

CONGRESS MINUTES



IBU

16TH ORDINARY **IBU** CONGRESS

26 SEP – 29 SEP 2024 | BELGRADE SRB

MINUTES OF THE 16TH ORDINARY **IBU** CONGRESS

26 SEP – 29 SEP 2024 | **BELGRADE SRB** *

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* According to the IBU Constitution (2022), Congress sessions are open to the public. The Congress was thus livestreamed, and a link was provided to IBU stakeholders and media.

01 Opening and welcome by the IBU President

IBU President Olle Dahlin opened the 16th Ordinary Congress 2024 on 27 September 2024 at 14:02 CET, welcoming the delegates, guests, representatives of various partner organisations, staff and other participants.

He highlighted the importance of this Congress, which marks both the conclusion of a very important stage in the IBU's history and the start of an exciting new chapter.

He further stressed the significance of the future oriented decisions that will be taken in Belgrade and encouraged everyone's active participation in the discussions.

He then invited Mr. Žarko Zečević, Vice President of the Serbian Olympic Committee, to greet the Congress with a few words of welcome.

A video greeting from IOC President Thomas Bach was played.

02 Confirmation of duly called Congress

The invitation for the 16th Ordinary IBU Congress was sent out by the IBU Secretary General Max Cobb according to the constitutional timelines on 29 May 2024. The Congress Agenda and Handbook were duly issued on 27 August 2024.

→ **The Congress unanimously confirmed that it was duly called.**

03 Roll call and first announcement of voting strength of the NF Members

Secretary General Max Cobb performed the roll call of nations, concluding that there are 46 voting members and one full member without voting rights present (MDA). He also welcomed the four provisional members in attendance. Six members had entered their registrations after the official registration deadline on 28 June 2024.

The President asked the Congress to accept the late entries and to approve the strength of voting, which the Congress unanimously confirmed.

According to the roll call on 27 September 2024, the following IBU member federations were present from the start of the session and entitled to vote:

ARG | AUS | AUT | BEL | BIH | BRA | BUL | CAN* | CHI* | CHN | CRO | CZE
DEN | ESP | EST | FIN | FRA | GBR | GEO | GER | GRE | GRL | HUN | IRL*
ITA | KAZ | KGZ | KOR | LAT | LTU | MGL* | MKD | NED | NOR | POL | ROU
SLO | SRB | SUI | SVK | SWE | TPE | TUR* | UKR | USA | UZB

* late entries

The provisional members ISL*, LBN, MEX and PRT were also present; however, as provisional members, they were not entitled to vote.

For a list of the representatives of the member federations attending and the IBU officials present, please refer to [ANNEX 1](#).

04 Adoption of the Agenda

→ The Congress approved the agenda as distributed.

05 Congress procedure, appointment of Election Committee, and appointment of tellers

The President informed the Congress about the procedure for using a new voting software called Votebox, accessible through the delegates' mobile phones via a QR code and a specific PIN code assigned to each member federation. Three test votes were carried out to familiarise the heads of delegation with the technology.

As per the current IBU Constitution, any elections are managed by a so-called Election Committee. To manage the election for one vacant position in the Technical Committee under Agenda Point 14, the President proposed the appointment of an Election Committee consisting of the following:

- Alex Marshall, Chair
- Lucas Harrati
- Nicola Bithell

→ The Congress unanimously confirmed the appointment of the Election Committee as proposed.

The President further proposed the appointment of two tellers to oversee the Election as follows:

- Carlos Pruneda, MEX
- Jeremy Hope, BIU

→ The Congress unanimously confirmed the appointment of the tellers.

06 Motion relating to NF status: NF Lebanon

The President recalled that as per the IBU Constitution, the Congress decides about full membership.

He stated that since Lebanon has demonstrated full compliance with all requirements and procedures, the Executive Board has proposed that Lebanon become a full member of the IBU.

He invited the President of the Lebanese Ski and Biathlon Federation Freddy Kairouz to deliver a presentation on the federation's biathlon activities.

The presentation can be found as [ANNEX 2](#)

Following the presentation, the President asked the Congress to vote to approve Lebanon's application.

→ The Congress unanimously approved the application of NF LBN for full membership with **44 votes, with 1 abstaining.**

6.1 Second announcement of voting strength

Secretary General Max Cobb confirmed that following the approval of the full membership of Lebanon and hence voting rights, there were 47 voting members and one full member without voting rights present.

07 Receipt and approval of the annual reports of the Executive Board

7.1 Activity Reports 2022/2023 and 2023/2024

The President provided a high-level overview of the IBU's activities during the two seasons since the 2022 Congress in Salzburg, summarising the Activity Reports 2022/2023 and 2023/2024 which were provided as part of the Congress Handbook.

He particularly recalled the challenges over the past two years caused by the geopolitical situation, the energy crisis as well as adverse effects of climate change. He stressed the cooperation within the Biathlon Family that has been key to overcome these challenges and to deliver two fantastic seasons while also making great progress in the implementation of Target 26.

The presentation can be found as [ANNEX 3](#)

The President asked the Congress to approve the annual reports of the Executive Board.

→ **The Congress unanimously approved the reports for the preceding two seasons.**

7.2 Strategic Plan Target 26 Final Report

The President delivered a detailed presentation summarising the accomplishments of the Target 26 strategic plan that has been completed two years ahead of time.

A full report was provided to the delegates as part of the Congress documentation.

The presentation can be found as [ANNEX 4](#)

The President asked the Congress to approve the report.

→ **The Congress unanimously approved the Final Report for the strategic plan Target 26.**

08 Presentation of the audited financial statements and the Auditors' report for the preceding two financial years

Lead auditor Flora Hoffmann representing the IBU's auditor BDO Assurance GmbH presented a summary report on the audit of the IBU's financial statements 2022/2023 and 2023/2024. Full copies of the audited financial statements and Auditors' reports were provided as part of the Congress Handbook.

The presentation can be found as [ANNEX 5](#)

Anders Pettersson, President of the Brazilian Snow Sports Federation, asked the auditor to confirm whether all information that was requested of the IBU was provided. The auditor confirmed that all information requested was received in full and provided in timely fashion.

The President asked the Congress to approve the financial statements for the preceding two years using the electronic voting solution.

→ **The Congress unanimously approved the financial statements for 2022/2023 and 2023/2024 financial years with 43 votes in favour (100%), and no abstentions.**

09 Discharge of the Executive Board for the financial years 2022/2023 and 2023/2024

The President further asked the delegates to discharge the Executive Board for the financial years 2022/2023 and 2023/2024.

→ **The Congress discharged the Executive Board with 43 votes in favour (97.7%), 1 against (2.3%), and no abstentions.**

10 Receipt and approval of the annual reports from the Vetting Panel and the BIU Board

The Head of the BIU Greg McKenna provided a summary of the annual activities of the BIU. Full copies of the BIU's annual reports for 2022/2023 and 2023/2024 seasons were included as part of the Congress Handbook.

He further summarised the report of the Vetting Panel provided in full in the Congress Handbook.

The presentation can be found as [ANNEX 6](#)

The President asked the Congress to approve the annual reports of the BIU Board and the Vetting Panel.

→ **The reports were unanimously approved by the Congress.**

11 Presentation and approval of Target 2030

The IBU President introduced the Target 2030 strategic plan which is the continuation of Target 26 elevated to a new level. He highlighted that the NFs were critical to the development of Target 2030.

Starting with the Regional Workshops held between November 2022 and May 2023, several opportunities for gathering feedback and for consultation were provided. The Regional Workshops were also important in establishing a direct connection between Target 26 and the 2030 objectives set in the IBU House.

The Executive Board prepared the first draft of the Target 2030 strategy for presentation at the Presidents' Meeting 2024 at the World Championships in Nove Mesto/CZE. An online survey for written feedback followed and the Technical Committee, the IBU Organising Committees and the staff were also consulted, along with other stakeholders to ensure a truly collaborative process.

Compared with Target 26, the new plan sets adjusted priorities and new areas of emphasis. However, the National Federations remain at the very heart of biathlon and its global growth. Success in delivering against this plan will again require the individual efforts of everyone in the biathlon family.

The members of the Executive Board then presented the details of the final plan for the Target 2030 strategy. A printed copy was also provided to the delegates in attendance as well as a soft copy as part of the Congress documentation.

The presentation can be found as [ANNEX 7](#)

Sofia Domeij, President of the Swedish Biathlon Federation, expressed her confidence in the strategic direction of the IBU. She complimented the work behind Target 2030 as ambitious, inclusive, and inspiring, and thanked the board, the staff and everyone involved in the process. She noted that the IBU now needs a concrete action plan to turn this roadmap into reality, with clear steps, responsibilities, timelines and a priority plan. Finding the right balance between tradition and innovation, sustainability and growth, is crucial to ensuring that biathlon remains relevant and attractive for future generations.

She encouraged everyone in the biathlon family to support Target 2030, and the IBU together its stakeholders in realizing this vision.

The President asked the delegates to formally approve the Target 2030 as presented.

→ **The Congress unanimously voted to approve the strategic plan Target 2030 with 43 votes in favour (100%), no abstentions.**

The President closed Day One of Congress proceedings at 17:35 CET.

CONGRESS DAY TWO

The IBU President opened Day Two of Congress at 9:38 CET on 28 September 2024.

Tarmo Kärnä, President of the Estonian Biathlon Federation, took the opportunity to thank the IBU and its staff for all their efforts to stage the first day of Congress and a very nice evening at the IBU Awards Night.

Roll call and third announcement of voting strength of the NF Members

Secretary General Max Cobb conducted the roll call. According to that, the following IBU member federations were present and entitled to vote, meaning that there were 47 voting members and one full member without voting rights present at the start of the session:

ARG | AUS | AUT | BEL | BIH | BRA | BUL | CAN | CHI | CHN | CRO | CZE
DEN | ESP | EST | FIN | FRA | GEO | GER | GBR | GRE | GRL | HUN | IRL | ITA |
KAZ | KGZ | KOR | LAT | LBN | LTU | MGL | MKD | NED | NOR | POL | ROU
SLO | SRB | SUI | SVK | SWE | TPE | TUR | UKR | USA | UZB

* IND was not present for the roll call but entered the Congress Hall before Motion 13.1.8

** MDA was present but not entitled to vote

The provisional members ISL and MEX were also in attendance.

*** PRT entered the Congress Hall after the roll call.

12 Presentation of updated Budget proposal for 2024/2025 and Budget frames 2025/2026

The President asked the IBU Treasurer Christian Scherer and Secretary General Max Cobb to present the updated budget proposal 2024/2025 and budget frames 2025/2026.

Treasurer Christian Scherer thanked the Congress for discharging the Executive Board for the financial years 2022/2023 and 2023/2024.

Secretary General Max Cobb presented an overview of the IBU's financials.

The expected revenues for the 2024/2025 fiscal year are budgeted to amount to €56 million and are estimated to be slightly lower in the 2025/2026 fiscal year given the Olympic season where there will be no Biathlon World Championships. However, both years are expected to deliver a positive result.

Between 2016-2024, the financial support for the IBU National Federations, Organising Committees and athletes in terms of prize money has increased by 113%, a testimony to excellent work by the Executive Board.

The full presentation can be found as [ANNEX 8](#)

The President then asked the Congress to confirm the updated Budget for 2024/2025 and the Budget frames for 2025/2026.

→ **The Congress confirmed the updated Budget for 2024/2025 and receipt of the Budget frames for 2025/2026 unanimously, with 44 votes (100%), no abstentions.**

Vice President Jiri Hamza thanked the IBU's media partner European Broadcasting Union and marketing partner Infront for their continued support for the IBU.

13 Motions

13.1 Motions proposing amendments to the Constitution

The President introduced motions seeking changes to the Constitution proposed by the Executive Board. He noted that motions changing the Constitution require a two-thirds (2/3) majority to pass. He further explained that in each case Secretary General Max Cobb will present the motion and then the Congress will be asked to vote using the voting tool.

The full text of all motions and their rationale can be found in [ANNEX 9](#).

13.1.1 Motion from the Executive Board for the integration of Para Biathlon

This motion concerns Articles 1, 2, 3, 22, 25 and 26 of the IBU Constitution, and Article 1 of the Integrity Code: Chapter B IBU Code of Conduct.

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ **The Congress approved the motion for the integration of Para Biathlon with 40 votes in favour (97.6%), 1 against (2.4%) and 2 abstentions.**

13.1.2 Motion from the Executive Board for asserting IBU governance over all forms of biathlon including Esports

This motion concerns Article 1.

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ **The Congress approved the motion for IBU governance over Esports with 43 votes in favour (95.6%), 2 against (4.4%) and no abstentions.**

13.1.3 Motion from the Executive Board for a minimum level of event participation

This motion concerns Article 6.1.6.

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ **The Congress approved the motion for a minimum level of event participation by the NFs with 35 votes in favour (76.1%), 11 against (23.9%) and no abstentions.**

13.1.4 Motion from the Executive Board on the number and gender of NF candidates for the Executive Board

This motion concerns Article 7.1.5.1

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ **The Congress approved the motion on the number and gender of NF candidates for the Executive Board with 38 votes in favour (84.4%), 7 against (15.6%) and 1 abstention.**

13.1.5 Motion from the Executive Board for the introduction of a biathlon refugee team (BRT)

This motion concerns Article 7.1.9.6

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ **The Congress approved the motion for the introduction of a biathlon refugee team with 41 votes in favour (91.1%), 4 against (8.9%) and 1 abstention.**

13.1.6 Motion from the Executive Board concerning the process of requesting information from the National Federations

This motion concerns Article 8.1.4

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ **The Congress approved the motion for a simplification of the process of requesting information from the NFs with 41 votes in favour (93.2%), 3 against (6.8%) and 2 abstentions.**

13.1.7 Motion from the Executive Board for a virtual or hybrid Congress

This motion concerns Article 14.1.4.

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ **The Congress approved the motion for a virtual or hybrid Congress with 37 votes in favour (82.2%), 8 against (17.8%) and 1 abstention.**

13.1.8 Motion from the Executive Board for weighted voting

This motion concerns Article 16

Secretary General Max Cobb explained in detail the rationale of the motion and presented the amended wording proposal that was changed based on feedback received from the members since the distribution of the Congress Handbook. This amendment provided for the inclusion of Regional Events in the junior category as a determinant for points for NF participation.

NF GBR asked the Secretary General to briefly summarise the benefits of the proposal for those unsure of their decision.

NF TUR queried about easing of the quota for World Cup and World Championships participation as part of the proposed change for voting strength, which is not currently planned.

NF BRA thanked the IBU for supporting developing nations in the past years and provided arguments against the proposal.

NF FIN asked whether Para Biathlon was also considered in the motion at this time, which is currently not planned.

NF BEL asked to clarify the impact of Regional Events on the simulation data. These data are not included in the simulation due to incomplete data availability for this series in the IBU database at present time.

The President asked the Secretary General to clarify the impact of the minimum criteria for national activities that was approved by Congress under 13.1.3. This change allows for the Executive Board to relegate a Full Member to the status of a Provisional Member if it does not meet the minimum criteria for two seasons prior.

NF MDA asked for a clarification of the basis of points calculation and whether participation in several events per series also plays a role, which is not the case.

The President asked the Congress to approve the amendment to allow its inclusion into the Congress motion. This amendment requires a single majority.

→ The Congress approved the inclusion on agenda of the amended proposal for weighted voting with 33 votes in favour (73.2%) and 12 against (26.7%), no abstentions.

The President then asked the Congress to approve the motion for weighted voting which represents a change to the Constitution and requires a 2/3 majority to pass.

→ The Congress rejected the motion with 26 votes in favour (55.3%), 21 against (44.7%) and no abstentions.

13.1.9 Motion from the Executive Board for restricting multiple international winter federation board membership by EB members

This motion concerns Article 17.5

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ The Congress approved the motion for restricting multiple international winter federation board membership by EB members with 37 votes in favour (78.7%), 10 against (21.3%) and 1 abstention.

13.1.10 Motion from the Executive Board for expanding Athlete Committee eligibility

This motion concerns Article 25

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ **The Congress approved the motion for expanding Athlete Committee eligibility with 42 votes in favour (78.7%), 4 against (21.3%) and 1 abstention.**

13.1.11 /13.3.4 Combined motion from the Executive Board for erasing current Article 28 on the Vetting Panel and merging the vetting function into the BIU Rules as a task of the BIU Board

This combined motion concerns Articles 27 and 28 of the Constitution and Articles 11, 13 and 14 of the BIU Rules.

The President asked the Head of the BIU Greg McKenna to explain the rationale of the motion. He also noted a minor editorial error concerning Article 27 that was in the version distributed as part of the Congress Handbook. The corrected version was shown to the Congress.

The President asked the Congress for approval.

→ **The Congress approved the motion for making the vetting function a task of the BIU Board with 45 votes in favour (97.8%), 1 against (2.2%) and 2 abstentions.**

13.1.12 Motion from the Executive Board for additional definitions and specifications to interpretation

This motion concerns Appendix 1 Definitions and Interpretation.

Secretary General Max Cobb explained the rationale of the motion and the Congress was asked for approval.

→ **The Congress approved the motion for additional definitions with 46 votes in favour (97.9%), 1 against (2.1%) and no abstentions.**

13.2 Motions seeking approval of Reserved Rules

The President asked IBU Sport & Event Director Daniel Böhm to explain the rationale of the motion for various adjustments to the restricted rules governing the IBU competition series set-up in the Event and Competition Rules (ECR).

His presentation including proposed timelines can be found along with the full motion details in [ANNEX 10](#).

NF POL took the floor to explain that they did not agree with proposed changes and renaming of the competition classes for junior and youth categories under Article 1.3 of the ECR and asked to separate the motion into two separate Congress approvals.

The IBU Sport & Event Director suggested that the Congress decide about changes to the Competition Classes in Article 1.3 separately from the rest of the proposed amends concerning the competition series set-up adjustments.

The President asked that the Congress to approve the proposal for the amendments of the restricted Event and Competition Rules without the changes to Article 1.3.

→ **The Congress approved the motion for the ECR changes without Article 1.3 with 35 votes in favour (74.5%), 12 against (25.5%) and 1 abstention.**

The President then asked the Congress for approval for the proposed changes to the Article 1.3 concerning Classes of Competitors.

→ **The Congress approved the motion for changing the restricted rule Article 1.3 with 30 votes in favour (62.5%), 18 against (37.5%) and no abstentions.**

13.3 Motions seeking amendment or annulment of other Rules

13.3.1 Motion from the Executive Board for simplification of the conflict-of-interest management procedure and the concept of duty of loyalty

This motion concerns IBU Integrity Code, Articles 3 and 4 of Chapter B.

The President asked the Head of the BIU Greg McKenna to explain the rationale of the motion. In addition, a [video](#) explaining the proposed procedures was shown.

→ **The Congress unanimously approved the motion for simplification of the conflict-of-interest management procedure and the concept of duty of loyalty with 44 votes in favour (100%) 0 against and no abstentions.**

13.3.2 Motion from the Executive Board for minor amendments to the IBU Anti-Doping Rules

This motion concerns Chapter D of the IBU Anti-Doping Rules, Articles 5.2.2 and 5.5.3

The President asked the Head of the BIU Greg McKenna to provide any further comments to the motion. He stated that the proposed amendments had been agreed with the WADA prior.

The Congress was asked for approval.

→ **The Congress approved the motion for amendments to the IBU Anti-Doping Rules with 44 votes in favour (100%), 0 against and no abstentions.**

13.3.3 Motion from the Executive Board for minor amendments to the BIU Rules

This motion concerns Articles 2, 5, 7, 8, 9, and 15 of the BIU Rules.

The President introduced the motion, and the Congress was asked for approval.

→ **The Congress approved the motion for amendments to the BIU Rules with 46 votes in favour (100%), 0 against and no abstentions.**

13.3.5 Motion from the Executive Board for optimisation of the Rules of Congress

This motion concerns Articles 4, 9 and 10 of the Rules of Congress, as well as Articles 13 and 14 of the Rules of Congress

The President introduced the motion, and the Congress was asked for approval for changes to Articles other than Article 14..

→ **The Congress approved the motion concerning Articles 4, 9, 10 and 13 of the Rules of Congress with 45 votes in favour (97.8%), 1 against (2.2%) and no abstentions.**

The President then asked the Congress to separately consider the proposed changes to the Article 14 of the Rules of Congress.

→ **The Congress approved the changes to Article 14 with 43 votes in favour (95.6%), 2 against (4.4%) and no abstentions.**

13.4 Any other motions

There were no further motions.

14 Elections

14.1 Procedure for elections presented by the chair of the Election Committee

The Chair of the Election Committee, Alex Marshall, explained the election procedure. As for the motions, the election will be conducted by secret ballot using the electronic voting software called Votebox.

14.2 Election of the Members of the Technical Committee

For the vote for one vacation position in the Technical Committee until Congress 2026, there are 3 candidates (one woman and two men). They will not provide presentations.

The Chair of the Election Committee, Alex Marshall, asked the delegates to cast their votes.

In the first ballot, 46 ballots were cast. The candidates received the following number of votes:

SZÓCS, Emőke HUN: 32 votes

TURUNEN, Kimmo FIN: 13 votes

KEEL, Lukas SU: 1 vote

→ **As a result, Emőke Szócs was elected member of the IBU Technical Committee with 32 votes.**

15 Approval of the members of the BIU Board

According to the Constitution, the Congress appoints the independent members of the BIU Board. Since the appointment of the BIU Board by Congress 2022, Dr Tanja Haug was selected as a new independent member of the BIU Board effective 24 March 2023.

The President asked the Congress is asked the ratify Dr. Haug's appointment.

→ **The Congress unanimously ratified her appointment.**

Accordingly, the BIU Board's composition for the remainder of the term until Election Congress 2026 is as follows:

Independent members

Louise REILLY	Chair
Alex MARSHALL	Member
Dr Tanja HAUG	Member

Other members

Dr Franz STEINLE	Appointed by the Executive Board to serve as the IBU representative
Greg McKENNA	Head of the BIU

16 Appointment of the Auditing Firm, on the recommendation of the Executive Board

The President asked the Congress to empower the Executive Board to appoint an auditing firm.

→ **The Congress unanimously agreed to task the Executive Board with the appointment of an auditing firm.**

17 Appointment of the hosts for the Biathlon World Championships 2028 and 2029

The President introduced the agenda point for the appointment of the hosts of the Biathlon World Championships 2028 and 2029. Since all three candidates are bidding for both editions of the event, they will first present their championships concepts and the Congress will then be asked to consider the Executive Board's proposal for 2028 and 2029, respectively.

17.1 Presentations of the candidates for the World Championships

17.2 Motion for appointing the hosts of the Biathlon World Championships for 2028 and 2029

The OC Hochfilzen presented their bid for the WCH 2028 & 2029.

The OC Kontiolahti presented their bid for the WCH 2028 & 2029.

The OC Oslo-Holmenkollen presented their bid for the WCH 2028 & 2029.

After the presentations, the IBU President explained the procedure of appointing the hosts for the Biathlon World Championships. According to the Constitution, the Congress must approve, by simple majority, the EB's proposal for the award of the right to host the Biathlon World Championships to a full NF member.

The President first asked the Congress to support the proposal to approve Hochfilzen as the host of the Biathlon World Championships 2028.

→ **The Congress approved the proposal to appoint Hochfilzen as the host of the Biathlon World Championships 2028 with 44 votes in favour (97.8%), 1 against (2.2%) and 1 abstention.**

The President then asked the Congress to support the proposal to approve Oslo-Holmenkollen as the host of the Biathlon World Championships 2029.

→ **The Congress approved the proposal to appoint Oslo-Holmenkollen as the host of the Biathlon World Championships 2029 with 41 votes in favour (91.1%), 4 against (8.9%) and 1 abstention.**

18 Awarding of IBU Honours

The IBU President stated that under the current Rules for IBU Honours, the Congress is asked to acknowledge the IBU Certificates of Honour for individuals approved by the Executive Board.

The following Certificates of Honour for individuals have been awarded:

- Aleksandre BUDZISHVILI, GEO
- Ilmo KURVINEN, FIN

The Certificate of Honour for Mr Budzishvili was presented at the Congress by the IBU President Dahlin and Secretary General Cobb. Mr Budzishvili thanked the IBU for its support for Georgia over the years and recalled fine memories of his life spent to develop biathlon.

The Certificate for Mr Kurvinen will be presented at an IBU event suitable to all parties.

19 Information from Organising Committees on upcoming events

The OC Lenzerheide reported on their preparations for the 2025 IBU World Championships.

The OCOG for the Olympic Winter and Paralympic Games MilanoCortina 2026 reported on their Games preparations.

The OC Otepää reported on their preparations for the 2027 IBU World Championships.

20 Other items and closing

Jose Maria Peus Espana from NF ESP expressed his thanks to the IBU for the great development cooperation that has helped them grow rapidly and encouraged the IBU to continue its work in similar fashion.

Philippe Heck, President of the Belgian Biathlon Federation, recalled the federation's work to develop the sport over the years and reflected on significant growth that now provides for their participation across all IBU competition series. Given the increasing needs for reporting and other non-sports duties, however, the federation staff is reaching its limits, and he asked the IBU to also support the administration of its member national federations.

Representing the NF FIN and OC Kontiolahti, Matilda Suhonen complimented the IBU for having several highly qualified candidates for hosting the Biathlon World Championships year after year, which can be seen a sign of the strength of the sport. She hopes Finland, too, will be among future hosts and congratulated the winning bids for the 2028 and 2029 championships.

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Urs Lehmann, Co-President of Swiss-Ski, complimented the IBU for its development over the last several years and the clear vision and a future strategy built on a strong financial foundation. He stressed that Swiss-Ski is proud to be part of the Biathlon Family and thanked the IBU for the chance to develop biathlon in Switzerland through hosting its first World Cup and World Championships in Lenzerheide, where he welcomes in February 2025.

IBU Secretary General Max Cobb thanked the member nations for their great cooperation that enabled smooth proceedings during the Congress. He further thanked the Serbian Biathlon Federation for their support and hospitality as hosts of the Congress Gala dinner on the final night.

President Dahlin also congratulated the upcoming the World Championships hosts and challenged them to follow the great example set by the organisers of the 2024 edition in Nove Mesto na Mesto/ CZE with over 200'000 spectators.

Following his final remarks, the IBU President closed the 16th Ordinary IBU Congress at 15:46 CET on 28 September 2024.



Olle DAHLIN
IBU President



Max COBB
IBU Secretary General

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ANNEX 1

16TH ORDINARY IBU CONGRESS CONGRESS ATTENDANCE LIST
 26 SEP – 29 SEP 2024 / BELGRADE SRB

FRIDAY, 27 SEPTEMBER 2024

NF	FIRST NAME	LAST NAME	SIGNATURE
NF ARG	Carlos Gaston	FANTI	[Signature]
NF AUS	David	WINDSOR	[Signature]
	Katerina	PAUL	[Signature]
NF AUT	Rosewitha	STADLOBER	[Signature]
	Franz	BERGER	[Signature]
NF BEL	Phillippe	HECK	[Signature]
NF BIH	Ljubiša	TANIC	[Signature]
	Sanja	KUSMIK	[Signature]
	Stefan	LOPATIC	[Signature]
NF BRA	Anders	PETTERSSON	[Signature]
NF BUL	Atanas	FURNADISHEV	[Signature]
	Borislav	PANKOV	[Signature]
	Tanya	PANEVA	[Signature]

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16TH ORDINARY IBU CONGRESS CONGRESS ATTENDANCE LIST
 26 SEP – 29 SEP 2024 / BELGRADE SRB

FRIDAY, 27 SEPTEMBER 2024

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NF CAN	Mickael Kent	WALKER	[Signature]
	Kerry	DANKERS	[Signature]
NF CHI	Ricardo	SANDOVAL	[Signature]
NF CHN	Yang	JIANG	[Signature]
NF CRO	Robert	KONTAK	[Signature]
	Dejan	BRAJIDIC	[Signature]
	Ana	GOLJK PETRINIC	[Signature]
NF CZE	Libor	VLCEK	[Signature]
	Michal	ZICHACEK	[Signature]
	Eva	KUPILKOVA	[Signature]
NF DEN	Anna Harboe	FALKENBERG	[Signature]
	Christian M.	BORCH	[Signature]
	Sebastian	SØRENSEN	[Signature]
NF ESP	Jose Maria	PELUS ESPANA	[Signature]

Seite 2 von 9

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NF EST	Tarmo	KARSNA	[Signature]
	Trin	PEIPS	[Signature]
	Mäkel	JOOSING	[Signature]
NF FIN	Kalle	LÄHDESMÄKI	[Signature]
	Tapio	PLUKKI	[Signature]
	Katja	MJÖSUND	[Signature]
NF FRA	Estelle	KOZLIK-SCHÖTZ	[Signature]
	Pierre	MIGNEREY	[Signature]
	Stéphane	BOUTHIAUX	[Signature]
NF GEO	Nikoloz	BUZISHVILI	[Signature]
	Ekaterine	VESHAGURI	[Signature]
	Aleksandre	BUZISHVILI	[Signature]
NF GER	Felix	BITTERLING	[Signature]
NF GBR	Robert	WEIGHILL	[Signature]
	Elizabeth	WINFIELD	[Signature]
	Andrew	MILLER	[Signature]
NF GRE	Timoleon	TSOUREKAS	[Signature]
	Georgios	NIKITIDIS	[Signature]
	Ioanna	TSITSONI	[Signature]

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NF GRL	Ulloq	SLETTEMARK	[Signature]
	Øystein	SLETTEMARK	[Signature]
NF HUN	Barbara	PETRAHN	[Signature]
	Levente	CSÁK	[Signature]
	Emoke	SZÓCS	[Signature]
NF IND	Lakshmi Chaitanya	MADIRAJU	[Signature]
	Raj	SINGH	[Signature]
NF IRL	Derek	BOLGER	[Signature]
NF ITA	Loretta	PIROIA	[Signature]
	Klaus	HÖLLRIGL	[Signature]
NF KAZ	Manas	USSENOV	[Signature]
NF KZJ	Aleksandr	LEVDANSKII	[Signature]
	Tatiana	LEVDANSKAIA	[Signature]

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	Chul Sung	PARK	[Signature]
	Hyun Ae	HAN	[Signature]
NF LAT	Kaspars	SAKINIS	[Signature]
NF LTU	Arunas	DAMGIRDAS	[Signature]
	Riordanas	GRIZAJONAS	[Signature]
	Alicia	SOLUNOVA	[Signature]
NF MDA	Valentin	CATRICE	[Signature]
	Jennifer	FRIEZE	[Signature]
	Sanzar	JIMEN	[Signature]
NF MGL	Nasran-Mer	BATMIAH	[Signature]
	Khayrussalam	BADAMBAR	[Signature]
NF MKD	Kocho	KIRACA	[Signature]
	Elena	MITEVA	[Signature]
	Gjoko	DINESKI	[Signature]
NF NED	Herbert	ODOL	[Signature]

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NF NOR	Morten	DJUPVIK	[Signature]
	Gunhild	KVISTAD	[Signature]
	Arne	HORTEN	[Signature]
NF POL	Agneszka	CYL	[Signature]
NF ROU	Pulu	GASPAR	[Signature]
	Dana	POPESCU	[Signature]
	Simon	MARTON	[Signature]
NF SLO	Klemen	FERJANČIČ	[Signature]
	Tomas	GLOBČNIK	[Signature]
	Nina	JAKHEL	[Signature]
	Vedmir	VUKADIN	[Signature]
NF SRB	Muhamed	FUDJANIN	[Signature]
	Mina	ILIC	[Signature]
NF SUI	Urs	LEHMANN	[Signature]
	Walter	REUSSER	[Signature]
	Claudia	LÄMMLI	[Signature]
NF SVK	Maros	BADAN	[Signature]
	Ivo	LEHOTAN	[Signature]

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NF SWE	Gofia	DOMELJ	[Signature]
	Ulrika	ÖBERG	[Signature]
	Rikard	GRIP	[Signature]
NF TPE	Hsien Wen	KUNG	[Signature]
	Wen Hsiung	YANG	[Signature]
NF TUR	Özkan	KOYUNCU	[Signature]
NR UKR	Roman	BONDARUK	[Signature]
	Ivan	KRUKO	[Signature]
	Anastasija	HUSAREVA	[Signature]
NF USA	Byron Jack	GIERHART	[Signature]
	Sara	STUDEBAKER-HALL	[Signature]
NF UZB	Anvar	KURBANVAZOV	[Signature]

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NR ISL	Bjarni Th.	BJARNASON	[Signature]
	Einar	OLAFSSON	[Signature]
	Jonas	EGILSSON	[Signature]
	Fredy	KEIROUZ	[Signature]
NF LEB	Raymond	SUCCAR	[Signature]
	Youssef	KHALIL	[Signature]
NF MEX	Carlos	PRUNEDA FERNANDEZ	[Signature]
NF PRY	Pedro Flávio	Martins	[Signature]

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FRIDAY, 27 SEPTEMBER 2024

EB MEMBERS

NF	FIRST NAME	LAST NAME	SIGNATURE
IBU PRESIDENT	Ole	DAHLEN	[Signature]
IBU VP	Jiri	HANZA	[Signature]
	Tore	BOVGARD	[Signature]
	Max	Cobb	[Signature]
	Ekaterina	DAFOVSKA	[Signature]
	Tim	FARCIK	[Signature]
	Fabien	SAGUEZ	[Signature]
	Nathalie	SANTER	[Signature]
	Christian	SCHERER	[Signature]
	Franz	STEINLE	[Signature]

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MINUTES OF THE 16TH ORDINARY IBU CONGRESS

26 SEP – 29 SEP 2024 | BELGRADE SRB

ANNEX 1

16TH ORDINARY IBU CONGRESS CONGRESS ATTENDANCE LIST
26 SEP – 29 SEP 2024 / BELGRADE SRB

SATURDAY, 28 SEPTEMBER 2024

NF	FIRST NAME	LAST NAME	SIGNATURE
NF ARG	Carlos Gaston	FANTI	
	David	WINDSOR	
NF AUS	Katerina	PAUL	
	Roswitha	STADLOBER	
NF AUT	Franz	BERGER	
	Philippe	HECK	
NF BIH	Ljiljana	TANIC	
	Sarija	KUSUMIK	
	Stefan	LOPATIC	
NF BRA	Anders	PETTERSSON	
	Atanas	FURNAOSHIEV	
NF BUL	Borislav	PANKOV	
	Tanya	PANEVA	

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	Ilse	BRILA	
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	Jennifer	FRIZ	
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	Nasim Idr	BATMUNKH	
	Lkhvyesuren	BADAMDIRJI	
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	Elena	MITEVA	
NF NED	Gjoko	DINESKI	
	Heibert	COOL	

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NF TPE	Rikard	GRP	
	Helen Wen	KUNG	
	Wen Hsiung	YANG	
NF TUR	Özkan	KOYUNCU	
	Roman	BONDARUK	
NF UKR	Ivan	KRILKO	
	Anastasia	HUSARIEVA	
NF USA	Byron Jack	GIERHART	
	Sara	STUDEBAKER-HALL	
NF UZB	Anvar	KURBANIAZOV	

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	Jonas	EGILSSON	
NF LEB	Fredy	KEIROUZ	
	Raymond	SUJJAR	
NF MEX	Youssef	KHALIL	
	Carlos	PRINEDA FERNANDEZ	
NF PRT	Pedro Flávio	Martins	

* NF LEB was admitted as a full NF Member of the IBU as point 6 of the Congress agenda on Friday 27 Sep 2024.

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	Jiri	HAMZA	
EB MEMBERS	Tore	BOVGARD	
	Max	Cobb	
	Ekaterina	DAFOVSKA	
	Tim	FARCNIK	
	Fabien	SAGUEZ	
	Nathalie	SANTER	
	Christian	SCHERER	
	Franz	STEINLE	

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Lebanese Ski and Biathlon Federation



Biathlon in Lebanon



16th Ordinary IBU Congress, Belgrade 2024

1- Ski History in Lebanon

- Skiing in Lebanon became widely popular in the 1930s.
- 1934: first Ski club "Le Club Libanais"
- 1935: first Ski School at the Cedars
- 1937: first Ski Competition
- 1947: first participation at the International Championship at Chamonix
- 1948: first Participation at the Olympic at St. Moritz
- 1951: Creation of the Lebanese Ski & Swimming Federation
- 1961: The Lebanese Ski Federation receives the official status
- 1963: first International Week of Alpine Skiing at the Cedars
- From 1963 till 1975: 13 International Weeks organized by FLS at the Cedars



1- Ski History in Lebanon

- 1967 and 1972: organization of the world Military Championship at the cedars
- 1967: 26th International Ski Congress at Beirut
- 1999: after 24 years of interruption, organization of the 14th International week at Mzaar Ski Resort.
- 2021 Introducing officially the Biathlon Discipline in Lebanon.




2- Lebanese Ski Resorts

- Lebanon has six ski resorts with groomed slopes, catering to skiers and snowboarders of all levels.
- Beyond the skiable domains await you kilometers of cross-country skiing and snowshoeing trails waiting to be explored; Lebanon has something for everyone. Each of the ski resorts has a different flavor.



3- Implementation of Biathlon discipline in the Lebanese winter sports

Spreading Awareness:

- Since 2022, Lebanon is developing Biathlon activities focusing on: Long Term Athlete Development principles, Shooting approach in biathlon, and Biathlon Development Philosophy.
- The Lebanese Ski and Biathlon Federation believed that this new winter discipline would attract a young generation of athletes, so it started spreading awareness inside several schools to catch the attention of the highest number of students.




3- Implementation of Biathlon discipline in the Lebanese winter sports

Expertise required:

1. **Biathlon coach** recruited by FLS since 2023: **Mr. Miroslav Sergt** from Serbia
2. **Biathlon expert** recommended by the IBU during 2024: **Mr. Ilario Madalin** from Italy.

- With the support of the IBU, Chambéry Solidarité International (FRA) and the Municipality of Bsharri (LBN), the Lebanese Biathlon Federation managed to improve training conditions.




4- Education

- Education of athletes with aspirations for coaching and registration in the IBU Academy.
- Attendance of workshops and seminars organized for the coaches.
- Education of athletes, officials and parents given by engaged expert, head coach and young coaches adapted to the Lebanese environment.




5- IBU Supported Projects

- **Biathlon for all:** 10 Apeom Laser Biathlon Sets (rifle w/accessories, targets, stands) were offered by IBU and were used for promotion in 1 middle and 1 high-school in Bsharri and afterwards in Mzaar Resort.
- **Infrastructure/equipment support:** 6 mechanical targets with stands, 6 biathlon mats, set of flags and lane markers.





6- Promotions and marketing across Lebanon

- Lebanon attended all the biathlon international **workshops** assigned by IBU.
- Continuous marketing and promotion** efforts from the Lebanese Ski and Biathlon Federation: Local and International newspapers, televisions and social media promotion of Biathlon in Lebanon.
- A **new Club** from Mzaar Resort, organized a **Cross Country/ Skiing school** along with a **Biathlon Clinic** led by our two athletes/coaches Ms. Huguette Fakhry and Mr. Salim Lozom who attended the IBU Academy program.



7- A new passion for the athletes

- Athletes have shown remarkable interest in the biathlon.
- They are attached to this sport and maintain continuous training all over the year.
- The structure of athletes has changed in favour of younger ones: **44 athletes** in 12 categories:

- U12: 3w, 4m
- U14: 8w, 5m
- U16: 2m
- Youth: 5w, 7m
- Junior: 1w, 2m
- Adult: 1w, 6m



8- Planned National competition structure in winter/summer 2023-2024

- Lebanon has organized many local races during winter including National Biathlon Championship earlier this year.
- In addition to Summer Biathlon Championships: rollerski, MTB and cross



9- Lebanese National Biathlon Championship March 16, 2024

- Second ever Lebanese National Biathlon Championship
- Super sprint race only
- Apeom laser biathlon system used
- 35 athletes
- 5 categories for each gender



9- Lebanese National Biathlon Championship March 16, 2024



9- Lebanese National Biathlon Championship March 16, 2024



9- Lebanese National Biathlon Championship March 16, 2024

Rank	Sex	Name	DOB	Club/Federation	0	10	20	30	40	50	60	70	80	90	100
1	M	Amr Paul Chahed Task	2009	Karadineh	0	0	0	0	0	0	0	0	0	0	14:59
2	M	Charbel Henry Karam	2010	Karadineh	0	0	0	0	0	0	0	0	0	16:15	
3	M	Charbel Emry Krayma	2010	Tasbeh Lebanon	0	0	0	0	0	0	0	0	0	18:47	
4	M	Charbel Roubaneh Task	2010	Karadineh	4	3	7	22:59							

Rank	Sex	Name	DOB	Club/Federation	0	10	20	30	40	50	60	70	80	90	100
1	M	Salim Mza Lozom	2001	Harajeh Lebanon	0	0	0	0	0	0	0	0	0	0	08:42
2	M	Youssef Hajar Task	2001	Karadineh	0	0	0	0	0	0	0	0	0	0	08:56
3	M	Andrew Khatib Task	2004	Chabab Beirut	2	0	0	0	0	0	0	0	0	0	11:36
4	M	Youssef Khatib	2004	Karadineh	0	0	0	0	0	0	0	0	0	0	14:20

Rank	Sex	Name	DOB	Club/Federation	0	10	20	30	40	50	60	70	80	90	100
1	M	Chaza Bakad	2010	Karadineh	0	0	0	0	0	0	0	0	0	0	23:32
2	M	Mansour Task	2010	Chabab Beirut	0	0	0	0	0	0	0	0	0	0	26:48

Rank	Sex	Name	DOB	Club/Federation	0	10	20	30	40	50	60	70	80	90	100
1	F	Chabbel Hany Fakhry	2010	Cedars	2	2	4	16:45							
2	F	Roua Rafei Karam	2012	Chabab Faraya	2	0	3	16:46							
3	F	Johnny Mansour Task	2012	Chabab Beirut	3	3	8	18:36							
4	F	Karin Fani Karam	2012	Chabab Beirut	0	0	0	17:47							
5	F	Anthony Khatib Task	2012	Chabab Faraya	2	0	4	18:08							

Rank	Sex	Name	DOB	Club/Federation	0	10	20	30	40	50	60	70	80	90	100
1	F	Maha Inad Task	2011	Chabab Beirut	0	0	0	15:49							
2	F	Serika Lozom	2012	Chabab Faraya	0	0	0	16:55							
3	F	Maria Lozom	2012	Karadineh	0	0	0	16:59							
4	F	Jean Mary Task	2011	Chabab Faraya	0	0	0	17:26							

- 14 in female categories
- 21 in male categories
- 75% increase in the number of athletes

10- Activity in the IBU Regional Cups winter/summer 2023-2024

- Planned Competing on Regional IBU competitions:
- Balkan Biathlon Cups 1, 2 & 3 **were cancelled due to lack of snow**, but we planned to have 6 athletes total (1W, 3 M, 2 youth Ladies), *Noting that the Lebanese Federation purchased the airline tickets for the above athletes (to Romania, Bulgaria and Bosnia).*
- Summer biathlon Balkan 2024: **Croatia & Bulgaria, with 4 athletes**



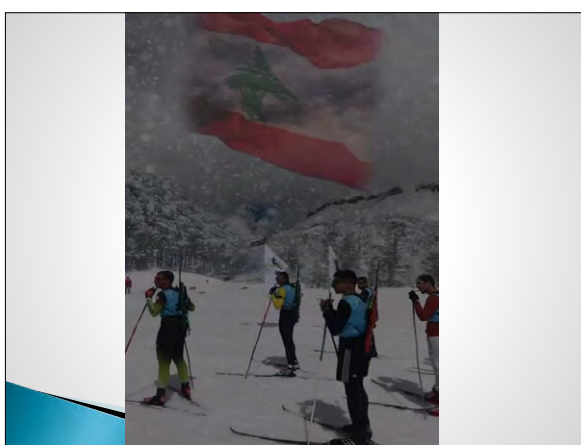
11 – Biathlon Development SWOT Analysis

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> – Long snow season – Highly motivated youth and athletes, and coaches – Experience and tradition in winter sports – Eagerness of the Federation to develop Biathlon 	<ul style="list-style-type: none"> – Absence of biathlon specific infrastructure – Shortage in Biathlon equipment – Lack of funding
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> – 5 potential resorts to exploit for biathlon – Athletes' age range is small enough to keep them attached for a long period to the discipline 	<ul style="list-style-type: none"> – Unstable economic, financial and political situation – Difficulty obtaining travel visas (multi-entry, on time or for long period) – Traveling expenses waists when races are postponed or cancelled

12 – Preparations for winter 2024–2025

Plan for the winter 2025:

- Purchasing a grooming machine
- Groundworks for 6–10 points shooting range, cross and MTB biathlon
- Installation of 6–10 targets at 50m
- Installation of at least 1 more container for biathlon equipment
- Installation of snow/sun/rain cover for the targets
- Marking and fencing the trail
- Upgrading old rifles to fit new standards



I'm here today, kindly asking you to accept that Lebanon upgrades from Provisional Member to Full Member in the IBU

Thank you all

Links

- **FACEBOOK***
<https://www.facebook.com/lebaneseskifederation?mibextid=ZbWKwL>
- **INSTAGRAM***
<https://instagram.com/lebaneseskifederation?igshid=YTQwZjQ0Nm10OA==>
- **YOUTUBE***
<https://youtube.com/@LebaneseSkiFederation?si=QaZA8MzV61qA8s38>
- **X***
https://x.com/lebskifed?t=3vp_EEemDI2pO7FfyogEAg&s=08
- **TIKTOK***
https://www.tiktok.com/@lebaneseski?_t=8ghd6h66G81&_r=1



ACTIVITY REPORTS

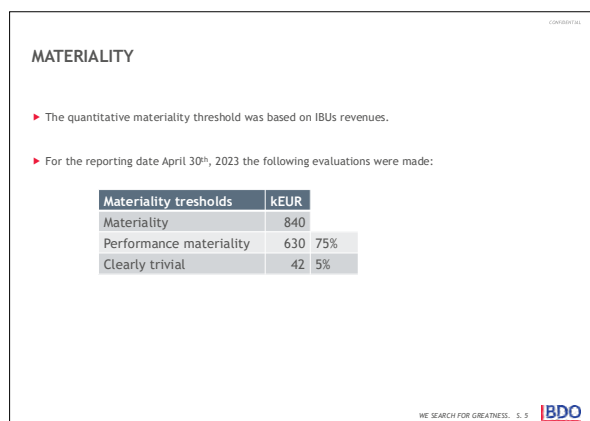
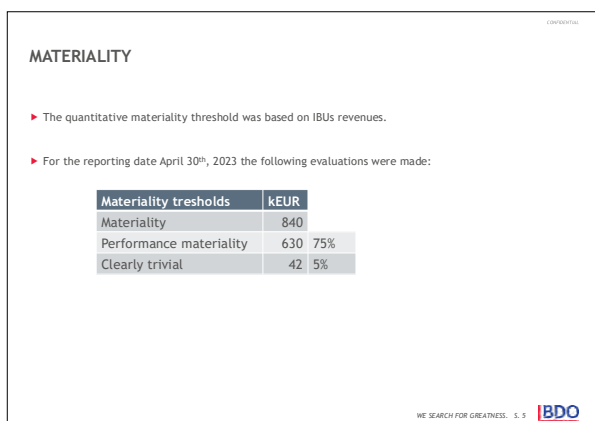
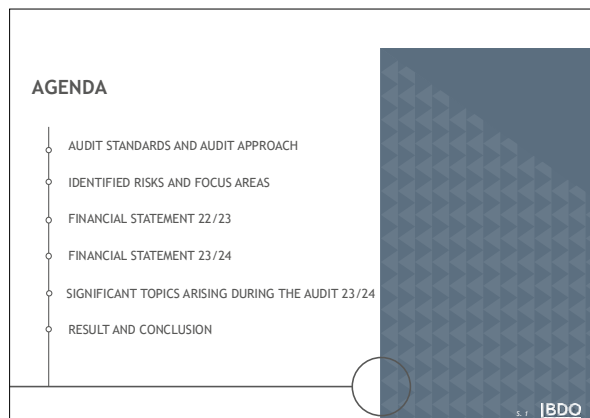
2022/2023 AND 2023/2024



**The complete presentation
can be found here**



The complete presentation
can be found here



BALANCE SHEET 22/23
 Assets and Liabilities in kEUR

Assets	04/23		04/22		Liabilities	04/23		04/22	
Intangible fixed assets	932	1,221			Association net assets				
Tangible fixed assets	722	518			Restricted acc. Congress	50,620	50,620		
Financial assets	55,018	47,863			Temporarily restricted	14,760	14,760		
Accounts receivable	279	12,979			Net accumulated losses/profit	(2,356)	5		
Other receivables	171	262			Provisions	63,024	65,385		
Cash, Bank accounts	10,471	7,021			Accounts payables	1,928	672		
Deferred charges	353	207			Other liabilities	2,636	3,956		
					Deferred income	104	58		
					Deferred income	253	0		
Total assets	67,946	70,071			Total liabilities	67,946	70,071		

WE SEARCH FOR GREATNESS. S. 6 **IBDO**

PROFIT & LOSS STATEMENT 22/23
 in kEUR

	04/23	04/22
Revenues	46,996	47,344
Other operating income	473	173
Contributions to National Federation	(38,878)	(28,028)
Subtotal	8,591	19,489
Staff and Management	(2,548)	(2,243)
Depreciation	(762)	(469)
Other operating expenses	(4,962)	(4,300)
Subtotal	318	12,477
Income from securities	619	623
Expenses from securities	(3,118)	(2,886)
Earnings after taxes	(2,361)	10,190
Release of / Allocation to reserves	0	(10,380)
Profit brought forward	5	195
Balance sheet loss/profit	(2,356)	5

WE SEARCH FOR GREATNESS. S. 7 **IBDO**

FINANCIAL STATEMENT 23/24

WE SEARCH FOR GREATNESS. S. 8 **IBDO**

MATERIALITY

- ▶ The quantitative materiality threshold was based on IBUs revenues.
- ▶ For the reporting date April 30th, 2024 the following evaluations were made:

Materiality thresholds	kEUR	
Materiality	856	
Performance materiality	642	75%
Clearly trivial	43	5%

WE SEARCH FOR GREATNESS. S. 9 **IBDO**

BALANCE SHEET 23/24
 Assets in kEUR

	04/24	04/23	Comment
Intangible fixed assets	662	932	
Tangible fixed assets	669	722	
Financial assets	54,302	55,018	Sale of securities
Accounts receivable	451	279	
Other receivables	343	171	
Cash, Bank accounts	12,227	10,471	New fixed-term deposit accounts
Deferred charges	369	353	
Total assets	69,022	67,946	

WE SEARCH FOR GREATNESS. S. 10 **IBDO**

BALANCE SHEET 23/24
 Liabilities in kEUR

	04/24	04/23	Comment
Association net assets			
Restricted acc. Congress	51,620	50,620	
Temporarily restricted	0	14,760	Reclassification of the reserves
Net accumulated losses/profit	2,656	(2,356)	
	54,276	63,024	
Provisions	12,834	1,928	Reclassification of the reserves
Accounts payables	1,695	2,636	National Federations
Other liabilities	122	104	
Deferred income	96	253	
Total liabilities	69,022	67,946	

WE SEARCH FOR GREATNESS. S. 11 **IBDO**

CONFIDENTIAL

PROFIT & LOSS STATEMENT 23/24

in kEUR

	04/24	04/23	Comment
Revenues	47,822	46,996	
Other operating income	273	473	
Contributions to National Federation	(37,157)	(38,878)	Use of the provision
Subtotal	10,938	8,591	
Staff and Management	(3,058)	(2,548)	Increase in employees and salaries
Depreciation	(866)	(762)	
Other operating expenses	(5,051)	(4,962)	
Subtotal	1,962	318	
Income from securities	4,352	619	Sale and reevaluation of securities
Expenses from securities	0	(3,118)	
Earnings after taxes	6,012	(2,361)	
Release of / Allocation to reserves	(1,000)	0	Allocation of restricted reserves
Loss/Profit brought forward	(2,356)	5	
Balance sheet loss/profit	2,656	(2,356)	

WE SEARCH FOR GREATNESS. S. 12 **BDO**

SIGNIFICANT TOPICS ARISING DURING THE AUDIT 23/24

- ▶ Changes in accounting and valuation principles
 - Previous year: temporary restricted reserve (income from the Olympic Games)
 - Reclassification: provision for future contributions to national federations and sports
 - Changed presentation of the position 3. contributions to national federations and sports (no reduction in contributions):




i) Contributions to National Federation and Sports	€1,417,280.00
ii) Contributions to National Federation and Sports	€1,417,280.00
iii) Changes in the provision for expenses from contributions to national federations and sports	(1,417,280.00)
Total	€1,417,280.00
- ▶ Tax on intra-community acquisitions (VAT)
 - Exceeding the purchasing limit of EUR 11,000.00: taxation and VAT number
 - Correction of other provisions in the amount of EUR 135,000.00
- ▶ Contributions to national federations and sports
 - Documentation by Docuware
 - Ensuring an ongoing comparison of the funds approved and distributed

WE SEARCH FOR GREATNESS. S. 13 **BDO**

FINANCIAL STATEMENT 22/23

WE SEARCH FOR GREATNESS. S. 14 **BDO**

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WE SEARCH FOR GREATNESS.

BDO



 **The complete presentation
can be found here**



 The complete presentation
can be found here

FINANCE & ADMINISTRATION

16TH ORDINARY IBU CONGRESS

26 SEP – 29 SEP 2024 | BELGRADE SRB

BALANCE SHEET RESULT FY 23/24 COMPARED WITH THE PREVIOUS YEAR

Item/Category	FY 2023	FY 2024
Total Revenue	€ 52,394,924	€ 61,712,226
Total Costs	€ 49,832,582	€ 48,108,482
Net Result	€ 2,562,342	€ 13,603,744
Operating Result	€ 1,942,422	€ 1,661,704
Financial Result	€ 4,355,830	€ 2,358,277
Other Income	€ 2,344,290	€ 1,083,265
Net Result FY 2024	€ 8,642,542	€ 5,103,246
Change in restricted reserves	€ 1,000,000	€ 0
Dividend from previous year	€ 2,100,000	€ 3,500,000
Balance sheet profit/loss	€ 2,542,542	€ 8,603,246

- We had an operating result of around € 2 million in the 2023/24 financial year. Increased value of our reserves, dividends and bonus payments from banks, a financial result of around € 4.3 million was given. After capital gains tax, we have a final result for the 2023/24 financial year of around 6 million euros.
- The dividend and bonus payments resulting from the restricted reserves will be reinvested in the restricted reserves in the amount of EUR 1 million.
- The final total result, after deducting the negative result from the previous year, is around EUR 2.7 million.

THE BIATHLON FAMILY

16TH ORDINARY IBU CONGRESS

26 SEP – 29 SEP 2024 | BELGRADE SRB

3-YEAR COMPARISON MAJOR COSTS GROUPS

- The three-year comparison shows a very positive development in terms of income, and also in terms of support for NFs, OCs and athletes.
- Support for the NFs and OCs was at a very high level earlier in the previous year and was maintained this year. The prize money was increased again.
- The operating costs have increased slightly compared to the previous year. Target 26 projects are included in these costs. But, in relation to income, operating costs have fallen during the last years.
- The presentation shows while keeping costs low more money are at the disposal for NFs/OCs and athletes.

THE BIATHLON FAMILY

16TH ORDINARY IBU CONGRESS

26 SEP – 29 SEP 2024 | BELGRADE SRB

BUDGET FY 24/25 AND BUDGET FRAME 25/26

	FY 23/24	%	Budget 24/25	%	Budget-frame 25/26	%
INCOME	48,079,027		48,677,202		48,677,202	
Other Income	4,224,227		2,229,000		2,200,000	
OC revenues	52,394,924		56,397,158		55,477,202	
NF Support	-18,733,582	37%	-20,205,000	37%	-20,355,000	37%
OC Contribution	-6,016,238	12%	-7,465,000	14%	-6,500,000	12%
Prizemoney	-9,221,806	18%	-9,370,000	17%	-9,370,000	17%
Indirect NF/OC Support	-5,283,017	10%	-5,947,000	11%	-6,000,000	11%
Operating costs	-7,253,530	14%	-6,741,900	12%	-7,500,000	14%
Staff costs	-3,058,000	6%	-3,597,000	7%	-4,000,000	8%
Total Operation costs	-20,311,717	39%	-20,339,800	39%	-21,500,000	43%
Depreciation	-866,114	2%	-1,118,500	2%	-1,000,000	2%
Total Costs	28,171,401	59%	24,454,400	50%	24,772,000	51%
Operating result	1,942,422		1,661,704		752,202	

- Budget FY 2024/25:**
 - Revenue will increase by € 3.7 million in the 2024/25 budget compared to the previous year.
 - The contributions payments to NF/OCs and the Prizemoney will increase by around € 0.1 million.
 - Indirect NF/OC support will increase by around € 600k.
 - Operating costs, including staff costs, will increase by around € 160k.
 - Depreciation will increase by around € 200k.
- The budget shows a positive operating result of around € 1.6 million.

THE BIATHLON FAMILY

16TH ORDINARY IBU CONGRESS

26 SEP – 29 SEP 2024 | BELGRADE SRB

BUDGET FY 24/25

Department	Expense	Budget 24/25	FY 23/24	Difference
	Total Revenue (incl. IOC revenues)	€ 56,107,150	€ 52,394,924	€ 3,712,226
100	Sport & Event	€ 32,079,470	€ 29,286,524	€ 2,792,946
200	Communication	€ 3,506,980	€ 2,727,115	€ 779,865
300	IBU	€ 2,399,780	€ 1,971,185	€ 428,615
400	Development	€ 4,229,044	€ 3,778,017	€ 451,027
500	Finance & Admin	€ 3,072,350	€ 3,928,508	€ (856,158)
600	Strategy & Sustainability	€ 9,157,822	€ 9,741,173	€ (583,351)
	Total costs	€ 54,445,444	€ 50,432,582	€ 4,012,862
	Operating Result	€ 1,661,704	€ 1,962,342	€ (300,638)

- Sport & Event Activities and Project: Event enhancement, OnePlan implementation
- Communication Activities and Project: Contract creation, Broadcast innovations, OTT platform
- Development Activities and Project: Regional Events, Academy, Dual Career and Gender equality
- Finance & Administration: Congress, Hall of Fame
- Strategy & Sustainability: Target 26/29, Para

THE BIATHLON FAMILY

16TH ORDINARY IBU CONGRESS

26 SEP – 29 SEP 2024 | BELGRADE SRB

INCOME

Income (million €)

Revenue will increase by € 3.7 million in the 2024/25 budget compared to the previous year.

THE BIATHLON FAMILY

16TH ORDINARY IBU CONGRESS

26 SEP – 29 SEP 2024 | BELGRADE SRB

NF SUPPORT / OC SUPPORT / PRIZEMONEY

NF SUPPORT / OC SUPPORT / PRIZEMONEY

Operating result will increase by € 1.6 million in the 2024/25 budget compared to the previous year.

THE BIATHLON FAMILY

16TH ORDINARY IBU CONGRESS

26 SEP – 29 SEP 2024 | BELGRADE SRB

NF SUPPORT / OC SUPPORT / PRIZEMONEY

Total NF, OC, Prizemoney (million €)

Operating result will increase by € 1.6 million in the 2024/25 budget compared to the previous year.

THE BIATHLON FAMILY

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.1 Motion from the Executive Board for the integration of Para Biathlon

Concerns Articles 1, 2, 3, 22, 25 and 26 of the IBU Constitution, and Article 1 of the Integrity Code: Chapter B IBU Code of Conduct

RATIONALE

As of July 2022, the International Paralympic Committee (IPC) has transferred governance of the sport of Para Biathlon to the IBU. The IBU then became a full member of the IPC in September 2023. To comply with the IPC Constitution, the IBU must amend its Constitution to include references to Para Biathlon and the IPC, like Biathlon and the IOC.

Notably, Article 25 has been adapted to comply with the IBU's obligation as an IPC member to "establish and implement mechanisms in its decision-making structures to engage with (and seek the perspective of) Para athletes and athlete representatives" (see Article 13.2.19 of the IPC Constitution).

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

IBU CONSTITUTION		
Article	Existing Rule	New Proposal
1. Name and status		
1.1	The International Biathlon Union (IBU) is recognised by the International Olympic Committee (IOC) as the international governing body for the sport of biathlon.	The International Biathlon Union (IBU) is recognised by the International Olympic Committee (IOC) as the international governing body for the sport of Biathlon and by the International Paralympic Committee (IPC) as the international governing body for the sport of Para Biathlon.
1.2	The sport of biathlon combines cross-country skiing with marksmanship shooting. Other forms of biathlon (also governed by the IBU) combine rifle shooting with other forms of movement (such as roller skiing, running, mountain biking or snowshoe hiking). All such forms of biathlon are referred to collectively in this Constitution as Biathlon.	The sport of biathlon combines cross-country skiing with marksmanship shooting. Other forms of biathlon (also governed by the IBU) combine rifle shooting with other forms of movement (such as roller skiing, running, mountain biking or snowshoe hiking). All such forms of biathlon are referred to collectively in this Constitution as Biathlon. The sport of para biathlon is the adaptation of the sport of Biathlon for Athletes with disabilities and is referred to in this Constitution as Para Biathlon.
2. Purposes and principles		
2.1.1	Develop the sport of biathlon and promotes it worldwide.	Develop the sports of Biathlon and Para Biathlon and promote them worldwide.
2.2.8	support and assist NF Members to promote and develop Biathlon in their respective Countries;	support and assist NF Members to promote and develop Biathlon and Para Biathlon in their respective Countries;
2.2.9	cooperate with other sport organisations (including the IOC and WADA), public and private organisations, state authorities, and other relevant bodies to promote the interests of sport generally, and Biathlon in particular, throughout the world;	cooperate with other sport organisations (including the IOC, IPC and WADA), public and private organisations, state authorities, and other relevant bodies to promote the interests of sport generally, and Biathlon and Para Biathlon in particular, throughout the world;
2.2.10	protect the right of the IBU (internationally) and its NF Members (nationally) to govern, regulate and administer the sport independently and autonomously,	protect the right of the IBU (internationally) and its NF Members (nationally) to govern, regulate and administer the sports independently and autonomously,

	including by conducting democratic elections that are free from any outside influence to elect office-holders;	including by conducting democratic elections that are free from any outside influence to elect office-holders;
2.2.12	we want to be the mouthpiece for the biathlon sport and want to do it in the interests of the whole.	we want to be the mouthpiece for the Biathlon and Para Biathlon sports and want to do it in the interests of the whole.
2.3.6	working to protect the safety and well-being of participants in Biathlon, including in particular children and young adults; and	working to protect the safety and well-being of participants in Biathlon and Para Biathlon , including in particular children and young adults; and
3. Powers		
3.1.4.1	The IOC owns and controls the Olympic Winter Games. The IBU owns and controls all other International Competitions, including the staging rights and all commercial and other rights to such competitions, which it may grant to NF Members and/or third parties, as it deems necessary.	The IOC owns, safeguards , and supervise the organisation of the Olympic Winter Games whilst the IPC owns, safeguards and supervises the organisation of the Paralympic Winter Games . The IBU owns, safeguards and supervises the organisation of all IBU Events , including the staging rights and all commercial and other rights to such competitions, which it may grant to NF Members and/or third parties, as it deems necessary.
22. President		
22.1.2	to maintain good relations with the IOC, WADA, and other international sports federations and organisations;	to maintain good relations with the IOC, IPC , WADA, and other international sports federations and organisations.
25. Athletes' Committee		
25.7		The Athletes' Committee will liaise with the Para Biathlon Athletes' Representatives;
25.7.1		The Para Biathlon Athletes' Representatives will represent active Para Biathlon Athletes so as to provide input into the governance of Para Biathlon, including providing advice to the Executive Board from the Para-Athletes' perspective. Proposals from the Para Biathlon Athletes Representatives will be tabled at the next Executive Board meeting for approval;
25.7.2		The Para Biathlon Athletes Representatives will liaise with the IPC and other appropriate Para-Athletes' commissions/committees in the NF Members or other national governing bodies for Para Biathlon;
25.7.3		The Para Biathlon Athletes Representatives will consist of three active Para Biathlon Athletes, one from the sport classes LW 2-9 (standing skiers), one from the sport classes LW10-12 (sit-skiers) and one from the sport classes B1-3 (skiers with vision impairment), including at least one members of the male gender and one member of the female gender, according to their competition classification. The representatives are elected at the IBU Para Biathlon World Championships in odd-numbered years (beginning in 2025). Each member must meet the eligibility criteria in accordance with Articles 25.2 and 27. In addition, the members must be affiliated to different full NF Members. Two candidates may stand for election who are affiliated to the same full NF Member provided they have different genders, but only one of them may be elected. The term of office will be four years.

26. Technical Committee		
26.1	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. The Technical Committee has the authority (delegated to it by the Executive Board) to amend, rescind or add to the Technical Rules, 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. The Technical Committee may also 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.	The role of the Technical Committee is to develop the technical rules for the sports of Biathlon and Para 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. The Technical Committee has the authority (delegated to it by the Executive Board) to amend, rescind or add to the Technical Rules, 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. The Technical Committee may also 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.

IBU INTEGRITY CODE

CHAPTER B IBU CODE OF CONDUCT		
Article	Existing Rule	New Proposal
1. General obligations of good conduct, honesty and integrity		
1.1	In respect of all of their activities in the sport of Biathlon, Participants must:	In respect of all of their activities in the sports of Biathlon and Para Biathlon , Participants must:
1.2	Participants must refrain at all times from any fraudulent or corrupt act and from any act that risks bringing the IBU and/or the sport of Biathlon into disrepute.	Participants must refrain at all times from any fraudulent or corrupt act and from any act that risks bringing the IBU and/or the sports of Biathlon or Para Biathlon into disrepute.

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.2 Motion from the Executive Board for asserting IBU governance over all forms of biathlon including Esports

Concerns Article 1

RATIONALE

With the advent of online streaming video platforms, participation in multi-player gaming competitions or Electronic Sports, short Esports, has surged and become an industry that generates significant global revenues annually. Following approval at the 142nd IOC Session, Olympic Esports Games are slated to be held every two years in-between the Summer and Winter Olympic Games starting in 2025. The proposed amendment asserts the IBU's role in the governance of biathlon Esports.

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
1. Name and status		
1.1	The International Biathlon Union (IBU) is recognised by the International Olympic Committee (IOC) as the international governing body for the sport of biathlon.	The International Biathlon Union (IBU) is recognised by the International Olympic Committee (IOC) as the international governing body for the sport of Biathlon <i>and by the International Paralympic Committee (IPC) as the international governing body for the sport of Para Biathlon.</i>
1.2	The sport of biathlon combines cross-country skiing with marksmanship shooting. Other forms of biathlon (also governed by the IBU) combine rifle shooting with other forms of movement (such as roller skiing, running, mountain biking or snowshoe hiking). All such forms of biathlon are referred to collectively in this Constitution as Biathlon.	The sport of biathlon combines cross-country skiing with marksmanship shooting. Other forms of biathlon (also governed by the IBU) combine rifle shooting with other forms of movement (such as roller skiing, running, mountain biking or snowshoe hiking). Biathlon also includes any Esports in any form or variation of marksmanship with other forms of movement, whether virtual within a game or physical. All such forms of biathlon are referred to collectively in this Constitution as Biathlon. <i>The sport of para biathlon is the adaptation of the sport of Biathlon for Athletes with disabilities and is referred to in this Constitution as Para Biathlon.</i>

Note: Text in *Italics* denotes amendments proposed to 1.1 and 1.2 in Motion 13.1.1

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.3 Motion from the Executive Board for a minimum level of event participation

Concerns Article 6.1.6

RATIONALE

To promote continuous engagement within the Biathlon community and to stimulate growth of the sport, an NF Member must have entered at least one Athlete in an IBU World Cup, IBU Cup, IBU Junior Cup or IBU Regional Event in two consecutive seasons to retain its full member status.

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
6. Requirements to be an NF Member		
6.1.6	It must carry out Biathlon activities in its Country at least to the minimum level prescribed by the Executive Board from time to time.	It must carry out Biathlon activities in its Country at least to the minimum level prescribed by the Executive Board from time to time and it must take part in the IBU events in at least two consecutive seasons prior.

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.4 Motion from the Executive Board on the number and gender of NF candidates for the Executive Board

Concerns Article 7.1.5.1

RATIONALE

To promote equal representation of female and male leaders in the IBU's highest executive decision-making body, the proposal is to reduce the maximum number of NF candidates to the Executive Board to two (instead of three) and include a requirement to nominate one candidate of each gender if more than one candidate is proposed by a given NF.

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
7. Rights of NF Members		
7.1.5.1	A full NF Member may nominate up to three persons for election to different positions on the Executive Board. Upon election of one of its nominees, its other nomination(s) will be deemed withdrawn.	A full NF Member may nominate up to two persons for election to different positions on the Executive Board. If it nominates more than one person, one nominee shall be of the male gender and one nominee shall be of the female gender. Upon election of one of its nominees, its other nomination(s) will be deemed withdrawn.

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.5 Motion from the Executive Board for the introduction of a biathlon refugee team (BRT)

Concerns Article 7.1.6

RATIONALE

The IBU currently lacks regulations regarding Athletes that are Refugees.

As other sports have done in recent years, the proposal is to include a provision that would allow formally recognised Refugee Athletes to compete as a Biathlon Refugee Team with the country abbreviation of BRT.

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
7. Rights of NF Members		
7.1.9.6	upon invitation by the Executive Board, nominate qualifying individuals to be appointed to other Committees;	upon invitation by the Executive Board, nominate qualifying individuals to be appointed to other Committees; <i>(moved to 7.1.7 and replaced by)</i> Athletes that have been granted Refugee status by a Country and by the Office of the United Nations High Commissioner for Refugees may be entered in International Competitions by the NF Member of their Country of residence. These Athletes will represent the 'Biathlon Refugee Team' with the corresponding nation code of BRT.

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.6 Motion from the Executive Board concerning the process of requesting information from the National Federations

Concerns Article 8.1.4

RATIONALE

The proposed change allows for a simplified administrative process by empowering the Head of the BIU to request information on behalf of the IBU.

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
8. Obligations of NF Members		
8.1.4	supply information to the IBU as specified in the Rules or as otherwise requested in writing by the Executive Board or the Secretary General;	supply information to the IBU as specified in the Rules or as otherwise requested in writing by the Executive Board or the Secretary General or the Head of the BIU ;

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.7 Motion from the Executive Board for a virtual or hybrid Congress

Concerns Article 14.1.4

RATIONALE

To allow the Executive Board to decide to stage the meetings of the IBU Congress as a virtual meeting or a mixture of in-person and virtual attendance (hybrid meeting).

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
14. Meetings of Congress		
14.1.4		<p>The Executive Board may decide that a Congress meeting may be attended virtually only or that it may be attended both in person and virtually (hybrid attendance). The Executive Board is authorised to make provisions for the procedure and the exercise of membership rights at a virtual or hybrid Congress meeting. Any such provisions must be announced in the invitation to the Congress meeting.</p>

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.8 Motion from the Executive Board for weighted voting

Concerns Article 16

RATIONALE

Provide weighted representation based on participation in and contributions to IBU's international success to ensure that the voice of the Congress reflects those most actively committed to biathlon. This motion aims to:

- Recognise NFs that have both female and male teams at all international IBU event levels
- Recognise NFs that actively contribute to the development of the sport
- Encourage NFs to invest in developing biathlon
- Use objective data-based criteria which is achievable by all active members
- Right-size the impact of expanding new membership
- Reduce the risk of vote buying

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
16. Voting		
16.3	Each full NF Member has one vote.	Each full NF Member has one to three votes, as confirmed by the Executive Board before each Congress in accordance with the following criteria applied based on the best of the two prior seasons:
16.3.1		16.3.1 The total number of votes for each NF will be attributed based on their Athletes' participation in the IBU World Cup, the IBU Cup and the IBU Junior Cup/ IBU Regional Events in the junior class during a given season (Participation Score), and on the total number of Athletes who participated in these events at least once during the same season (Athlete Score). The NF Members' Participation Score ranges from 0 to 12, whilst the NF Members' Athlete Score ranges from 0 to 3. The addition of the Participation Score and the Athlete Score of the same season will be constitutive of the NF Members Engagement Score, which will be the determining factor for NF Members to increase or decrease their number of votes.
16.3.2		16.3.2 NF Members may increase their Participation Score by: a) 3 points if they entered at least one male Athlete in a IBU World Cup event during a given season; b) 3 points if they entered at least one female Athlete in a IBU World Cup event during a given season; c) 2 points if they entered at least one male Athlete in a IBU Cup event during a given season;

		<p>d) 2 points if they entered at least one female Athlete in a IBU Cup event during a given season;</p> <p>e) 1 point if they entered at least one male Athlete in a IBU Junior Cup event or an IBU regional event in the junior class during a given season; and</p> <p>f) 1 point if they entered at least one female Athlete in a IBU Junior Cup event or an IBU regional event in the junior class during a given season.</p>
16.3.3		<p>16.3.3 For the purposes of Article 16.3.2, an Athlete may only be counted for participation in the highest series in which they participated in (e.g. an Athlete that has been entered in a IBU World Cup event during a given season cannot be considered to have been entered in a IBU Cup event during the same season for the purpose of the Participation Score).</p>
16.3.4		<p>16.3.4 NF Members will be attributed the following Athlete Score depending on the number of Athletes they have entered at least once in an event of either the IBU World Cup, IBU Cup or Junior Cup/the junior class at an IBU Regional Event:</p> <p>a) 1 point if they entered less than 20 different Athletes; or</p> <p>b) 2 points if they entered at least 20 different Athletes but less than 35; or</p> <p>c) 3 points if they entered at least 35 different Athletes.</p>
16.3.5		<p>NF Members will be entitled to have the following number of votes in accordance with Article 16.3, depending on their Engagement Score :</p> <p>a) 1 vote if their Engagement Score is between 0 and 5;</p> <p>b) 2 votes if their Engagement Score is between 6 and 10;</p> <p>c) 3 votes if their Engagement Score is between 11 and 15.</p>

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.9 Motion from the Executive Board for restricting multiple international winter federation board membership by EB members

Concerns Article 17.5

RATIONALE

Due to overlapping commercial interests, holding board memberships in multiple Winter International Federations represents a potential conflict of interest. Implementing transparent disclosure practices, conflict management strategies, clear governance policies and third-party oversight are essential steps to mitigate these risks.

The proposed amendment establishes a clear policy to mitigate this future risk for the IBU.

This amendment would become effective after the conclusion of the IBU Election Congress 2026.

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
17. Composition of the Executive Board		
17.5	All nominations for election to the Executive Board will be made in accordance with the procedure set out in the Rules of Congress.	All nominations for election to the Executive Board will be made in accordance with the procedure set out in the Rules of Congress. (moved to 17.6 and replaced by) The President, Vice President, and Treasurer are prohibited from sitting on a Second Board. No more than two ordinary members of the Executive Board may sit on a Second Board.
17.5.1		If at any time the President, Vice President, or Treasurer is appointed to a Second Board, they must step down from their position on the Second Board within three months of the date of their appointment to the Second Board (Step-Down Date).
17.5.2		In the event that the President, Vice President, or Treasurer (as applicable) does not step down from their role on the Second Board by the Step-Down Date, they shall be deemed to have automatically resigned from the Executive Board with effect from the Step-Down Date, following which Article 4.2 of the Executive Board Rules shall apply.
17.5.3		If at any time more than two ordinary members of the Executive Board sit on a Second Board, Articles 17.5.1 and 17.5.2 shall apply with equivalent effect to the relevant ordinary Executive Board member who was most recently appointed to a Second Board.
17.5.4		Article 17.5 is effective as from the conclusion of the IBU Election Congress 2026.

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.10 Motion from the Executive Board for expanding Athlete Committee eligibility

Concerns Article 25

RATIONALE

To further clarify the staggered voting procedures approved by Congress 2022 and to enable recently retired athletes to be eligible to contribute their experience following retirement. These changes are supported by the IBU Athletes' Committee.

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
25. Athletes' Committee		
25.2	The Athletes' Committee consists of five members, including at least two members of the male gender and at least two members of the female gender (provided that there are at least two from each gender among the candidates for election). Three elected members are elected in Olympic Years and two members are elected in non-Olympic even-numbered years by the Athletes that have competed in the World Cup in at least one of the first two trimesters or at the World Championships or Olympic Games of the season in question. Each member must have been an active Athlete in that season (or would have been an active Athlete in that season save for injury, illness or other incapacity), and must be Eligible in accordance with Article 27. In addition, the members of the Athletes' Committee must be affiliated to different full NF Members (i.e., no two or more of them may be affiliated to the same full NF Member). Two candidates may stand for election who are affiliated to the same full NF Member provided they have different genders, but only one of them may be elected. The term of office of members of the Athletes' Committee will be four years.	The Athletes' Committee consists of five members, who are elected in accordance with Article 25 of the Constitution. In particular:
25.2.1		The five members must (i) be elected by the eligible Athletes in accordance with Articles 25.2.3 and 25.2.4 of the Constitution; and (ii) include at least two members of the male gender and at least two members of the female gender.
25.2.2		If the candidate pool does not allow for the election of at least two members from the male gender and at least two members of the female gender, every effort shall be made to include at least one member of the minority gender.
25.2.3		Three members are elected in Olympic Years by the Athletes that have competed in the World Cup in at least one of the first two trimesters of the season encompassing the Olympic Games in question, or at those Olympic Games.
25.2.4		Two members are elected in non-Olympic even-numbered years by the Athletes that have competed in the World Cup in at least one of the first two trimesters or at the World Championships during the season in question.

25.2.5		<p>Each member must be proficient in English, at least three members must have been an active Athlete in the season at the time of election (or would have been an active Athlete in that season save for injury, illness or other incapacity), additional Athletes who have retired in the previous six years may stand for election (a maximum of two retired Athletes at the time of election can be voted in the Athlete Committee) and must be eligible in accordance with Article 27 of the Constitution.</p>
25.2.6		<p>The members of the Athletes' Committee must be affiliated to different full NF Members (i.e., no two or more of them may be affiliated to the same full NF Member). Two candidates may stand for election who are affiliated to the same full NF Member provided they have different genders, but only one of them may be elected.</p>

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.11 Motion from the Executive Board for erasing current Article 28 on the Vetting Panel and merging the vetting function into the BIU Rules as a task of the BIU Board

Concerns Article 27 and 28

RATIONALE

The current Vetting Panel is composed of the three independent members of the BIU Board. For the sake of clarity, this proposal seeks to merge part of the Vetting Rules into the BIU Rules, whilst renaming the Vetting Panel as BIU Board. The BIU Board would effectively carry out the Vetting function of the Vetting Panel, as is practically the case already.

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

Article	Existing Rule	New Proposal
27. Eligibility of IBU Officials		
27.2.11	otherwise fails an assessment, made by the Vetting Panel in accordance with the Vetting Rules, of whether the person (a) is of good character and reputation; (b) is able to meet the high standards of conduct and integrity required of an IBU Official; and (c) is physically and mentally fit to perform the role in question; or	otherwise fails an assessment, made by the BIU Board in accordance with the BIU Rules , of whether the person (a) is of good character and reputation; (b) is able to meet the high standards of conduct and integrity required of an IBU Official; and (c) is physically and mentally fit to perform the role in question;
27.3	Subject only to Article 27.2.2, a person who is determined not to be Eligible may not be appointed or elected as an IBU Official. If a person who is determined not to be Eligible is already an IBU Official, they will automatically be deemed to have resigned from their position as IBU Official and their position will be considered vacant from that point.	<p>Subject only to Article 27.2.2, a person who is determined not to be Eligible may not be appointed or elected as an IBU Official. If a person who is determined not to be Eligible is already an IBU Official, they will automatically be deemed to have resigned from their position as IBU Official and their position will be considered vacant from that point.</p> <p><i>(moved to 27.5 and replaced by)</i></p> <p>The independent members of the BIU Board referenced in Article 29.3.1 will be responsible for determining whether a person is Eligible to become or to remain an IBU Official and will do so in accordance with the BIU Rules.</p>
27.4	This Article 27 does not limit or prejudice in any way any right arising under this Constitution or the Rules or otherwise to suspend or remove an IBU Official. Nor does Article 27 (or Article 28 or any other provision of this Constitution or the Rules) limit or prejudice in any way any rights of IBU Staff under Austrian labor law.	<p>This Article 27 does not limit or prejudice in any way any right arising under this Constitution or the Rules or otherwise to suspend or remove an IBU Official. Nor does Article 27 (or Article 28 or any other provision of this Constitution or the Rules) limit or prejudice in any way any rights of IBU Staff under Austrian labor law.</p> <p><i>(moved to 27.6 and replaced by)</i></p> <p>The Technical Committee may ask the BIU Board to confirm the Eligibility of persons who apply for appointment as International Referees.</p>

27.5		Subject only to Article 27.2.2, a person who is determined not to be Eligible may not be appointed or elected as an IBU Official. If a person who is determined not to be Eligible is already an IBU Official, they will automatically be deemed to have resigned from their position as IBU Official and their position will be considered vacant from that point.
27.6		This Article 27 does not limit or prejudice in any way any right arising under this Constitution or the Rules or otherwise to suspend or remove an IBU Official. Nor does Article 27 (or any other provision of this Constitution or the Rules) limit or prejudice in any way any rights of IBU Staff under Austrian labour law.
27.7		A decision of the BIU Board that a person is not Eligible may be appealed to the CAS in accordance with Article 31.1.

Article	Existing Rule	New Proposal
28. Vetting Panel (as a result, all the following articles have been renumbered)		
28.1	The Vetting Panel will be made up of the independent members of the BIU Board referenced in Article 30.3.1. It will be responsible for determining whether a person is Eligible to become or to remain an IBU Official (save that the Eligibility of the independent members of the inaugural BIU Board will be determined by an ad hoc screening panel made up of independent persons appointed by the Executive Board).	The Vetting Panel will be made up of the independent members of the BIU Board referenced in Article 30.3.1. It will be responsible for determining whether a person is Eligible to become or to remain an IBU Official (save that the Eligibility of the independent members of the inaugural BIU Board will be determined by an ad hoc screening panel made up of independent persons appointed by the Executive Board). (partially moved to 27.3)
28.2	The Technical Committee may ask the Vetting Panel to confirm the Eligibility of persons who apply for appointment as International Referees.	The Technical Committee may ask the Vetting Panel to confirm the Eligibility of persons who apply for appointment as International Referees. (partially moved to 27.4)
28.3	The Vetting Panel will conduct its activities in accordance with the Vetting Rules, and will report to Congress on its activities in accordance with Article 13.2.10.	The Vetting Panel will conduct its activities in accordance with the Vetting Rules, and will report to Congress on its activities in accordance with Article 13.2.10.
28.4	A decision of the Vetting Panel (or of the ad hoc screening panel, where applicable) that a person is not Eligible may be appealed to the CAS in accordance with Article 32.1.	A decision of the Vetting Panel (or of the ad hoc screening panel, where applicable) that a person is not Eligible may be appealed to the CAS in accordance with Article 32.1. (partially moved to 27.7)
30. 29. Operational independence		
29.2	The authority and powers of Congress, the Executive Board, the President and the Secretary General for all matters falling within Article 29 are hereby delegated to the BIU Board and the Head of the BIU, including in respect of all BIU financial, staffing and contractual matters, except to the extent set out in the BIU Rules or as required by law.	The authority and powers of Congress, the Executive Board, the President and the Secretary General for all matters falling within Article 28 are hereby delegated to the BIU Board and the Head of the BIU, including in respect of all BIU financial, staffing and contractual matters, except to the extent set out in the BIU Rules or as required by law.

	The IBU will indemnify the Executive Board members (including the President and the Secretary General) to the extent permitted under Austrian law of Associations in respect of any personal liability arising from this delegation of authority and powers, in accordance with Article 41.1.	The IBU will indemnify the Executive Board members (including the President and the Secretary General) to the extent permitted under Austrian law of Associations in respect of any personal liability arising from this delegation of authority and powers, in accordance with Article 40.1.
29.6.2	in any subsequent period, to the extent that the BIU incurs costs or expenses that were not anticipated in the request for funding for that period made by the BIU Board to Congress in accordance with Article 30.5.	in any subsequent period, to the extent that the BIU incurs costs or expenses that were not anticipated in the request for funding for that period made by the BIU Board to Congress in accordance with Article 29.5.
33. 32. Other claims and disputes		
32.1	Subject to Article 33.3, any claim or dispute of any kind whatsoever:	Subject to Article 32.3, any claim or dispute of any kind whatsoever:
32.3	This Article 33 does not apply to the following claims and disputes: protests (which are governed exclusively by Article 31.1), alleged violations of the IBU Integrity Code or other Rules (which are governed exclusively by Article 31.2), appeals against decisions (which are governed exclusively by Article 32), and claims or disputes involving IBU Staff or BIU Staff in relation to their terms of employment or engagement by the IBU (which are governed by the dispute resolution terms agreed in their contracts of employment or engagement by the IBU).	This Article 32 does not apply to the following claims and disputes: protests (which are governed exclusively by Article 30.1), alleged violations of the IBU Integrity Code or other Rules (which are governed exclusively by Article 30.2), appeals against decisions (which are governed exclusively by Article 31), and claims or disputes involving IBU Staff or BIU Staff in relation to their terms of employment or engagement by the IBU (which are governed by the dispute resolution terms agreed in their contracts of employment or engagement by the IBU).
41. 40. Indemnity		
40.1	Every member of the Executive Board, every member of a Committee, the Secretary General and the IBU Staff, the BIU Board, the Head of the BIU and the BIU Staff, and the members of the Vetting Panel and any screening panel appointed in accordance with Article 28.1 will be indemnified by the IBU, to the extent permitted under the Austrian Law of Associations, in respect of any personal liability (for fines, damages, costs or otherwise) arising from any claim (whether civil or criminal) that is made against them as a result of their office or the exercise of their powers or the execution of their duties under the Constitution or the Rules, whether or not judgment is given in their favour or they are acquitted, provided that they can show that they have acted at all times in good faith.	Every member of the Executive Board, every member of a Committee, the Secretary General and the IBU Staff, the BIU Board, the Head of the BIU and the BIU Staff, and the members of the Vetting Panel and any screening panel appointed in accordance with Article 28.1 will be indemnified by the IBU, to the extent permitted under the Austrian Law of Associations, in respect of any personal liability (for fines, damages, costs or otherwise) arising from any claim (whether civil or criminal) that is made against them as a result of their office or the exercise of their powers or the execution of their duties under the Constitution or the Rules, whether or not judgment is given in their favour or they are acquitted, provided that they can show that they have acted at all times in good faith.
43. 42. Amendments to the Constitution		
42.1	Subject to Article 43.3, this Constitution may only be amended, added to or repealed by a motion passed by a Special Majority at a meeting of Congress.	Subject to Article 42.3, this Constitution may only be amended, added to or repealed by a motion passed by a Special Majority at a meeting of Congress.

13.1 MOTIONS PROPOSING RULE AMENDMENTS TO THE CONSTITUTION

13.1.12 Motion from the Executive Board for additional definitions and specifications to interpretation

Concerns Appendix 1 Definitions and Interpretation

RATIONALE

To include definitions for new terminology added by the previous motions and to further specify the definition and interpretation of some terms.

This motion requires the support of a two-thirds majority (2/3) of the votes cast.

APPENDIX 1 DEFINITIONS AND INTERPRETATION		
Article	Existing Rule	New Proposal
A1.1	Athlete means any biathlete competing in the sport of Biathlon who is a member of or affiliated to an NF Member or a member or affiliate organisation of an NF Member, or who otherwise participates in International Events or other Biathlon Competitions and/or in other activities organised, convened, authorised or recognised by the IBU or an NF Member, or is otherwise subject to the jurisdiction of the IBU and/or an NF Member.	Athlete means any biathlete or competing in the sport of Biathlon or Para Biathlon who is a member of or affiliated to an NF Member or a member or affiliate organisation of an NF Member, or who otherwise participates in International Competitions or other Biathlon or Para Biathlon Competitions and/or in other activities organised, convened, authorised or recognised by the IBU or an NF Member, or is otherwise subject to the jurisdiction of the IBU and/or an NF Member.
	Biathlon Competition means any single Biathlon competition organised by the IBU or one or more of its NF Members, either on its own or in combination with other Biathlon competitions as part of a larger event, such as the Biathlon programme in the Winter Olympic Games.	Biathlon Competition means any single Biathlon competition organised by the IBU, the IOC or one or more of its NF Members, either on its own or in combination with other Biathlon competitions as part of a largerevent, such as the Biathlon programme in the Winter Olympic Games.
	Committee means a group of people (whether described as a committee, a commission, a working group, a taskforce, or otherwise) that either (a) is established under Part VI of this Constitution to carry out the roles set out in that part; or (b) is appointed by the Executive Board in accordance with Article 18.1.12, whether on an ad hoc or a standing basis, to provide expertise, advice and/or other support to the Executive Board.	Committee means a group of people (whether described as a committee, a commission, a working group, a taskforce, or otherwise) that is established under Part VI of this Constitution to carry out the roles set out in that part.
		Commission means a group of people that is appointed by the Executive Board in accordance with Article 18.1.12, whether on an ad hoc or a standing basis, to provide expertise, advice and/or other support to the Executive Board.
		Electronic Voting means voting on a motion by means of electronic communication, using a Electronic Voting System.
		Electronic Voting System means the technology by which Electronic Voting is undertaken, usually tabulating software and other appropriate software.

		Esports means any organised gaming competition (online or in-person) at a grassroots, semi-professional or professional level.
	International Competition(s) means (a) the Biathlon programme of the Olympic Winter Games; and (b) the Biathlon World Championships, Youth/Junior World Championships, IBU World Cup events, IBU Cup events, continental championships, continental cups, regional cups, and all other competitions (winter or summer) that are now or in the future organised by or on behalf of the IBU between Athletes or teams of Athletes representing different Countries.	International Competition(s) means (a) the Biathlon programme of the Olympic Winter Games; (b)the Para Biathlon programme of the Paralympic Winter Games; and (c) any Biathlon Competition or Para Biathlon Competition that are now or in the future organised by the IBU or an NF Member between Athletes or teams of Athletes representing different Countries.
		IPC means the International Paralympic Committee e.V..
		Para Biathlon means the sport of para biathlon, as described in Article 1.2.
		Para Biathlon Competition means any single Para Biathlon competition organised by the IBU, the IPC or one or more of its NF Members, either on its own or in combination with other Para Biathlon competitions as part of a large event, such as the Para Biathlon programme in the Paralympic Winter Games.
		Second Board means the executive Board (or equivalent) of another Winter International Federation.
		Winter International Federation means an international sports organization responsible for governing a sport on the programme for the Olympic Winter Games or Paralympic Winter Games.
		Working Group means a group of people that is appointed by the Executive Board to undertake a specific task of project that is not a Committee or Commission.

13.2 MOTIONS SEEKING APPROVAL OF RESERVED RULES

RATIONALE FOR THE MOTION

Following in-depth analyses of the past seasons' events and the subsequent discussions in the Technical Committee and Executive Board, an adjustment to the IBU event series setup is proposed in line with the priorities of the Target 2030 plan, in particular 'Closing the competition gap' and 'Developing a modern and sustainable sport and event concept'.

The adjustment aims to:

- Ensure long-term excellence and appeal of the sport
- Offer better competition options for a growing number of athletes
- Decrease the financial investment by NFs while fostering sustainability





The Technical Committee has worked out a series of measures and prepared the corresponding rule amendments, which were approved by the IBU Executive Board at EB 171.



At a high level, the changes to the restricted rules of the Event and Competition Rules (ECR) consist of the following:




- Implementation of a Qualifying Point (QP) calculation for the IBU Junior Cup and Regional Events beginning with the season 2025/2026
- Implementation of a QP requirement for the IBU Cup including the IBU Open European Championships, Junior Cup and Junior World Championships beginning with the season 2026/2027
- Re-definition and re-naming of the age classes for the seasons 2025/2026 until 2027/2028, including an adaption of the age limit in the U21 / Junior class
- Removal of the Youth category from the Youth and Junior World Championships, starting with the 2027 edition and cancellation of the Junior Open European Championships beginning with the season 2026/2027. To replace the Youth World Championships, adequate and feasible event alternative for the youth athletes will be developed by the IBU.

⇒ **All these changes are designed to provide a more flexible and efficient event structure for the IBU Junior Cup and Regional Events**

EVENT AND COMPETITION RULES																																																	
Article	Existing Rule	New Proposal	Reason for Proposal																																														
1.3. ■	<p>Classes of competitors The IBU competition season runs from 1 July to 30 June. Age classes for the entire IBU competition season are based on the competitor's age in the calendar year. IBU competitions are held in the following age classes: Men/Women, Junior Men/Junior Women and Youth Men/Youth Women.</p> <table border="1"> <thead> <tr> <th>IBU AGE CLASS</th> <th colspan="3">ELIGIBLE ATHLETE YEAR OF BIRTH</th> </tr> <tr> <th>Season</th> <th>Men/Women</th> <th>Junior</th> <th>Youth</th> </tr> </thead> <tbody> <tr> <td>01.11.2022 - 30.06.2023</td> <td>2000 + older</td> <td>2001, 2002, 2003</td> <td>2004 - 2007</td> </tr> <tr> <td>01.07.2023 - 30.06.2024</td> <td>2001 + older</td> <td>2002, 2003, 2004</td> <td>2005 - 2008</td> </tr> <tr> <td>01.07.2024 - 30.06.2025</td> <td>2002 + older</td> <td>2003, 2004, 2005</td> <td>2006 - 2009</td> </tr> </tbody> </table>	IBU AGE CLASS	ELIGIBLE ATHLETE YEAR OF BIRTH			Season	Men/Women	Junior	Youth	01.11.2022 - 30.06.2023	2000 + older	2001, 2002, 2003	2004 - 2007	01.07.2023 - 30.06.2024	2001 + older	2002, 2003, 2004	2005 - 2008	01.07.2024 - 30.06.2025	2002 + older	2003, 2004, 2005	2006 - 2009	<p>Classes of competitors The IBU competition season runs from 1 July to 30 June. Age classes for the entire IBU competition season are based on the competitor's age in the calendar year. IBU competitions are held in the following age classes: Men/Women U21 Men/U21 Women (corresponds to Junior class) U19 Men/U19 Women (corresponds to Youth II) U17 Men/U17 Women (corresponds to Youth I)</p> <table border="1"> <thead> <tr> <th>IBU AGE CLASSES</th> <th></th> <th></th> <th></th> <th></th> </tr> <tr> <th>Season</th> <th>Men/Women</th> <th>U21</th> <th>U19</th> <th>U17</th> </tr> </thead> <tbody> <tr> <td>01.07.2025 - 30.06.2026</td> <td>2004 + older</td> <td>2005, 2006</td> <td>2007 - 2008</td> <td>2009 - 2010</td> </tr> <tr> <td>01.07.2026 - 30.06.2027</td> <td>2005 + older</td> <td>2006, 2007</td> <td>2008 - 2009</td> <td>2010 - 2011</td> </tr> <tr> <td>01.07.2027 - 30.06.2028</td> <td>2006 + older</td> <td>2007, 2008</td> <td>2009 - 2010</td> <td>2011 - 2012</td> </tr> </tbody> </table>	IBU AGE CLASSES					Season	Men/Women	U21	U19	U17	01.07.2025 - 30.06.2026	2004 + older	2005, 2006	2007 - 2008	2009 - 2010	01.07.2026 - 30.06.2027	2005 + older	2006, 2007	2008 - 2009	2010 - 2011	01.07.2027 - 30.06.2028	2006 + older	2007, 2008	2009 - 2010	2011 - 2012	New specification of age classes	
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1.5.3.4 ■ Will become 1.5.3.6	<p>IBU qualifying points are calculated for each competitor's result in Sprint, Individual and Super Sprint competitions at IBU Cup, OECH, WC, WCH and OWG using the following formula: IBU Qualifying Points = ((athlete's time/winner's time) -1) x Race Factor) + Race Penalty Definitions: Race Factor: for Sprint and Individual competitions 800; Race Penalty: the sum of the points of the three highest ranked athletes in the top 10 divided by 3.75; The race penalty for all WC, WCH and OWG competitions is zero (0).</p>	<p>IBU qualifying points are calculated for each competitor's result in Sprint, Individual and Super Sprint competitions at IBU Cup, OECH, WC, WCH and OWG using the following formula: IBU Qualifying Points = ((athlete's time/winner's time) -1) x Race Factor) + Race Penalty Definitions: Race Factor: for Sprint and Individual competitions 800; Race Penalty: the sum of the points of the three highest ranked athletes in the top 10 divided by 3.75; The race penalty for all WC, WCH and OWG competitions is zero (0).</p> <p>IBU qualifying points will also be calculated at IBU Junior Cups, JWCH and IBU Regional Events starting from season 2025/26 with a formula that will be adjusted to the level of competition and published prior to the season start (latest July 1st before the next season start).</p>	New proposal, connected to the review of the event series setup																																														

<p>1.5.3. 1.5.3.1 1.5.3.2 1.5.3.3</p> 	<p>Qualification criteria 1.5.3.1 Olympic Winter Games... 1.5.3.2 World Championships (WCH)... 1.5.3.3 World Cup...</p>	<p>Qualification criteria 1.5.3.1 Olympic Winter Games... 1.5.3.2 World Championships (WCH)... 1.5.3.3 World Cup...</p>	<p>No change</p>
<p>New 1.5.3.4</p> 		<p>1.5.3.4 IBU Cup and OECH The IBU Cup season consists of three trimesters generally made up of two to three events each, including OECH. As the minimum requirement to compete in IBU Cup/OECH, a competitor must have 300 IBU QP or less gained at Junior Cup or IBU Regional Events by of the trimester preceding the event. This rule applies starting from the season 2026/27.</p>	
<p>New 1.5.3.5</p> 		<p>1.5.3.5 Junior Cup and JWCH As the minimum requirement to compete in IBU Junior Cup/JWCH, a competitor must have 400 IBU QP or less gained at IBU Regional Events by of the trimester preceding the event. This rule applies starting from the season 2026/27.</p>	<p>New proposal, connected to the review of the event series setup</p>
<p>12.6.2.1</p> 	<p>YJWCH Maximum Registration and entries Each NF may register a maximum of five junior men and junior women each, and five youth men and youth women each in the YJWCH. The following entry regulations apply to specific competitions at the YJWCH:</p>	<p>YJWCH Maximum Registration and entries Each NF may register a maximum of five junior men and junior women each, and five youth men and youth women each in the YJWCH. <i>From the season 2026/2027 on (meaning from the 2027 edition), the event will be limited to the U21/Junior category. There will be no Youth competitions any longer. Youth athletes may participate according to Art. 1.3.1</i> <i>From the season 2026/27 on, all athletes must meet the requirements according to Art. 1.5.3.5 to be entitled to start at the JWCH.</i> The following entry regulations apply to specific competitions at the YJWCH <i>until then</i>: ...</p>	<p>New proposal, connected to the review of the event series setup</p>

<p>16.1</p> 	<p>IBU Cups are IBU events that, as a general rule, are held for Men and women. Juniors may compete. Youth athletes are entitled to start in the IBU Cup, if:</p> <ul style="list-style-type: none"> they have achieved the WC or IBU Cup qualification in the previous or current season, or they have achieved at least one result among the top half of the finishers at the Youth or Junior WCH, Junior IBU Cup, WC, WCH, OECH, YOG or EYOF in the previous or current season. <p>The number of IBU Cup events in each competition season will be set by the IBU Executive Board upon the recommendation of the TC. The TC will make recommendations to the EB. The EB will decide how many and what types of competitions will be organized at an event. This information will be included in the IBU Biathlon Guide. IBU Cup points will be awarded at the OECH.</p>	<p>IBU Cups are IBU events that, as a general rule, are held for Men and women. Juniors may compete. Youth athletes are entitled to start in the IBU Cup, if:</p> <ul style="list-style-type: none"> they have achieved the WC or IBU Cup qualification in the previous or current season, or they have achieved at least one result among the top half of the finishers at the Youth or Junior WCH, Junior IBU Cup, WC, WCH, OECH, YOG or EYOF in the previous or current season. <p>The number of IBU Cup events in each competition season will be set by the IBU Executive Board upon the recommendation of the TC. The TC will make recommendations to the EB. The EB will decide how many and what types of competitions will be organized at an event. This information will be included in the IBU Biathlon Guide. IBU Cup points will be awarded at the OECH.</p> <p>From the season 2026/27 on, all athletes must meet the requirements according to Art. 1.5.3.4 to be entitled to start at the IBU Cup.</p>	<p>New proposal, connected to the review of the event series setup</p>
<p>17.2</p> 	<p>As a general rule, OECH are held for men and women. Juniors may compete. Youth athletes are entitled to start in the OECH, if:</p> <ul style="list-style-type: none"> they have achieved the WC or IBU Cup qualification in the previous or current season, or they have achieved at least one result among the top half of the finishers at the Youth or Junior WCH, Junior IBU Cup, WC, WCH, OECH, YOG or EYOF in the previous or current season. Athletes who have not earned the right to start in the respective IBU Cup trimester under Art. 16.2.1, may not compete at the OECH. 	<p>As a general rule, OECH are held for men and women. Juniors may compete. Youth athletes are entitled to start in the OECH, if:</p> <ul style="list-style-type: none"> they have achieved the WC or IBU Cup qualification in the previous or current season, or they have achieved at least one result among the top half of the finishers at the Youth or Junior WCH, Junior IBU Cup, WC, WCH, OECH, YOG or EYOF in the previous or current season. Athletes who have not earned the right to start in the respective IBU Cup trimester under Art. 16.2.1, may not compete at the OECH. <p>From the season 2026/27 on, all athletes must meet the requirements according to Art. 1.5.3.4 to be entitled to start at the OECH</p>	<p>New proposal, connected to the review of the event series setup</p>

<p>17.3</p> 	<p>Participants, Registration and Entry Competitors must be members of an IBU NF. All NFs of the IBU may register up to seven competitors in each class to participate in the OECH. Six competitors from each NF may be entered to start in Individual, Sprint and Super Sprint competitions per class. Each NF may enter one relay team per class in the relay competition. The 60 best competitors from each class in the qualification competition will be eligible to start in the Pursuit competition.</p>	<p>Participants, Registration and Entry Competitors must be members of an IBU NF. All NFs of the IBU may register up to eight (8) competitors in each class to participate in the OECH. Six competitors from each NF may be entered to start in Individual, Sprint and Super Sprint competitions per class. Each NF may enter one relay team per class in the relay competition. The 60 best competitors from each class in the qualification competition will be eligible to start in the Pursuit competition.</p>	<p>The OECH can be the last event where a NF will run a qualification, e.g. for the WCH right after. Therefore often only one comp. Is needed, but under the current rule that means that there will be free start places in the remaining OECH comp., which is a pity.</p>
<p>18.1</p> 	<p>The IBU Junior Cup is an IBU competition series for junior-class competitors. Youth-class athletes may compete if they start as junior-class competitors and meet the requirements for competing as juniors.</p>	<p>The IBU Junior Cup is an IBU competition series for junior-class competitors. Youth-class athletes may compete if they start as junior-class competitors and meet the requirements for competing as juniors.</p> <p>From the season 2026/27 on, all athletes must meet the requirements according to Art. 1.5.3.5 to be entitled to start at the IBU Junior Cup</p>	<p>New proposal, connected to the review of the event series setup</p>
<p>18.2.</p> 	<p>Events and competitions All IBU member federations may apply to host IBU Junior Cup events. Venues with an IBU License are preferred, but a license is not required. The IBU EB will schedule IBU Junior Cup events for each season based on recommendations from the IBU TC. One of the IBU Junior Cups is conducted as the Junior Open European Championships (JOECH). With the approval of the IBU, in exceptional cases, Regional Cups may be held at the same time and at the same host venue as IBU Junior Cup events. However, if this is the case, junior-class athletes will take priority to participants competing in the Regional Cup.</p>	<p>Events and competitions All IBU member federations may apply to host IBU Junior Cup events. Venues with an IBU License are preferred, but a license is not required. The IBU EB will schedule IBU Junior Cup events for each season based on recommendations from the IBU TC. One of the IBU Junior Cups is conducted as the Junior Open European Championships (JOECH). With the approval of the IBU, in exceptional cases, Regional Cups may be held at the same time and at the same host venue as IBU Junior Cup events. However, if this is the case, junior-class athletes will take priority to participants competing in the Regional Cup.</p>	<p>New proposal, connected to the review of the event series setup</p>

13.3 MOTIONS SEEKING AMENDMENT OR ANNULMENT OF OTHER RULES

13.3.1 Motion from the Executive Board for simplification of the conflict-of-interest management procedure and the concept of duty of loyalty

Concerns IBU Integrity Code, Articles 3 and 4 of Chapter B

RATIONALE

Currently, Article 3 of Chapter B of the IBU Integrity Code is referring to the duty of loyalty only within its first provision. The proposal is to move this provision to Article 4 and to refocus Article 3 to the topic of conflicts of interest.

With this change all other IBU policies relating to conflict of interest will be replaced by Article 3, together with a separate practical guideline to provide guidance on its application.

CHAPTER B - IBU INTEGRITY CODE		
Article	Existing Rule	New Proposal
3. Duty of loyalty Conflict of interest		
3.1	IBU Officials owe a duty of undivided loyalty to the IBU. They must make decisions (including as to how to vote on a specific motion) based solely on their independent and objective judgement, made in good faith, of what is in the best interests of the IBU and the IBU Members and the sport of Biathlon as a whole. They must not allow themselves to be influenced by and they must not seek to advance any conflicting interests.	<p>IBU Officials owe a duty of undivided loyalty to the IBU. They must make decisions (including as to how to vote on a specific motion) based solely on their independent and objective judgement, made in good faith, of what is in the best interests of the IBU and the IBU Members and the sport of Biathlon as a whole. They must not allow themselves to be influenced by and they must not seek to advance any conflicting interests.</p> <p><i>(moved to 4.1 and replaced by)</i></p> <p>Definition and identification</p>
3.1.1		A Conflict of Interest may arise when personal interests, activities or relationships affect an IBU Official's ability to be impartial and/or independent and do what is in the best interest of the IBU. A Conflict of Interest can be real, potential or perceived.
3.2	Where there is an actual, apparent, or potential conflict between the interests of the IBU and the personal interests of an IBU Official or of the relatives, friends or acquaintances of an IBU Official, the IBU Official must disclose all relevant information about that conflict promptly, accurately, and fully to the Head of the BIU.	<p>Where there is an actual, apparent, or potential conflict between the interests of the IBU and the personal interests of an IBU Official or of the relatives, friends or acquaintances of an IBU Official, the IBU Official must disclose all relevant information about that conflict promptly, accurately, and fully to the Head of the BIU.</p> <p><i>(moved to 3.2.1 and replaced by)</i></p> <p>Responsibility and disclosure</p>
3.2.1	Each IBU Official will file a biennial disclosure statement with the Head of the BIU in the form prescribed by the Head of the BIU, listing any actual, apparent or potential conflicts known to the IBU Official at that time. Each IBU Official will be under a continuing duty to update that statement in writing as and when changes or	<p>Each IBU Official will file a biennial disclosure statement with the Head of the BIU in the form prescribed by the Head of the BIU, listing any actual, apparent or potential conflicts known to the IBU Official at that time. Each IBU Official will be under a continuing duty to update that statement in writing as and when changes or</p>

	additions are required to ensure the disclosure remains accurate and complete. The Head of the BIU will maintain a register of such disclosures.	<p>additions are required to ensure the disclosure remains accurate and complete. The Head of the BIU will maintain a register of such disclosures.</p> <p><i>(moved to 3.2.2 and replaced by)</i></p> <p>Where there is an actual, potential, or perceived conflict between the interests of the IBU and the personal interests of an IBU Official or of the relatives, friends or acquaintances of an IBU Official, the IBU Official must disclose all relevant information about that conflict promptly, accurately, and fully to the Head of the BIU.</p>
3.2.2	If a conflict arises during a meeting, the IBU Official concerned must disclose the conflict to the Head of the BIU or the chair of the relevant meeting (even if it has already been declared in a disclosure statement). The Head of the BIU or the chair of the relevant meeting will: (a) advise the meeting of the conflict; and (b) cause the conflict to be recorded in the register maintained by the Head of the BIU (and, where applicable, in the minutes of the relevant meeting) if it has not been recorded there already.	<p>If a conflict arises during a meeting, the IBU Official concerned must disclose the conflict to the Head of the BIU or the chair of the relevant meeting (even if it has already been declared in a disclosure statement). The Head of the BIU or the chair of the relevant meeting will: (a) advise the meeting of the conflict; and (b) cause the conflict to be recorded in the register maintained by the Head of the BIU (and, where applicable, in the minutes of the relevant meeting) if it has not been recorded there already.</p> <p><i>(moved to 3.2.4 and replaced by)</i></p> <p>Each IBU Official will file a biennial disclosure statement with the Head of the BIU in the form pre-scribed by the Head of the BIU, listing any actual, potential or perceived Conflicts of Interest known to the IBU Official at that time. Each IBU Official will be under a continuing duty to update that statement in writing as and when changes or additions are required to ensure the disclosure remains accurate and complete. The Head of the BIU will maintain a register of such disclosures.</p>
3.2.3	In every case, unless otherwise specified by the Head of the BIU or the chair of the meeting, the IBU Official who is the subject of the conflict must:	<p>In every case, unless otherwise specified by the Head of the BIU or the chair of the meeting, the IBU Official who is the subject of the conflict must:</p> <p><i>(moved to 3.2.5 and replaced by)</i></p> <p>Prior to an Executive Board meeting, any IBU Official concerned with a Conflict of Interest must disclose it to the Head of the BIU who shall: (a) advise the Executive Board Members of the Conflict of Interest; (b) handle the Conflict of Interest pursuant to Article 3.3 of Chapter B of the Integrity Code.</p>
3.2.3.1	excuse themselves from any discussions relating to the conflict;	<p>excuse themselves from any discussions relating to the conflict;</p> <p><i>(moved to 3.2.5.1)</i></p>
3.2.3.2	abstain from voting and/or from seeking to influence the vote on any matter impacted by the conflict; and	<p>abstain from voting and/or from seeking to influence the vote on any matter impacted by the conflict; and</p> <p><i>(moved to 3.2.5.2)</i></p>
3.2.3.3	refrain from taking any other part in the handling of the conflict or of the matter impacted by the conflict.	<p>refrain from taking any other part in the handling of the conflict or of the matter impacted by the conflict.</p>

		<i>(moved to 3.2.5.3)</i>
3.2.4	Any of the requirements set out in this Article 3.2 may be waived where the Head of the BIU (or their delegate) or the chair of the relevant meeting deems it appropriate, save that no waiver may be granted where the IBU Official has a personal financial interest in the outcome of the matter being considered. Any waiver must be recorded in the register maintained by the Head of the BIU and, where applicable, in the minutes of the relevant meeting.	<p>Any of the requirements set out in this Article 3.2 may be waived where the Head of the BIU (or their delegate) or the chair of the relevant meeting deems it appropriate, save that no waiver may be granted where the IBU Official has a personal financial interest in the outcome of the matter being considered. Any waiver must be recorded in the register maintained by the Head of the BIU and, where applicable, in the minutes of the relevant meeting.</p> <p><i>(moved to 3.2.6 and replaced by)</i></p> <p>If a Conflict of Interest arises during a meeting, the IBU Official concerned must disclose the conflict to the Head of the BIU or the chair of the relevant meeting (even if it has already been declared in a disclosure statement). The Head of the BIU or the chair of the relevant meeting will: (a) advise the meeting of the conflict; and (b) cause the conflict to be recorded in the register maintained by the Head of the BIU (and, where applicable, in the minutes of the relevant meeting) if it has not been recorded there already.</p>
3.2.5		In every case, unless otherwise specified by the Head of the BIU or the chair of the meeting, the IBU Official who is the subject of the conflict must:
3.2.5.1		excuse themselves from any discussions relating to the conflict;
3.2.5.2		abstain from voting and/or from seeking to influence the vote on any matter impacted by the conflict; and
3.2.5.3		refrain from taking any other part in the handling of the conflict or of the matter impacted by the conflict.
3.2.6		Any of the requirements set out in Articles 3.2.1 to 3.2.5 may be waived where the Head of the BIU (or their delegate) or the chair of the relevant meeting deems it appropriate, save that no waiver may be granted where the IBU Official has a personal financial interest in the outcome of the matter being considered. Any waiver must be recorded in the register maintained by the Head of the BIU and, where applicable, in the minutes of the relevant meeting.
3.2.7		IBU Officials must also disclose in the same manner any ‘institutional’ Conflicts of Interest, i.e. real, potential or perceived Conflicts of Interest between the interests of the IBU and the interests of an NF Member or other body with which the IBU Official is associated (whether by virtue of employment or otherwise). Such Conflicts of Interest may not be waived. IBU Officials:
3.2.7.1		may present the perspective of a particular stakeholder (such as an NF Member) or of any third party, where they consider it relevant to the matter at hand, but they must not pursue the interests of that stakeholder or third party in a manner that

		would conflict with their overriding duty to act in the best interests of the IBU and the IBU Members and the sports of Biathlon and Para Biathlon as a whole;
3.2.7.2		must not agree to act or allow themselves to be influenced to act in a manner that conflicts with their duty of undivided loyalty to the IBU (e.g. by agreeing to vote in a particular manner in respect of a particular issue); and
3.2.7.3		must disclose to the Head of the BIU any matter that may reasonably be construed as impacting or potentially impacting upon their decision-making (e.g. side-arrangements between NF Members, or financial support or loans given by one NF Member to another), and must provide such further information in relation thereto as the Head of the BIU may request, so that there is full transparency and its effects are understood. The IBU Official will then comply with the decision of the Head of the BIU as to how to address the matter.
3.3	IBU Officials must also disclose in the same manner any 'institutional' conflicts of interest, i.e. actual, apparent or potential conflicts between the interests of the IBU and the interests of an NF Member or other body with which the IBU Official is associated (whether by virtue of employment or otherwise). Such conflicts may not be waived. IBU Officials:	<p>IBU Officials must also disclose in the same manner any 'institutional' conflicts of interest, i.e. actual, apparent or potential conflicts between the interests of the IBU and the interests of an NF Member or other body with which the IBU Official is associated (whether by virtue of employment or otherwise). Such conflicts may not be waived. IBU Officials:</p> <p><i>(moved to 3.2.7 and replaced by)</i></p> <p>Handling of a conflict of interest</p>
3.3.1	may present the perspective of a particular stakeholder (such as an NF Member) or of any third party, where they consider it relevant to the matter at hand, but they must not pursue the interests of that stakeholder or third party in a manner that would conflict with their overriding duty to act in the best interests of the IBU and the IBU Members and the sport of Biathlon as a whole;	<p>may present the perspective of a particular stakeholder (such as an NF Member) or of any third party, where they consider it relevant to the matter at hand, but they must not pursue the interests of that stakeholder or third party in a manner that would conflict with their overriding duty to act in the best interests of the IBU and the IBU Members and the sport of Biathlon as a whole;</p> <p><i>(moved to 2.3.7.1 and replaced by)</i></p> <p>If the Conflict of Interest cannot be temporarily mitigated by the chair of a meeting or if the Head of the BIU has been made aware of a Conflict of Interest, the Head of the BIU shall assess such Conflict of Interest to determine how it should be handled.</p>
3.3.1.1		When assessing a Conflict of Interest, the Head of the BIU should consider the risk exposure for other IBU Officials and for the IBU.
3.3.1.2		The Head of the BIU may request the concerned IBU Official to attend an interview with the BIU to discuss the Conflict of Interest.
3.3.2	must not agree to act or allow themselves to be influenced to act in a manner that conflicts with their duty of undivided loyalty to the IBU (e.g. by agreeing to vote in a particular manner in respect of a particular issue); and	must not agree to act or allow themselves to be influenced to act in a manner that conflicts with their duty of undivided loyalty to the IBU (e.g. by agreeing to vote in a particular manner in respect of a particular issue); and

		<p><i>(moved to 2.3.7.2)</i></p> <p>The Head of the BIU will render a reasoned decision, regarding the Conflict of Interest. The Conflict of Interest will be either (a) noted, mitigated and monitored by the BIU; or (b) considered null as the situation is not labelled as a Conflict of Interest.</p>
3.3.3	<p>must disclose to the Head of the BIU any matter that may reasonably be construed as impacting or potentially impacting upon their decision-making (e.g., side-agreements between NF Members, or financial support or loans given by one NF Member to another), and must provide such further information in relation thereto as the Head of the BIU may request, so that there is full transparency and its effects are understood. The IBU Official will then comply with the decision of the Head of the BIU as to how to address the matter.</p>	<p>must disclose to the Head of the BIU any matter that may reasonably be construed as impacting or potentially impacting upon their decision-making (e.g., side-agreements between NF Members, or financial support or loans given by one NF Member to another), and must provide such further information in relation thereto as the Head of the BIU may request, so that there is full transparency and its effects are understood. The IBU Official will then comply with the decision of the Head of the BIU as to how to address the matter.</p> <p><i>(moved to 2.3.7.3)</i></p>
3.4	<p>Office-holders and staff of an NF Member, in their dealings with the IBU, including when representing the NF Member at Congress and/or otherwise deciding how to exercise the rights of the NF Member as an IBU Member, must act with undivided loyalty to the NF Member. They must not allow themselves to be influenced by and they must not seek to advance any conflicting interests, including the interests of any contractual partner of the IBU and/or of the NF Member.</p>	<p>Office-holders and staff of an NF Member, in their dealings with the IBU, including when representing the NF Member at Congress and/or otherwise deciding how to exercise the rights of the NF Member as an IBU Member, must act with undivided loyalty to the NF Member. They must not allow themselves to be influenced by and they must not seek to advance any conflicting interests, including the interests of any contractual partner of the IBU and/or of the NF Member.</p> <p><i>(moved to 4.5)</i></p>
<p>4. Protecting the integrity of the governance and administration of the sport of Biathlon</p>		
4.1	<p>IBU Officials (including, for these purposes, members of Competition Juries and members of Juries of Appeal) must:</p>	<p>IBU Officials (including, for these purposes, members of Competition Juries and members of Juries of Appeal) must:</p> <p><i>(Article 4.1 to 4.1.6.4 moved to 4.2 following, Article 4.1 replaced by)</i></p> <p>IBU Officials owe a duty of undivided loyalty to the IBU. They must make decisions (including as to how to vote on a specific motion) based solely on their independent and objective judgement, made in good faith, of what is in the best interests of the IBU and the sports of Biathlon and Para Biathlon as a whole.</p> <p><i>(moved from 3.1)</i></p>
4.2	<p>Without prejudice to Article 4.1.5, in their capacity as IBU Officials, IBU Officials may offer and accept:</p>	<p>Without prejudice to Article 4.1.5, in their capacity as IBU Officials, IBU Officials may offer and accept:</p> <p><i>(Article 4.2 to 4.2.2 moved to 4.3 and following, Article 4.2 replaced by Article 4.1 to 4.1.6.4)</i></p> <p>In particular, IBU Officials (including, for these purposes, members of Competition Juries and members of Juries of Appeal) must:</p>

4.5		<p>Office-holders and staff of an NF Member, in their dealings with the IBU, including when representing the NF Member at Congress and/or otherwise deciding how to exercise the rights of the NF Member as an IBU Member, must act with undivided loyalty to the NF Member. They must not allow themselves to be influenced by and they must not seek to advance any conflicting interests, including the interests of any contractual partner of the IBU and/or of the NF Member.</p> <p><i>(moved from 3.4)</i></p>
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13.3 MOTIONS SEEKING AMENDMENT OR ANNULMENT OF OTHER RULES

13.3.2 Motion from the Executive Board for minor amendments to the IBU Anti-Doping Rules

Concerns Chapter D of the IBU Anti-Doping Rules, Articles 5.2.2 and 5.5.3

RATIONALE

To include necessary specifications. All proposed amendments reviewed with and approved by WADA.

CHAPTER D – IBU ANTI-DOPING RULES		
Article	Existing Rule	New Proposal
5.2.2	<i>[Comment to Article 5.2.2: The BIU may obtain additional authority to conduct Testing by means of bilateral or multilateral agreements with Code Signatories. Unless the Athlete has identified a 60-minute Testing window between the hours of 11:00 p.m. and 6:00 a.m., or has otherwise consented to Testing during that period, the BIU will not test an Athlete during that period unless it has a serious and specific suspicion that the Athlete may be engaged in doping. A challenge to whether the BIU had sufficient suspicion for Testing during this time period shall not be a defence to an anti-doping rule violation based on such test or attempted test.]</i>	<i>[Comment to Article 5.2.2: The BIU may obtain additional authority to conduct Testing by means of bilateral or multilateral agreements with Code Signatories. Unless the Athlete has identified a 60-minute Testing window between the hours of 11:00 p.m. and 6:00 a.m., or has otherwise consented to Testing during that period, the BIU should have serious and specific suspicion that the Athlete may be engaged in doping before Testing an Athlete during that period. A challenge to whether the BIU had sufficient suspicion for Testing during this time period shall not be a defence to an anti-doping rule violation based on such test or attempted test.]</i>
5.5.3	Without prejudice to Article 5.5.2 and pursuing the matter as a potential anti-doping rule violation under Article 2.4, to ensure that Athletes take their whereabouts responsibilities seriously, and to limit the burden that non-compliant Athletes place on the BIU's limited anti-doping resources, an Athlete and their National Federation will be jointly and severally liable to pay the BIU €500 for each filing failure or missed test declared against that Athlete as a contribution towards the costs incurred by the BIU in processing that filing failure or missed test. As the only exception to this rule, no charge will be made for a filing failure or missed test if it is the Athlete's first whereabouts failure and if it is not disputed by the Athlete.	Without prejudice to Article 5.5.2 and pursuing the matter as a potential anti-doping rule violation under Article 2.4, to ensure that Athletes take their whereabouts responsibilities seriously, and to limit the burden that non-compliant Athletes place on the BIU's limited anti-doping resources, an Athlete and their National Federation will be jointly and severally liable to pay the BIU €500.00 for each Whereabouts Failure recorded by the BIU against that Athlete as a contribution towards the costs incurred by the BIU in processing that Whereabouts Failure. As the only exception to this rule, no contribution payment will be made for a Filing Failure or Missed Test if it is the first time the BIU has recorded a Whereabouts Failure against the Athlete.

13.3 MOTIONS SEEKING AMENDMENT OR ANNULMENT OF OTHER RULES

13.3.3 Motion from the Executive Board for minor amendments to the BIU Rules

Concerns Articles 2, 5, 7, 8, 9, and 15 of the BIU Rules

RATIONALE

To provide minor clarifications to the BIU Rules.

BIU RULES		
Article	Existing Rule	New Proposal
2. Responsibilities		
2.1.7		to support the BIU Board in the accomplishment of its duties and responsibilities.
5. Staff		
5.2	All permanent positions for BIU Staff will be publicly advertised on the official BIU website and the official IBU website, unless the positions are filled by persons who are existing IBU Staff.	All permanent positions for BIU Staff will be publicly advertised on the official BIU website and the official IBU website, unless the positions are filled by persons who are existing IBU Staff.
7. Website and Branding		
7.2	The BIU will have its own branding, which reflects both its connection to and its independence from the IBU. All branding of the BIU must be designed in consultation with, and approved by, the President.	The BIU will have its own branding, which reflects both its connection to and its independence from the IBU. All branding of the BIU must be designed in consultation with, and approved by, the President.
8. Composition		
8.3	In accordance with Article 28.1 of the Constitution, an ad hoc screening panel made up of independent persons appointed by the Executive Board will identify and determine the independence and Eligibility of candidates for appointment as independent members of the inaugural BIU Board. Subject strictly to the foregoing, the Vetting Panel will identify and determine the independence and Eligibility of candidates to fill any vacancies that arise among the independent members of the BIU Board, and to address any issue that arises about their independence and/or Eligibility subsequent to such appointment. If after their appointment an independent member of the BIU Board is determined by the screening panel or Vetting Panel (as applicable) not to be Eligible, the position of that member on the BIU Board will be automatically vacated.	In accordance with Article 28.1 of the Constitution, an ad hoc screening panel made up of independent persons appointed by the Executive Board will identify and determine the independence and Eligibility of candidates for appointment as independent members of the inaugural BIU Board. Subject strictly to the foregoing, The independent members of the BIU Board referenced at Article 29.3.1 of the IBU Constitution will identify and determine the independence and Eligibility of candidates to fill any vacancies that arise among the independent members of the BIU Board, and to address any issue that arises about their independence and/or Eligibility subsequent to such appointment. If after their appointment an independent member of the BIU Board is determined by the other independent members of the BIU Board not to be Eligible, the position of that member on the BIU Board will be automatically vacated.
9. Appointment		
9.1	In accordance with Article 13.2.8 of the Constitution, the independent members of the inaugural BIU Board will be appointed by Congress at the Extraordinary Congress meeting held in October 2019, and subsequent BIU Boards will be appointed by	In accordance with Article 13.2.8 of the Constitution, the members of the BIU Board will be appointed by Congress at Election Congress meetings. The appointment process will take place as follows:

	Congress at subsequent Election Congress meetings. In each case, the appointment process will take place as follows:	
9.1.1	In accordance with Article 28.1 of the Constitution, an ad hoc screening panel in 2019 and the Vetting Panel thereafter will identify and recommend persons to Congress for appointment as independent members of the BIU Board, after the advertising of these positions publicly on the official IBU website (for all vacancies arising after the 2019 Congress), and based on such assessments, interviews and enquiries of applicants as the panel sees fit to conduct.	In accordance with Article 27.3 of the Constitution, the BIU Board will identify and recommend persons to Congress for appointment as independent members of the BIU Board, after the advertising of these positions publicly on the official BIU and IBU website and based on such assessments, interviews and enquiries of applicants as the BIU Board sees fit to conduct.
9.4.1	If it is the position of an independent member that becomes vacant, it will be filled until the next Congress meeting by a person appointed by the Executive Board on the recommendation of the Vetting Panel, with such appointment to be put to Congress for ratification at its next meeting.	If it is the position of an independent member that becomes vacant, it will be filled until the next Congress meeting by a person appointed by the Executive Board on the recommendation of the BIU Board , with such appointment to be put to Congress for ratification at its next meeting.
15. Indemnity, remuneration and expenses		
15.1	The IBU will indemnify all members of the BIU Board, including the Head of the BIU, in accordance with Article 41 of the Constitution.	The IBU will indemnify all members of the BIU Board, including the Head of the BIU, in accordance with Article 42 of the Constitution.
15.2	Each member of the BIU Board will be remunerated for their services to the BIU Board and will have reasonable expenses incurred by them in carrying out their roles either paid or reimbursed, in accordance with the policy adopted by the Executive Board. The remuneration paid to BIU Board members (including the Head of the BIU) will be disclosed in each BIU annual report.	Each member of the BIU Board will be remunerated for their services to the BIU Board and will have reasonable expenses incurred by them in carrying out their roles either paid or reimbursed, in accordance with the policy adopted by the Executive Board. The remuneration paid to BIU Board members (including the Head of the BIU) will be disclosed in each BIU annual report. However, the BIU Board will operate at all times entirely independently of the IBU.

13.3 MOTIONS SEEKING AMENDMENT OR ANNULMENT OF OTHER RULES

13.3.4 Motion from the Executive Board for making the function of vetting a role of the BIU Board

Concerns Articles 11, 13 and 14 of the BIU Rules

RATIONALE

The current Vetting Rules (Rule 28 of the Constitution) are duplicating a sizeable portion of the BIU Rules. The current Vetting Panel is composed of the three independent members of the BIU Board.

For the sake of clarity, the present proposal wishes to merge part of the Vetting Rules into the BIU Rules, whilst renaming the Vetting Panel as BIU Board. The BIU Board would effectively carry out the Vetting function of the Vetting Panel, as it is technically the case currently.

The insertion of a new Article 11 would mean that the current Article 11 becomes the proposed Article 12 and so on for the following Articles.

If approved, the current Vetting Rules would be partially merged within the BIU Rules at proposed Articles 11, 13 and 14.

BIU RULES		
Article	Existing Rule	New Proposal
11. Conduct of Business Vetting (insertion of a new Article between 10 and 11, numbering of following Articles to be adapted consequently)		
11.1	All members of the BIU Board are required at all times to:	All members of the BIU Board are required at all times to: <i>(moved in its entirety to 12.1 and following and replaced by)</i> Article 27.3 of the Constitution provides the BIU Board will be responsible for determining whether a person is Eligible to become or to remain an IBU Official (Vetting).
11.2	In addition to their general duties as a member of the BIU Board, the chairperson of the BIU Board has the following responsibilities:	In addition to their general duties as a member of the BIU Board, the chairperson of the BIU Board has the following responsibilities: <i>(moved in its entirety to 12.2 and following and replaced by)</i> The three independent members of the BIU Board referenced at Article 29.3.1 of the Constitution will take part in the decision-making process related to Vetting.
11.3	In addition, as per Article 28.1 of the Constitution, the responsibilities of the three independent members of the BIU Board include sitting together as the Vetting Panel referenced at Article 28 of the Constitution.	In addition, as per Article 28.1 of the Constitution, the responsibilities of the three independent members of the BIU Board include sitting together as the Vetting Panel referenced at Article 28 of the Constitution. <i>(moved to 12.3 and following, and replaced by)</i> Each IBU Official, each candidate seeking to become an IBU Official (whether by election or by appointment or otherwise) and each NF Applicable Person (an

		Applicable Person), by undertaking the activity that qualifies them as such, thereby agrees:
11.3.1		to be bound by the Constitution and the Rules, including these Vetting Rules and the IBU IntegrityCode;
11.3.2		to be subject to Vetting by the BIU Board to determine their Eligibility (a) as a condition precedent to their election/appointment; and (b) if elected/appointed, on an ongoing basis throughout their term as an IBU Official or NF Applicable Person, whenever determined to be necessary by the BIU Board;
11.3.3		to the use of their personal data and waiver of their privacy rights (in accordance with applicable data protection and privacy laws and regulations) as required for purposes of carrying out the Vetting;
11.3.4		to provide any information that may impact upon their Eligibility (Relevant Information) promptly, accurately and completely to the BIU Board in accordance with Rule 4.4, and otherwise as requested by the BIU Board in order to carry out such vetting; and
11.3.5		that any third party may provide such information as the BIU Board may require in order to carry out such vetting.
11.4		Upon request by or on behalf of the BIU Board, an Applicable Person will provide:
11.4.1		written confirmation of their agreement as set out in Article 11.3, in the form required by the BIU Board;
11.4.2		their written consent to the provision of Relevant Information to the BIU Board by other parties, and cooperate in the obtaining of such information from any source.
11.5		An Applicable Person will not interfere with or seek to block or to limit the provision to the BIU Board of Relevant Information by any party.
11.6		Any violation of this Article 11 by an Applicable Person will constitute a violation of the IBU Integrity Code and shall be referred to the Biathlon Integrity Unit for investigation and possible enforcement action.
11.7		Any person responsible for managing the process of election or appointment of a candidate as an IBU Official will refer all such candidates to the BIU Board for determination of their Eligibility as a pre-condition to acceptance of their candidacy. Such referral should be made in due time for completion of the Vetting process in accordance with the applicable deadlines for the appointment or nomination for election. A candidate may withdraw their candidacy for appointment or election as an IBU Official at any time prior to a final decision by the BIU Board on their Eligibility.
11.7.1		The BIU Board will determine the Eligibility of an IBU Official or NF Applicable Person to remain in post at any time where information comes to its attention (whether due to its own activities or from any other source) that it reasonably

		considers may impact upon the Eligibility of that IBU Official or NF Applicable Person.
11.7.2		The BIU Board will carry out vetting to determine Eligibility to become or remain an IBU Official or NF Applicable Person in a reasonable and proportionate manner, based on the level of authority and influence exercised or to be exercised by the person in question. Any issues of fact will be determined on the balance of probabilities.
11.7.3		An Applicable Person must disclose any Relevant Information to the BIU Board promptly, accurately and completely:
11.7.3.1		at the time they decide to become a candidate for appointment or election as an IBU Official; and
11.7.3.2		upon request by or on behalf of the BIU Board;
11.7.3.3		thereafter whenever it comes to their attention (i.e., before or after their election or appointment as an Applicable Person), whether or not requested by the BIU Board; and
11.7.3.4		as necessary to ensure that any previous disclosure to the BIU Board remains accurate and complete.
11.7.4		In the case of an Applicable Person who is a candidate for election on the Executive Board or the Technical Committee, the BIU may interview such Applicable Person in order to gather Relevant Information.
11.7.5		Every IBU Official must inform the BIU Board of any Relevant Information that comes to their attention about any Applicable Person. In addition, the BIU Board may receive and/or request Relevant Information from any other party, and/or make such other further enquiries as it sees fit.
11.7.6		The BIU will provide the BIU Board with all documents and information held by the IBU that are relevant to the BIU Board's work, including any Relevant Information in respect of any Applicable Person.
11.7.7		The BIU Board may engage external advisors and/or experts or external business intelligence agencies to assist it in determining the Eligibility of an Applicable Person, including by searching for Relevant Information about that person.
11.7.8		In the fulfilment of its Vetting responsibilities, the BIU Board:
11.7.8.1		will refer any potential breach of the Constitution or the Rules that is identified during the Vetting process to the Biathlon Integrity Unit for investigation and possible enforcement action, pending which the Vetting process may be suspended;
11.7.8.2		may consult confidentially with the Head of the BIU about any ongoing or closed investigations and/or enforcement action by the BIU in respect of the person being

		vetted. The BIU Board and the BIU will not disclose this communication to the person being vetted unless the information provided is then relied upon by the BIU Board to determine that the person is not Eligible.
11.7.8.3		may request information from the BIU Board about any person the BIU Board has vetted or is in the process of Vetting, where relevant to the functions and responsibilities of the BIU.
11.7.9		In assessing whether or not an Applicable Person has criteria for being Eligible set out at Article 27.2.12 of the Constitution, the BIU Board will take into account, at least, whether the person has relevant practical experience and credible references.
11.7.10		Based on an assessment of all Relevant Information gathered, the BIU Board will determine either (a) that the Applicable Person under consideration is Eligible; or (b) that the Applicable Person may not be Eligible. In the latter case, the BIU Board will notify the Applicable Person of its preliminary assessment and the reasons for it (which will be confidential) and give them at least five working days to make any submissions on such preliminary assessment and provide any evidence in support of those submissions to the BIU Board. The BIU Board will then take such further submissions and evidence into account in making a final decision as to the Eligibility of the Applicable Person.
11.7.11		The BIU Board will assess whether or not an Applicable Person passes the test set out at Article 27.2.11 of the Constitution (the Integrity Check).
11.7.11.1		In assessing whether or not an Applicable Person passes the Integrity Check, the BIU Board will take into account at least whether the person:
11.7.11.1.1		is, or has been, the subject of an investigation or disciplinary action, whether or not in any sporting context (within Biathlon, Para Biathlon or other sports), resulting in adverse findings being made about the person's credibility, integrity, honesty or reputation; or
11.7.11.1.2		has at any time failed to comply with the law; or
11.7.11.1.3		is or has been the subject of any public controversy that has so undermined that person's credibility, integrity, honesty or reputation, or has otherwise brought the person into such disrepute, that their association or continued association with the IBU has or is likely to adversely affect the reputation or interests of IBU and/or the sports of Biathlon and Para Biathlon.
11.7.11.2		The BIU Board may determine that an Applicable Person passes the Integrity Check even though one or more of the circumstances specified in Rule 4.10.1 exists, taking into account the process by which such circumstances occurred, including whether the process involved a fair hearing before an impartial body or followed the applicable rules or law, and/or whether an appeal is pending.

11.7.11.3		The BIU Board may issue guidance from time to time elaborating on the matters that it may take into account in determining whether a person passes an Integrity Check.
11.7.12		The Applicable Person under consideration will be advised of the BIU Board's final decision. If the BIU Board decides the person is not Eligible, it will explain the reasons for that decision.
11.7.13		The BIU Board will come to a final decision as soon as is reasonably practicable. In the ordinary course, it will seek to communicate the decision to the Applicable Person within three months of referral of the matter to it.
11.7.14		A decision by the BIU Board (or by the ad hoc screening panel in accordance with Rule 2.2) that an Applicable Person is not Eligible may be appealed to the CAS in accordance with Article 32.2 of the Constitution.
11.7.15		Where an Applicable Person who is found not to be Eligible is an office-holder or member of staff of an NF Member, if the decision is not appealed or survives appeal, the NF Member will be notified of and required to implement the decision.
12. Meetings, voting and motions Duties		
12.3	The quorum for a BIU Board meeting will be three BIU Board members, of which at least two must be independent members of the BIU Board.	<p>The quorum for a BIU Board meeting will be three BIU Board members, of which at least two must be independent members of the BIU Board.</p> <p>In addition, as per Article 27.3 of the Constitution, the responsibilities of the three independent members of the BIU Board include sitting together as the authority responsible for determining whether a person is Eligible to become or to remain an IBU Official and will do so in accordance with the BIU Rules.</p>
12-13. Meetings, voting and motions		
13.1	Meetings of the BIU Board will occur at such regular intervals as the BIU Board may decide, and may also be called at any time by the chairperson or any two members of the BIU Board. Except to the extent set out in the Constitution or in these BIU Rules, the BIU Board will regulate its own procedure.	Meetings of the BIU Board will occur at such regular intervals as the BIU Board may decide, and may also be called at any time by the chairperson or any two members of the BIU Board. Except to the extent set out in the Constitution or in these BIU Rules, the BIU Board will regulate its own procedure. The BIU Board will meet on an ad hoc basis to discharge its responsibilities under Article 11.
13.4	Each independent member of the BIU Board present at the meeting will be entitled to one vote on each motion. Voting by proxy or by letter is not permitted. The two non-voting members of the BIU Board may express their views on a motion, but such views will not be counted for voting purposes. Unless expressly specified otherwise in these BIU Rules, all motions will be carried by the votes of at least two of the independent members of the BIU Board. Any tied vote on a motion will not be carried; the chairperson will not have a deciding vote. Except for motions passed outside of a BIU Board meeting under Rule 12.5, voting at BIU Board meetings will be by voice, or (upon request of any independent member of the BIU Board) by show of hands or by secret ballot.	<p>Each independent member of the BIU Board present at the meeting will be entitled to one vote on each motion. Voting by proxy or by letter is not permitted. The two non-voting members of the BIU Board may express their views on a motion, but such views will not be counted for voting purposes. Unless expressly specified otherwise in these BIU Rules, all motions will be carried by the votes of at least two of the independent members of the BIU Board. Any tied vote on a motion will not be carried; the chairperson will not have a deciding vote. Except for motions passed outside of a BIU Board meeting under Rule 12.5, voting at BIU Board meetings will be by voice, or (upon request of any independent member of the BIU Board) by show of hands or by secret ballot.</p> <p><i>(moved to 13.5 and replaced by)</i></p>

		Other persons may be invited by the chairperson in order to attend meetings to provide information or advice on a specific item of business at a meeting.
13.5	A motion in writing signed or consented to by email, facsimile or other forms of electronic communication by all the independent members of the BIU Board will be valid as if it had been passed at a meeting of the BIU Board. Any such motions may consist of several documents in the same form, each signed or consented to by one or more independent members of the BIU Board.	<p>A motion in writing signed or consented to by email, facsimile or other forms of electronic communication by all the independent members of the BIU Board will be valid as if it had been passed at a meeting of the BIU Board. Any such motions may consist of several documents in the same form, each signed or consented to by one or more independent members of the BIU Board.</p> <p><i>(moved to 13.6 and replaced by)</i></p> <p>Each independent member of the BIU Board present at the meeting will be entitled to one vote on each motion, and at least two votes in favour are required for a motion to pass, including for matters falling under Article 11. Voting by proxy or by letter is not permitted. The two non-voting members of the BIU Board may express their views on a motion, but such views will not be counted for voting purposes. Unless expressly specified otherwise in these BIU Rules, all motions will be carried by the votes of at least two of the independent members of the BIU Board. In the event of a deadlock (e.g., due to an absence or an abstention), the chairperson will have a deciding vote. Except for motions passed outside of a BIU Board meeting under Article 13.6, voting at BIU Board meetings will be by voice, or (upon request of any independent member of the BIU Board) by show of hands or by secret ballot.</p>
13.6		A motion in writing signed or consented to by email, facsimile or other forms of electronic communication by all the independent members of the BIU Board will be valid as if it had been passed at a meeting of the BIU Board. Any such motions may consist of several documents in the same form, each signed or consented to by one or more Independent members of the BIU Board.
13.7		Notwithstanding Article 11, a BIU Board member may not vote or participate in deliberations in relation to any person whose Eligibility is under consideration by the BIU Board if that BIU Board member has or has had a personal connection or direct interest in any dealings with or matters involving that Applicable Person, unless that connection or interest is disclosed to the other members of the BIU Board and they agree that recusal is not necessary.
13.8		Minutes of each meeting of the BIU Board will be taken. The minutes will be finalised by the chairperson and sent to BIU Board members within a month of the meeting. Any amendments to the minutes will be agreed at the next meeting of the BIU Board and noted accordingly.
13.9		All meetings and the work of the BIU Board are confidential. All documents, information, discussion and determinations made at a BIU Board meeting or otherwise exchanged or agreed in connection with the work of the BIU Board will be held in accordance with applicable data protection and privacy requirements and will be kept confidential and not disclosed to any other person unless: (a) the chairperson authorises such disclosure; (b) the BIU Board agrees that such

		disclosure is necessary or desirable to advance its work; (c) the matter is in the public domain; or (d) such disclosure is required under the Constitution or the Rules, or by law or any relevant authority (such as the CAS).
13. 14. Reporting		
14.4		Where requested by the President, the chairperson of the BIU Board will attend Executive Board meetings to report on the activities of the BIU Board.
14.5		The chairperson of the BIU Board will report to Congress on its activities in accordance with Article 13.2.10 of the Constitution.
15. 16. Appointment		
16.1	The Head of the BIU will be responsible for the day-to-day management of the BIU, including its offices and the BIU staff, in accordance with the directions of the BIU Board, the Constitution, these BIU Rules, and the policies and procedures of the BIU, and within such limitations and delegated authority as may be established by the BIU Board.	<p>The Head of the BIU will be responsible for the day-to-day management of the BIU, including its offices and the BIU staff, in accordance with the directions of the BIU Board, the Constitution, these BIU Rules, and the policies and procedures of the BIU, and within such limitations and delegated authority as may be established by the BIU Board.</p> <p><i>(moved to 17.1)</i></p> <p>The terms and conditions of employment for the Head of the BIU (including any termination of such employment) will be decided by the BIU Board. Except for clearance from the BIU under the Article 11 of the BIU Rules, no approval is required from any other person or body within the IBU to employ or engage the Head of the BIU or to terminate the employment or engagement of the Head of the BIU.</p>

13.3 MOTIONS SEEKING AMENDMENT OR ANNULMENT OF OTHER RULES

13.3.5 Motion from the Executive Board for optimisation of the Rules of Congress

RATIONALE

Concerns Articles 4, 9 and 10 of the Rules of Congress

Consequential changes following from allowing virtual attendance and electronic voting.

Concerns Articles 13 and 14 of the Rules of Congress

The BIU has developed a structured process for the nomination and vetting of prospective candidates for the IBU Executive Board (EB). This outlines the comprehensive steps involved. Although the governance of this process has been enhanced, the BIU has committed to processing all EB Candidates within the current 60 days. Such a tight schedule requires the BIU to insist any missing or supplementary information is provided within 72 hours of time of request.

A simplification of Congress procedures is also proposed to consider the BIU Board as the Election Committee without a separate appointment.

Additionally, a requirement to vote for all open positions is proposed to prevent tactical voting.

IBU RULES OF CONGRESS		
Article	Existing Rule	New Proposal
4. Notice of Ordinary Congress		
4.1 (a)	the date, time and venue of the meeting;	the date, time and venue of the meeting, and if it can be attended virtually;
4.1 (d)	(if an Election Congress meeting) the positions to be elected, and the date by which nominations for such positions by full NF Members must be received by the Secretary General (being at least 90 days prior to the Election Congress meeting);	(if an Election Congress meeting) the positions to be elected, and the date by which nominations for such positions by full NF Members must be received by the IBU and BIU (being at least 90 days prior to the Election Congress meeting);
5. Agenda and handbook for Ordinary Congress meeting		
5.2 (b)	The agenda will be sent by the Secretary General to the NF Members and registered Observers no less than thirty (30) days before the meeting, together with a handbook for the meeting. The handbook will include the following: [...] (b) the annual reports from each of the Vetting Panel and the BIU Board for the two years prior to the meeting;	The agenda will be sent by the Secretary General to the NF Members and registered Observers no less than thirty (30) days before the meeting, together with a handbook for the meeting. The handbook will include the following: [...] (b) the annual report from the BIU Board, including its Vetting activities , for the two years prior to the meeting;
9. Running order		
9.1 (g)	(g) Receipt and approval of the annual reports from the Vetting Panel and the BIU Board, which includes any funding request made by the BIU Board in accordance with Article 30.5 of the Constitution.	(g) Receipt and approval of the annual report from the BIU Board , which includes any funding request made by the BIU Board in accordance with Article 29.5 of the Constitution.
9.1 (h)	Appointment of a three-person committee (the Election Committee) by Congress on the proposal of the chairperson, to ensure the correct conduct of elections, in accordance with Rule 14.1.	Appointment of a three-person committee (the Election Committee) by Congress on the proposal of the chairperson, to ensure the correct conduct of elections, in accordance with Rule 14.1.

10. Voting on motions		
10.2	The correct conduct of voting on motions is the responsibility of the chairperson of the Congress meeting. The chairperson may conduct voting on motions by a show of hands or by a poll. If a vote is conducted by show of hands and the outcome is unclear, the vote will be conducted again but by poll. If five or more NF Members so request, voting on a motion will be conducted by poll. If NF Members so decide by Simple Majority, voting on a motion will be conducted by secret ballot.	The correct conduct of voting on motions is the responsibility of the chairperson of the Congress meeting. The chairperson may conduct voting on motions by a show of hands, by a poll, or by Electronic Voting . If a vote is conducted by show of hands and the outcome is unclear, the vote will be conducted again but by poll or by Electronic Voting . If five or more NF Members so request, voting on a motion will be conducted by poll or by Electronic Voting . If NF Members so decide by Simple Majority, voting on a motion will be conducted by secret ballot.
13. Nominations for election		
13.2	The personal presence of a nominated candidate at the Election Congress meeting is desirable but is not mandatory.	The personal presence of a nominated candidate at the Election Congress meeting is desirable but is not mandatory. (moved to 13.5 and replaced by) No candidate may run for election on the Executive Board and/or the Technical Committee unless he or she has been deemed Eligible by the BIU Board, in accordance with Article 27 of the Constitution.
13.3	If there is no nominated candidate for a particular position, the full NF Members present at the Election Congress meeting may nominate a candidate who is present at the Congress by a Special Majority and proceed with the election. If the candidate is elected, the Vetting Panel will vet the candidate as soon as possible after the Election Congress meeting to confirm his/her Eligibility.	If there is no nominated candidate for a particular position, the full NF Members present at the Election Congress meeting may nominate a candidate who is present at the Congress by a Special Majority and proceed with the election. If the candidate is elected, the Vetting Panel will vet the candidate as soon as possible after the Election Congress meeting to confirm his/her Eligibility. (moved to 13.6 and replaced by) The BIU Board will conduct an initial screening of all the nominations to ensure they comply with the criteria set out at Articles 17 and 26.2 of the Constitution, at the latest 7 days after the date mentioned at Rule 4.1(d) above. Any nomination that does not comply with such criteria will be disregarded.
13.4		Every nominee for election must be available for an interview with the BIU as part of the Vetting process, in accordance with Article 11.7.4 of the BIU Rules.
13.5		The personal presence of a nominated candidate at the Election Congress meeting is desirable but is not mandatory. (moved from 13.2)
13.6		If there is no nominated candidate for a particular position, the full NF Members present at the Election Congress meeting may nominate a candidate who is present at the Congress by a Special Majority and proceed with the election. If the candidate is elected, the BIU Board will vet the candidate as soon as possible after the Election Congress meeting to confirm his/her Eligibility.

		<i>(moved from 13.3)</i>
14. Conduct of elections		
14.1	The correct conduct of elections is the responsibility of the Election Committee appointed by Congress upon the proposal of the chairperson of the Congress, with one member nominated as chairperson of the Election Committee.	The correct conduct of elections is the responsibility of the BIU Board .
14.5	The voting system and the conduct of voting are to be checked and monitored by the tellers of the votes. If more ballot papers or electronic votes are returned than were distributed, the vote is invalid and a new vote will be held.	The voting system and the conduct of voting are to be checked and monitored by the tellers of the votes. If more ballot papers or electronic votes are returned than were distributed, the vote is invalid and a new vote will be held <i>(moved to 14.6 and replaced by)</i> Each full NF Member must vote for the same number of candidates as there are positions to be filled in a given election, or the ballot or electronic vote will be deemed void.
14.6	Votes by ballot will be counted confidentially by the Election Committee and the tellers of the votes.	Votes by ballot will be counted confidentially by the Election Committee and the tellers of the votes. <i>(moved to 14.7 and replaced by)</i> The voting system and the conduct of voting are to be checked and monitored by the tellers of the votes. If more ballot papers or electronic votes are returned than were distributed, the vote is invalid and a new vote will be held.
14.7	The results of the election will be announced by the chairperson of the Election Committee, who will also sign the results sheets. No succeeding vote should take place until the result of the previous vote is known and announced. The number of votes polled for each candidate will be published on the IBU's website after the Election Congress meeting.	The results of the election will be announced by the chairperson of the Election Committee, who will also sign the results sheets. No succeeding vote should take place until the result of the previous vote is known and announced. The number of votes polled for each candidate will be published on the IBU's website after the Election Congress meeting. <i>(moved to 14.8 and replaced by)</i> Votes by ballot will be counted confidentially by the BIU Board and the tellers of the votes.
14.8	The signed result sheets will be preserved along with any ballot papers for 100 calendar days after the Election Congress meeting and then destroyed.	The signed result sheets will be preserved along with any ballot papers for 100 calendar days after the Election Congress meeting and then destroyed. <i>(moved to 14.9 and replaced by)</i> The results of the election will be announced by the chairperson of the BIU Board , who will also sign the results sheets. No succeeding vote should take place until the result of the previous vote is known and announced. The number of votes polled for each candidate will be published on the IBU's website after the Election Congress meeting.



13.2 MOTIONS RESERVED RULES

16TH ORDINARY IBU CONGRESS
26 SEP – 29 SEP 2024 | BELGRADE SRB



ADJUSTMENTS IN IBU EVENT SERIES SETUP – CONNECTED ECR CHANGES

- **Implementation of Qualifying Point (QP) calculation** for IBU JC and RE from the season 2025/26 on
 - **Implementation of QP requirement** for IBU Cup incl. OECH, JC and JWCH from the season 2026/27 on
 - Specification and re-naming of **age classes** for the season 2025/26 until 2027/28, including adaption of age limit in the U21/Junior class
 - **Removal of the Youth-category*** from the YJWCH, starting from 2027 edition and cancellation of the JOECH from the season 2026/27 on
- goes together with a more flexible and efficient event structure for JC and REs**

* IBU will elaborate adequate and feasible event option(s) for youth athletes

THE BIATHLON FAMILY

16TH ORDINARY IBU CONGRESS
 26 SEP – 29 SEP 2024 | BELGRADE SRB



NEW SETUP PROPOSAL - OVERVIEW:

Tier	Owner	Event series	Major event	Entry criteria
01	 IBU	IBU World Cup	WCH	<150 QP <180 QP
02	 IBU	IBU Cup	OECH	<300* QP
03	 IBU	IBU Junior Cup	JWCH	<400* QP
04	 IBU	IBU Regional Events		none
05	NFs	National Events		none

*serves as an example, tbd

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