. WOF G.A., Lausanne/SUI, Oct 5

13.3.2. IF Forum, Lausanne/SUI, Oct 5-7

13.3.3. IPC Membership Gathering, Berlin/GER, 7-9 Nov 2026

13.3.4. WADA, Foundation Board, Astana/KAZ, Nov 26

13.3.5. ANOC G.A, Hong Kong/CHN, Dec 7-10

14. Executive Session

An Executive Session was held during the meeting.

Confirmation of the final minutes for EB 182



Olle Dahlin, President



Max Cobb, Secretary General