

MINUTES

IBU Executive Board Meeting 174
21 November 2024 Munich/GER

ATTENDANCE

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President ¹
SCHERER, Christian	IBU	Treasurer (partially virtually)
BOYGARD, Tore	IBU	Executive Board Member
DAFOVSKA, Ekaterina	IBU	Executive Board Member
FARCNIK, Tim	IBU	Executive Board Member
HÄCKI-GROSS, Lena	IBU	Executive Board Member
SAGUEZ, Fabien	IBU	Executive Board Member
SANTER, Nathalie	IBU	Executive Board Member (virtually)
STEINLE, Franz	IBU	Executive Board Member
COBB, Max	IBU	Secretary General ²
<u>Guests:</u>		
BÖHM, Daniel	IBU	Sport & Event Director (SD)
GERASIMUK, Dagmara	IBU	Development Director (DD) (from 8.4)
MCKENNA, Greg	BIU	Head of BIU (virtually for point 5)
RAKIC, Riikka	IBU	Head of Strategy, Sustainability & Governance (HSS)
WINKLER, Christian	IBU	Communication Director (CD) (virtually)

¹ Further referred to as VP

² Further referred to as SG

AGENDA

IBU Executive Board Meeting 174
21-22 November 2024 Munich/GER

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
 - 4.3.1. FAHR search
5. Biathlon Integrity Unit
 - 5.1. Report: "BIU" (G.McKenna/F.Steinle)
 - 5.2. Solidarity Fund
6. Reports, Overall and Strategy
 - 6.1. Target 2030
 - 6.1.1. Report: Next steps planning
 - 6.1.2. Report: Closing the Competition Gap
 - 6.1.3. Decision: IBU Climate Action Plan v1.0
7. Media and Marketing
 - 7.1. Report: "Media" (M.Cobb)
 - 7.2. Report: "Marketing" (M.Cobb)
 - 7.2.1. Partner Summit
8. Sports & Event
 - 8.1. Report: "Sport and Event" (D. Böhm)
 - 8.2. Issues/Proposals from Technical Committee
 - 8.2.1. Decision: Mass Start regulation for WC1 24/25
 - 8.2.2. Decision: Approval of WC/WCH schedule 25/26
 - 8.2.3. Decision: Process task delegation – EB to TC
 - 8.2.4. Decision: Para Biathlon ECR (R. Rakic)
 - 8.3. WC calendar 2026-2030
 - 8.3.1. Report: Planning status and input TC
 - 8.3.2. Decision: General structure
 - 8.4. Report: Biathlon Festival Munich 2025
 - 8.4.1. Decision: Final event budget
 - 8.4.2. Decision: Participation principles
 - 8.4.3. Decision: Responsibilities for planning/organisation
 - 8.5. Report: New development-oriented setup SBWCH

- 9. Development
 - 9.1. Report: "Development" (D. Gerasimuk)
 - 9.2. Report: Department annual activities plan 2025
 - 9.3. Report: Memberships applications
 - 9.3.1. Decision: Morocco – only if application is complete
 - 9.3.2. Decision: Application Fee

- 10. Communication
 - 10.1. Report: "Communication" (C.Winkler)
 - 10.2. Decision: Digital Reach Bonus

- 11. Finance and Administration
 - 11.1. Report: "Finance and Administration" (M. Cobb)
 - 11.2. Forecast II FY 2024/25
 - 11.3. Decision: IBU Travel Rules
 - 11.4. Decision: Additional support for Para Biathlon

- 12. Miscellaneous
 - 12.1. Duties of the IBU EB representative at IBU competition events
 - 12.2. Change of athlete's National Federation representation

- 13. Meetings
 - 13.1. EB meetings
 - 13.1.1. EB 175 Feb 20-21, Lenzerheide/SUI
 - 13.1.2. EB 176 June 16-17, Salzburg/AUT
 - 13.1.3. EB 177 Proposal: 10-11 Sept, (dinner 9 Sept), site TBD

 - 13.2. Other IBU meetings
 - 13.2.1. TC Meeting 26-27 May, Munich area
 - 13.2.2. OC-meeting June 25-27, Salzburg/AUT
 - 13.2.3. Presidents Meeting – Virtual: Proposal 11 Sept, 15:00-18:00 CET

 - 13.3. Other meetings
 - 13.3.1. WADA Foundation Board, Riyadh, Dec 5, Saudi Arabia
 - 13.3.2. EOC G.A. Feb 28-March 1, Frankfurt/GER
 - 13.3.3. WADA Annual Symposium March 18-19, Lausanne/SUI
 - 13.3.4. IOC Session March 19-21, Costa Navarino/GRE

14. Executive Session

Effective as of 14 November 2024

MINUTES

IBU Executive Board Meeting 174
21 November 2024 Munich/GER

1. President's Welcome

Welcomed all Executive Board members and staff to the pre-season start meeting.

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

The agenda was approved with the addition of a virtual meeting with the IOC Sport Director Kit McConnell.

No conflict-of-interest announcements were received.

3. Circular decisions between EB Meetings

No circular decisions were taken since EB 173.

4. Reports, General

4.1. President

The President referred to his written report.

He highlighted his attendance of the 100-year celebrations of the French Ski Federation (FFS) close to their headquarters in Annecy/FRA

He further noted the General Assembly of the Winter Olympic Federations (WOF) that took place in conjunction with the IF Forum in Lausanne/SUI. The IF Forum was attended by more than 100 representatives from 45 Olympic International Federations (IFs). This year, it focused on artificial intelligence (AI) and other solutions that help make IFs future fit.

During the IOC Sustainability session at the IF Forum, the IBU was formally presented with its IOC Climate Action Award certificate for the "highly commended" designation for ranking 2nd at the 2024 Awards.

The President and Secretary General also attended Sportel in Monaco, where very positive feedback was received from partner broadcasters on the work that the IBU is doing.

The recent ANOC General Assembly saw representatives of most of the 206 National Olympic Committees (NOCs) gather in Cascais/POR, including a great majority of the seven IOC presidential candidates. The confirmed candidates will present their manifestos to the IOC membership in January 2025, with the election of the new president scheduled in March at the IOC session in Costa Navarino/GRE.

The President also reported on a recent meeting of the IOC Sustainability and Legacy Commission of which he is a member and discussed a letter he sent to the IOC to highlight

the need for more emphasis on ensuring positive legacies for the Olympic sports from past and future Olympic Games.

The President concluded his report by mentioning his virtual attendance of the general assembly of the International Masters Games Association to learn more about the organisation's role and activities.

4.2. Other EB members

Tim Farcnik reported on his full involvement in the planning process for the new Biathlon Festival Munich 2025, including attendance of the presentations of the partner agencies.

Fabien Saguez highlighted the recent successful celebrations of the FFS's centenary anniversary. He also expressed concern about the upcoming season's weather / snow conditions and related preparations the FFS is undertaking. He further stressed the importance of the ongoing long-term calendar structure discussion as one of the most important tasks for the EB.

Tore Boygard summarised the series of meetings with 19 NFs that he attended with the NFs participating in the Closing the Competition Gap programme. He also noted his visit to the Norwegian parliament together with the Norwegian Biathlon Federation to discuss the lead topic.

Christian Scherer reported on a recent meeting with the Austrian military concerning planned future updates to the World Championships venue in Hochfilzen. This ambitious project is expected to include major investments in new infrastructure.

4.3. Secretary General

The SG referred to his detailed project updates under several agenda items.

4.3.1. FAHR search

SG reported on the engagement of the international search firm called *Elevate Talent* to help identify a suitable individual for the vacant position of IBU Head of Finance, Administration and Human Resources (HFA). The search committee consists of the SG together with President, Treasurer and EB member Franz Steinle. The current timeline foresees a candidate ideally being presented at EB 175 during the IBU World Championships in Lenzerheide/SUI.

5. Biathlon Integrity Unit

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

Greg McKenna, Head of the BIU, provided an update to the activities of the unit.

Besides updates on ongoing anti-doping and investigation cases, the BIU has been working on the formation of the Mental Health Working Group with focus on identifying best practices, internal expertise and external partnerships. These include practices in other sports but also within the IBU National Federations (NFs). The first meeting of the MH-WG is planned in January 2025.

For Para Biathlon, anti-doping controls and education efforts are being coordinated together with FIS and IPC. This cooperation is focused on optimising resources while ensuring a positive athlete experience and is working well.

In general, the BIU remains focused on blood and urine testing while taking advantage of other testing methods where relevant.

5.2. Solidarity Fund

Based on the proposal for the utilisation of IBU sanction payments (i.e. money sourced from fines and sanction payments received by the IBU) for a so-called 'Athlete Solidarity Fund' (ASF) designed to promote athlete welfare and enhance athlete safety, *the EB decided to trust the management of the ASF to the SG and the Head of BIU, under the supervision of the BIU Board.*

6. Reports, Overall and Strategy

6.1. Target 2030

6.1.1. Report: Next steps planning (R.Rakic)

Head of Strategy and Sustainability summarised the suggested approach for managing the implementation of the strategic plan Target 2030 and the proposed timelines. Given the large number of strategies and initiatives included in the programme, the efforts will be prioritised, staged in phases, and bundled into a manageable number of individual projects, with the four overall priorities (Closing the Competition Gap, Event Concept, Analysis of Commercial Model and Integration of underlying principles) receiving immediate emphasis. The goal is for each Target 2030 project to have a nominated EB liaison. The planning is to be ready by EB176 in June 2025.

The EB agreed to provide its input to the suggested prioritisation of the projects via an online survey and indicate which projects they wish to be directly involved in.

6.1.2. Report: Closing the Competition Gap (D. Gerasimuk)

DD presented a detailed report summarising the results of Phase 1 of the 'Closing the Competition Gap' project which entailed online sessions and detailed SWOT analysis by all 19 NFs that accepted the invitation to join.

The EB agreed that 'Closing the Competition Gap' is by nature a long-term project extending at least until 2030. However, targeted support for €300'000 that has

been budgeted in the current fiscal year will be made available for identified short-term issues impacting preparations for the Milano-Cortina 2026 Olympic Winter Games. The application process for this budgeted amount will be completed by early December 2024, managed by SG and DD.

Based on the issues identified by the findings of Phase 1, the EB asked the Technical Committee to elaborate sport-technical rules or other solutions to limit the impact of equipment on performance in IBU competitions.

6.1.3. Decision: IBU Climate Action Plan v1.0 (R. Rakic)

As proposed, the EB agreed to table the approval of the IBU Climate Action Plan to EB175. This is to allow for further review of the draft by the Sustainability Commission and a verification of the IBU emissions baseline data, and to coincide with the approval of the Sustainability Report 2024.

7. Media and Marketing

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

SG reported on positive tests of the new shooting range cameras at the Norwegian season opener in Sjusjoen/NOR. This new service that allows broadcasters to show any athlete at the range thus improving national storytelling is co-funded by the IBU and EBU and will be available to broadcasters at the World Cup and World Championships from the first the first competition of the 2024/2025 season.

A new dedicated English language commentary service is also available from the start of the season, replacing the Eurosport commentary. This commentary will be freely available for use by all rights holders and used on the EBU's streaming platform.

Much work has also been done to develop the streaming service together with the Eurovision OTT team.

CD provided an update on Project 'Reach 26' that will see various promotional activities implemented, such as television advertising of the IBU App. The "Reach 26" dashboard indicated that 11 of the 25 items are already underway.

Efforts to pursue digital marketing opportunities are still underway however direct income is expected to be marginal.

To ensure easy access to IBU stakeholders to action clips, a new Biathlon Content Hub mobile application will be piloted at World Cup 1. This has been developed in cooperation with Eurovision and a third-party platform.

A gamification partnership with Wintersportsmania will also be launched.

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

SG provided his report on the planning for the Biathlon Festival Munich 2025 that is progressing well and the IBU's marketing partner will also contribute to implementation. WPP has been chosen as the partner agency to deliver the event.

He further noted that meetings have been held with the IOC and their hospitality partner On Location as well as the Antholz Olympic venue staff and Region South Tyrol to discuss the concept of a 'Champions House.' The goal of such a hospitality location would be to provide an opportunity to celebrate the medal winning athletes near the Olympic Biathlon venue during the Milano Cortina 2026 Games since there is no Olympic cluster in the valley which is far away from any other Olympic venues.

Moreover, additional market research and analysis is planned in cooperation with Two Circles focused on the expectations and preferences of Generation Z, and additionally together with the NFs/OCs to enhance understanding of the event spectators through ticketing data across events.

7.2.1. Partner Summit

SG provided an update on the planning and preparations of the inaugural Biathlon Partner Summit, which is planned from 19-21 March 2025 in Oslo/NOR coinciding with the World Cup Finals. Over two days, the summit aims to assemble some of the world's most experienced sports and marketing experts, the leaders of the most commercially active NFs, and the decision makers of their main commercial partners for a robust exchange of industry-leading knowledge and thought-provoking insights. For more information, see <https://www.biathlonpartnersummit.com/>

8. Sports & Event

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

SD referred to his written report. Only minor adjustments have been made to the protocols for fluor control to accommodate for some algorithm changes given new products and including an additional technology (ATR) for verification purposes.

8.2. Issues/Proposals from Technical Committee

8.2.1. Decision: Mass Start regulation for WC1 24/25

The EB decided to approve the proposal for regulation as presented.

8.2.2. Decision: Approval of WC/WCH schedule 2025/26

The EB decided to approve the schedule as presented. It will be communicated and published in due time.

8.2.3. Decision: Process task delegation – EB to TC

The EB decided to approve the proposal as directional guideline to delegate specific tasks from the EB to the TC.

Tore Boygard also asked for a review of the ECR articles that are currently designated for EB decision, rather than the TC, to align with this procedure. The staff will review and revert with a report.

8.2.4. Decision: Para Biathlon ECR (R. Rakic)

The EB decided to approve the new Event and Competition Rules for Para Biathlon and their Annexes as approved by the Technical Committee following the proposal of the Para Biathlon Working Group. See the final version [here](#).

8.3. WC calendar 2026-2030

8.3.1. Report: Planning status and input TC

SD presented a detailed analysis of structure for four-year calendar options including the feedback of the Technical Committee and a preferred proposal for a four-year calendar structure 2026-2030.

8.3.2 Decision: General structure

Following a detailed discussion, the EB agreed with the direction of the proposed structure of a four-year calendar but also asked the staff to prepare an alternative for review and decision at EB 175.

8.4. Report: Biathlon Festival Munich 2025

SD provided a further update on the status of the preparations for the new Biathlon Festival event in Munich. There has been great interest by biathlon broadcasters to air the event and in general the planning is advancing well despite the upcoming start of the season.

8.4.1. Decision: Final event budget

The EB decided to approve the budget for the event as presented.

8.4.2. Decision: Participation principles

The EB decided to approve the participation principles for the event as proposed.

8.4.3. Decision: Responsibilities for planning/organisation

The EB decided to approve the basic organisation chart as a basis for event planning as proposed.

8.5. Report: New development-oriented setup SBWCH

Following review and a detailed discussion of the proposal for a new set-up of the SBWCH prepared by SD and DD, the EB decided to refer further concept development to the Summer Biathlon Working Group consisting of VP, SG, Tim Farcnik, Tore Boygard and SD (ex officio).

9. Development

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

DD referred to her written report (see Annex 1_9.1.EB_174_Report_Dev) while highlighting key achievements as follows:

- A record number of 26 NFs participated in Summer Regional Events in 2024, organised by 11 NFs.
- Regional Events will be included in the IBU Membercenter starting with winter season 2024/2025, including featuring the events and competition results in the IBU Datacenter.
- Biathlon4All continues to support 15 NFs (out of 33 applications) with laser rifle sets and provides promotional activity funding worth €500'000 during the 2024/2025 season.
- The Biathlon4All project plans to launch a new website in November 2024.

9.2. Report: Department annual activities plan 2025

A complete programme of the 2025 development department planned activities was shared, with details to follow early in the new year. See Annex 2
9.2.EB_174_Development_Departments_Plans_2025.

9.3. Report: Memberships applications

The IBU has received applications for provisional membership or queries about membership requirements from some 10 nations in 2024.

The EB reconfirmed that the requirements listed in the Constitution must be fulfilled completely before an application will be considered.

9.3.1. Decision: Morocco

Not considered due to incomplete documentation

9.3.2. Decision: Application Fee

The EB decided to approve the proposal for an application fee of €5'000 for new IBU members to cover the considerable cost of processing the applications.

10. Communication

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

CD referred to his written report and provided a short summary of key updates. These included the adjustment to the department staffing plans now including the addition of an athlete content creator and the engagement of multiple digital content experts to provide for rotational staffing based on logistical and other synergies. This change marks a first step in becoming a "media house" for the biathlon family as envisioned in the Target 2030 plan.

10.2. Decision: Digital Reach Bonus

The EB approved the criteria for the Digital Reach bonus for the season 2024/2025 as proposed. See Annex3_10.2_Digital_Reach Bonus_24_25.pdf

11. Finance and Administration

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

Please refer to 4.3.1 (SG report).

11.2. Forecast II FY 2024/25

SG reported that a positive result is projected based on Forecast II for the current fiscal year as budgeted.

11.3. Decision: IBU Travel Rules

The EB decided to approve the proposal for revised IBU Travel Rules with minor changes. The revised rules are effective from 25 November 2024 and can be accessed [here](#).

11.4. Decision: Additional support for Para Biathlon

The EB decided to approve an additional budget of €50'000 for the current Para Biathlon season to cover for joint services to all OCs and the development of administrative platforms to cover Para Biathlon such as IBU Datacenter and website.

12. Miscellaneous

12.1. Decision: Duties of the IBU EB representative at IBU competition events

The EB decided to approve the description of the duties of the IBU EB representatives at the IBU competition events as proposed.

12.2. Decision Change of athlete's National Federation representation

Based on the legitimate link of both parents being citizens of Great Britain, the EB decided to approve the affiliation transfer of Isla CADELL from CAN to GBR.

12.3. Paris 2024 Individual Neutral Athletes

IOC Sport Director Kit McConnell and Irina Gladkikh, IOC Director for Winter Sports, presented the criteria and process applied at Paris 2024 Olympic Summer Games to enable the participation of individual neutral athletes during the Olympic Summer Games.

12.4. Administrative matters

SG reported on the preparation of a letter to confirm the IBU's tax-exempt status by the Austrian authorities as well as of documentation relating to creating a GmbH owned by the IBU. The EB authorised him to advance both initiatives and manage the tax-exempt text used in communication with NFs.

13. Meetings

13.1. EB meetings

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13.2. Other IBU meetings

13.2.1. TC Meeting 26-27 May, Munich area

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13.3.1. WADA Foundation Board Dec 5, Riyadh/Saudi Arabia

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

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

14. Executive Session

No executive session was held during the meeting.

The meeting adjourned at 18:40 CET on 21 November 2024.



Confirmation of the final minutes for EB 174

Olle Dahlin, President

Max Cobb, Secretary General

12/23/2024