



IBU

INTERNATIONAL BIATHLON UNION

MINUTES

Executive Board Meeting 158

Munich/virtual - 9-10 September 2021

Attendance List

DAHLIN, Olle	IBU	President (in person)
HAMZA, Jiri	IBU	Vice President ¹ (in person)
LEISTNER, Klaus	IBU	Treasurer (in person on 9 September)
BOYGARD, Tore	IBU	Executive Board Member (in person)
CARRABRE, Jim	IBU	Executive Board Member (in person)
COBB, Max	IBU	Executive Board Member (in person)
EGAN, Clare	IBU	Executive Board Member (virtual, partially)
LEHOTAN, Ivor	IBU	Executive Board Member (in person)
STEINLE, Franz	IBU	Executive Board Member (in person)
CARLSSON, Niklas	IBU	Secretary General ² (in person)
<u>Guests:</u>		
BITTERLING, Felix	IBU	Sports & Event Director (SD, in person)
EIDENHAMMER, Margit	IBU	Head of Finance & Administration (HFA, in person)
GERASIMUK, Dagmara	IBU	Development Director (DD, in person)
MCKENNA, Greg	BIU	Head of BIU (present for meeting with BIU)
OKSANEN, Jouni	IBU	Digital Project Manager (virtual, for 8.2)
RAKIC, Riikka	IBU	Senior Project Manager (in person)
WINKLER, Christian	IBU	Communications Director (CD, in person)

¹ Further referred to as VP ²Further referred to as SG



AGENDA

IBU Executive Board Meeting 158
9-10 September 2021 Munich/GER

1. President's welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Confirmation of EB minutes 157
4. Reports, General
 - I. President
 - II. Other EB-members
 - III. Secretary General
5. Reports, Overall and Strategy
 - I. Report: Target 26 - situation report (N. Carlsson)
 - I. Report/Decision: 5.1 Street Biathlon: Develop 'street biathlon' as a unique biathlon discipline (F. Bitterling)
 - II. Report: Vision, Mission & Overall objectives - situation report (O. Dahlin/N. Carlsson)
 - III. Report: WG Constitution - situation report + Governance - situation report (F.Steinle/O.Dahlin/N.Carlsson)
 - I. Approval of Editorial Changes of the Constitution (N. Carlsson)
 - IV. Report: Criteria Follow-up RBU (F. Steinle)
 - V. Report: Biathlon Integrity Unit (BIU) (F. Steinle)
 - VI. Report: Programme for Presidents meeting (N. Carlsson)
 - VII. Decision: PP Bonus (N. Carlsson)
 - VIII. Decision: OC Award (R. Rakic)
6. Sports & Event
 - I. Report: Update "Sport and Events" (F. Bitterling)
 - II. Report: WG Fluor (M. Cobb)
 - III. Report: WG Lead (F.Bitterling)
 - IV. Report/decisions: COVID19 measures 2021/22 season (F.Bitterling)
 - V. Report: OWG 2022 (F.Bitterling)
 - I. Positioning for IBU towards Beijing 2022 (C. Winkler)
 - VI. Decision: OC Support 22-26 (F. Bitterling)
 - VII. Decision: IBU Representatives (EB) 2021/22 season
7. Development
 - I. Report: Update "Development" (D. Gerasimuk)
 - II. Decision: NF Development project (D. Gerasimuk)
8. Communication
 - I. Report: Update "Communication" (C. Winkler)
 - II. Report: Digital Ecosystem, project up-date (C. Winkler)



9. Finance and Administration

- I. Report: Update "Finance and Administration" (M. Eidenhammer)
- I. Report: Budget follow-up/Forecast 1 2021/22 (M. Eidenhammer)

10. Miscellaneous

- I. BIU/IBU discussions, Friday 10 September 10.30-12:00

11. Meetings

I. EB meetings

- I. EB 159, Nov 12-14, Lausanne/SUI
- II. EB 160 part I, February 2022, Beijing/CHN
- III. EB 160 part II, March 16-17, Oslo/NOR

II. Other IBU meetings

- I. OC-meeting, September 17-19, Bled/SLO
- II. Snow Network, October 7-9, Bolzano/ITA

III. Other meetings

- I. Co Com Beijing 2022, 2-4 November, Virtual
- II. AIOWF General Assembly, November 8, Lausanne/SUI
- III. GAISF General Assembly, November 12, Virtual



MINUTES

1. President's welcome

The President welcomed the board to the meeting in Munich, taking place just before the Presidents' Meeting 2021.

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

The agenda was approved as above. No conflicts of interest were declared.

3. Confirmation of EB minutes 157

The EB minutes 157 were confirmed without amendments.

4. Reports, General

I. President

The President reported on the numerous virtual meetings he has participated in, among others with AIOWF, the Development Reference Group and Chinese winter sports stakeholders. He also provided an update concerning the integration of Ski Mountaineering into the sports programme at Milano-Cortina 2026. Several meetings at the Tokyo 2020 Olympic Summer Games were held on this matter to discuss with other stakeholders.

The President and SG attended the IOC Session in Tokyo virtually and highlighted the speech of the WHO Secretary General Tedros who emphasized vaccination to manage the Covid-19 pandemic.

The President also attended the Summer Biathlon World Championships in Nove Mesto (CZE) and delivered a keynote speech at the virtual World Winter Sports Expo in Beijing.

II. Other EB members

There were no reports from other EB members

III. Secretary General

The SG reported on the situation at the HQ highlighting vacation and overtime rules at the office. Administrative staff member Martina Perendi has left the IBU per mutual agreement.

The SG also informed the EB of the decision to move the topic area Sustainability under General Management, to allow the Development Department to focus on their core activities and to ensure a cross-departmental activation of IBU's sustainability efforts.

The SG also updated the EB on a management decision that only vaccinated or recently recovered people will be able to travel on the IBU's behalf in the upcoming months. This decision shall also be implemented for all technical delegates and referees at the venues during the upcoming season.

The EB supported this decision and declared that this decision is valid for all IBU officials.

The SG also expressed his satisfaction with the many topics that are handled in the IBU HQ now, which shows how the organisation is transforming from a purely event focused organisation to a more holistic entity which serves its member federations.

5. Reports, Overall and Strategy

I. Report: Target 26 – situation report (N. Carlsson)

The implementation of Target 26 is progressing according to the plan. Focus now must be put to individual issues which require immediate decisions, such as the topic of Street Biathlon.

I. Report/Decision: 5.1 Street Biathlon: Develop 'street biathlon' as a unique biathlon discipline (F. Bitterling)

The SD introduced a future concept for street biathlon drafted by a Target 26 working group which includes VP Jiri Hamza and EB Member Max Cobb. The concept is based on cooperation with the three existing summer biathlon events (Blink Festival (NOR), City Biathlon Wiesbaden (GER) and Martin Fourcade Nordic Festival (FRA)) until 2024, establishing a series where the final event would be the IBU SBWCH.

The proposal has been initially discussed with the organisers of these three events. The EB took note that there is need for a principled discussion about Wiesbaden, where the full integration of the NF GER is a must. The SD informed about the potential need for the IBU to support the respective rights holders (NFs, organisers etc.). Moreover, a general concept for future SB competitions, including for promotional side events to encourage kids to join the sport of biathlon, was presented.

Several EB members expressed strong support for the proposal and highlighted the importance of universal participation by the IBU member federations. VP Hamza also highlighted the need for a potentially substantial investment in the project which should not be taken out from the budget for winter events.

The SG highlighted that media and marketing rights situation needs to be resolved with the individual event hosts, especially considering a long-term cooperation. AC chair and EB Member Clare Egan emphasized that no NFs or athletes should be required to attend any summer events, and the focus should remain on our winter series. The IBU's goal should be to establish a compelling competition series which attracts athletes to participate under their own will. It needs to be made clear to athletes that this series is an opportunity to promote the sport to receive their buy-in.

The EB decided to support the summer event series concept as put forward by the working group and to introduce the concept at the Presidents' Meeting to discuss it with the National Federations.

Please refer to the evaluation and proposal outlined in Annex 1.

II. Report: Vision, Mission & Overall objectives - situation report (O. Dahlin/N. Carlsson)

The SG reviewed the Presidents' Meeting presentations to the National Federations as distributed in the meeting materials.

III. Report: WG Constitution - situation report + Governance - situation report (F.Steinle/O.Dahlin/N.Carlsson)

The SG briefed the EB about the identified constitutional updates and how the working group consisting of the President, SG, EB Member Franz Steinle and BIU Head Greg McKenna will prepare the proposals to the Congress in 2022 as motions from the EB.

I. Approval of Editorial Changes of the Constitution (N. Carlsson)

The SG referred to the meeting documentation which highlighted the editorial changes to the Constitution, mostly amends to incorrect references. The EB approved the changes.

IV. Report: Criteria Follow-up RBU (F. Steinle)

EB Member Franz Steinle referred to his written report and emphasised that the process of review is still ongoing, notably regarding the anti-doping education being staged together with RBU and RUSADA. Steinle also informed the EB about the BIU's cooperation with the Council of Europe Anti-Doping Convention's secretariat.

V. Report: Biathlon Integrity Unit (BIU) (F. Steinle)
Refer to Item 10.

VI. Report: Programme for Presidents meeting (N. Carlsson)

The SG presented the detailed programme for the Presidents' Meeting following the EB meeting. Special emphasis was put on Congress 2022 information and deadlines including for the EB and TC elections that will be held under the new rules approved at the Extraordinary IBU Congress 2019.

VII. Decision: PP Bonus (N. Carlsson)

The SG referred to meeting documentation on the payment of the PP Bonus 2020/2021. The EB supported the proposal to pay the PP Bonus in October according to the outlined principles.

VIII. Decision: OC Award (R. Rakic)

Head of Sustainability Riikka Rakic presented a draft concept to launch an IBU OC Award for Excellence in Sustainability in two categories (World Cup and IBU/Junior Cup) to further promote activities in sustainability and share best practices. The award includes

prize money. The EB approved the concept with the suggested timelines and criteria for evaluation. The Award will be given out for the first time after the season 2021/2022.

6. Sports & Event

I. Report: Update "Sport and Events" (F. Bitterling)

The SD updated the EB about a very busy fall schedule given various important meetings, such as the Presidents and OC Meeting. In addition, season preparations are already in full swing.

II. Report: WG Fluor (M. Cobb)

EB Member Max Cobb informed the EB about the status of issues related to fluorine wax ban. There are currently two parallel planning processes underway, one for the upcoming season (2021/22), which follows current EU legislation (all C8 fluorine products banned), and the other for future seasons with the development of an on-site testing tool which would make a full fluor ban possible.

For details, see presentation in Annex 2.

III. Report: WG Lead (F. Bitterling)

The SD reported about the latest developments related to Working Group Lead.

The latest ECHA proposal includes the input by the IBU, which is to be seen as positive. In addition, contact with major biathlon stakeholders has been established, including with the IOC with view of (future) IOC Sustainability policies.

Further discussions with the industry (ammunition manufacturing) have taken place with a promising outlook; IBU will be integrated in further processes and will support with expertise & testing.

IV. Report/decisions: COVID19 measures 2021/22 season (F. Bitterling)

The SD reported on the findings and COVID-19 season preparation in cooperation with the IBU's medical experts (MAG) through many meetings since the last season.

Current plans are outlined in Annex 3. Given that the pandemic situation remains dynamic, further changes may become necessary. The latest version of the IBU COVID19 guidelines is permanently available on the IBU homepage:

<https://www.biathlonworld.com/about-ibu/inside-ibu/staysafe/>

The EB renewed the mandate of the so-called Event Task Force (ETF) for the upcoming season, based on the processes established during the 2020/21 season. The membership will be unchanged: IBU President, EB Members Cobb, Steinle and Egan (Athletes Representative) as well as the SG, SD & the respective event's RD.

To allow for fast decision-making, the IBU Event Task Force is mandated to decide about event reallocations and calendar changes due to COVID-19. The ETF shall also be the "judicial body" to decide about violations and fines connected to COVID-19 event guidelines and test procedures.

The EB unanimously confirmed the policy that any IBU Officials (Executive Board, Technical Committee, Technical Delegates/IBU Referees, IBU Staff, IBU Freelancers) representing the IBU at official events must be fully vaccinated. This step is seen necessary to protect the well-being of the biathlon family.

V. Report: OWG 2022 (F. Bitterling)

The President, SG and SD provided a general update about the OWG 2022 and biathlon related planning. The IBU will conduct an official inspection at the biathlon venue at the end of September 2021. The inspection team will consist of SG, SD and the Race Director World Cup as well as representatives of external stakeholders (OBS etc).

During the Presidents' Meeting, an update on OWG 2022 Qualification Rules, Late Athlete Replacement and additional NF/BIA Technicians will be provided.

I. Positioning for IBU towards Beijing 2022 (C. Winkler)

The EB approved the suggested positioning for the IBU with regards to human rights issues concerning Beijing 2022. The CD will prepare appropriate messaging to support the IBU's communications in this regard.

II. NOC biathlon quotas at OWG 2026

The President informed about the latest discussions within the IOC family. More details will be provided at EB 159.

VI. Decision: OC Support 22-26 (F. Bitterling)

Based on the budget frames set at EB 157, the SD presented a detailed long-term plan for financial support for the OCs in all IBU event series (WC, IC, JC, SB WCH).

He pointed out that the OCs are the party that secures IBU's income through TV and marketing contracts and thus must be supported in the best possible way.

The EB approved the proposal and confirmed the detailed OC support per event/year. The amounts will be presented during the upcoming OC Meeting.

The budget frames will be presented at the Congress 2022 to the National Federations and the EB will annually approve the budget for IBU, and if anything major would effect our budget, the support can be adjusted.

The amounts are outlined in Annex 4.

VII. Decision: IBU Representatives (EB) 2021/22 season

The EB decided its representatives for the different IBU events during the 2021/2022 season. The full list of representatives is provided in Annex 5.

Note: Representation at lower-level events (e.g. IBU Cups/Junior Cups etc.) might be limited to one or two days only.

7. Development

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

The Development Director (DD) referred to her written report and highlighted some recent activities in the department, including the IBU Academy Module Handbook project that aims to create biathlon learning programmes and unify the coaches' learning process according to the IBU Coaching Framework in cooperation with professionals and experts. She also addressed the selection of an e-learning platform (LMS), and the announcement of an IBU Research Grant programme, including the establishment of the related working group.

The DD highlighted the successfully organised IBU Team Physician Webinar and ongoing preparation for the upcoming IBU Coach Webinar.

The DD presented the initial outcomes from the ongoing 'Women Lead Sports Master programme', taking place under the IBU Gender Equality Strategy and action plan, and noted the Athlete Ambassador programme that was launched on Olympic Day.

The DD informed the EB about the progress in preparations for the upcoming IBU IOC Camp in Pokljuka, 2-10 October 2021.

II. Decision: IBU Development project support 2021/2022 (D. Gerasimuk)

The EB approved the DD's proposal to support eight projects from eight NFs that were submitted during the second application call, see Annex 6.

8. Communication

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

The CD updated the EB on the latest developments in the Communications Department including the preparations for the next season especially the Winter Olympic Games in Beijing 2022, and media operations at the Summer Biathlon World Championships 2021.

II. Report: Digital Ecosystem, project update (C. Winkler)

CD and Digital Project Manager Jouni Oksanen reported on the status of the digital ecosystem project following the penultimate milestone at end of August before launch of the minimum viable product (MVP) of both the official IBU app and website. The project is on schedule and on budget.

A successful user validation of the live results feature was conducted during the Summer Biathlon World Championships with more than 600 iOS application and several thousand website beta testers. The Net Promoter Score (NPS) for the beta app was very encouraging. Analysis of the feedback is being finalised and will be prioritised based on expected user value and level of effort to implement. Any additional budget requests not included in the budget for the MVP to address amends required based on user validation feedback will be submitted for approval by the Digital Steering Group.

The CD reported on stakeholder engagement for the digital ecosystem with the IBU organising committees and national federations. Given their different national circumstances, the needs are diverse. Dialogue for the integration of the organising committees into the digital ecosystem will continue at the OC Meeting in Bled.

The CD informed the EB about the promotion of Rene Denfeld to Head of Digital and plans to hire a Junior Digital Manager to assist Rene in-house. Jouni Oksanen will continue in his role as external Digital Project Manager until November 2022.

The app and website will officially be launched in mid-November with the first live event planned to be the IBU Cup in Idre, SWE on 25 November 2021. A communications campaign to promote the new channels is in the planning with the IBU's digital agency LOOP.

9. Finance and Administration

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

The Head of Finance and Administration reported about staff changes in her department due to resignations and retirement.

The administration has moved to cloud-based IT tools which will facilitate work in all departments. Further updates were provided on insurance, investments, and the new external auditors, BDO.

The EB decided to form a working group reviewing the IBU's insurance options consisting of the President, the SG, Franz Steinle and the HFA.

II. Report: Budget follow-up/Forecast 1 2021/22 (M. Eidenhammer)

The HFA reported that there were no major changes to the approved budget for 2021/22 over the last three months.

10. Miscellaneous

I. Joint BIU/IBU Board Meeting, 10 September 10.30-12:00

1. LIMS Overview

The Laboratory Information Management System (LIMS), is an IT system used by Anti-Doping Laboratories. The BIU continues to review the LIMS data in question (Moscow Laboratory between 2012 and 2015). To date, on behalf of the IBU, the BIU, through the CAS, has progressed sanctions against several athletes identified as being involved in the doping scheme. Working with experts, the BIU has focussed efforts on examination of over 200 remaining samples. The review remains active and is expected to conclude prior to the end of 2021.

2. IBU Integrity Code

Over the past year, BIU has been conducting a detailed review of the Integrity Code and besides some housekeeping amends, there is an addition to strengthen the Whereabouts rules, rules concerning investigation, as well as a simplification of the procedure concerning minor violations. The proposed changes will within Chapter D, will require the authority of the WADA. Following this, the final draft will be submitted to the EB in its November meeting.



3. Future of Anti-Doping Testing

After previously outsourcing the process, the BIU has brought testing management in-house. It is now evaluating potential changes to its approach for determining the athletes included in the registered testing pool. For the coming seasons the number of tests is likely to remain at the level of the previous seasons. Meanwhile the IBU is exploring opportunities offered by new sample collection technologies. Long term storage of samples is also becoming increasingly important and a norm. Sample collection represents a major part of the BIU's budget, and it is important to optimize the value on that investment.

4. BIU Current & Future Structure

The BIU has limited permanent staff but also engages experts on a project-by-project basis. The staff is expected to stay at approximately the same level.

5. Safeguarding

A small safeguarding working group has been established. Three graduate students have been engaged as interns to develop a sport ethics online course including safeguarding. A safeguarding policy will be developed in the next few months. A safeguarding and education officer will help provide the NFs with good resources.

6. ERC Follow-Up

The follow up by the BIU on the findings of the ERC continues and, once it is in receipt of all relevant information, a decision on next steps will be made by the BIU Board. The BIU Board will take into account the status of the ongoing investigations by the authorities in Norway and Austria.

7. Forthcoming Season

The BIU is seeking to build a closer relationship with the athletes and hopes to find connection points with them on site at the IBU events, such as via increased visibility and presence in the Athletes' Lounge.

8. Biathlon's Work - Global Integrity Organisations

The BIU has begun the process of establishing relationships with various international integrity organisations and has regular dialogue with the ITA. The BIU was also invited to be part of the international group of observers at the Tokyo 2020 Olympic Summer Games.

9. Future Meetings / Members Collaboration

The EB and BIU Board agreed to plan regular joint meetings together twice a year going forward.



IBU

11. Meetings

I. EB meetings

- I. EB 159, 12-14 November (arrival on 12 Nov), Lausanne/SUI
- II. EB 160 Part I, February 2022, Beijing/CHN
- III. EB 160 Part II, 16-17 March, Oslo/NOR

II. Other IBU meetings

- I. OC Meeting, 17-19 September, Bled/SLO
- II. IBU Snow Network, 7-9 October, Bolzano/ITA

III. Other meetings

- I. Co Com Beijing 2022, 2-4 November, Virtual
- II. AIOWF General Assembly, 8 November, Lausanne/SUI
- III. GAISF General Assembly, 12 November, Virtual