



IBU

INTERNATIONAL BIATHLON UNION

MINUTES

Executive Board Meeting 157

Part 1 Salzburg/virtual - 15 May 2021

Part 2 Salzburg/virtual - 18-20 June 2021

Attendance List

DAHLIN, Olle	IBU	President (in person)
HAMZA, Jiri	IBU	Vice President ¹ (in person, not 20 June)
LEISTNER, Klaus	IBU	Treasurer (in person 15 May and 19 June)
BOYGARD, Tore	IBU	Executive Board Member (virtually 15 June; not present 18-20 June)
CARRABRE, Jim	IBU	Executive Board Member (in person, not present 15 May)
COBB, Max	IBU	Executive Board Member (in person)
EGAN, Clare	IBU	Executive Board Member (not present 15 May; partially virtually 19 June)
LEHOTAN, Ivor	IBU	Executive Board Member (in person)
STEINLE, Franz	IBU	Executive Board Member (in person)
CARLSSON, Niklas	IBU	Secretary General ² (in person)
<u>Guests:</u>		
BITTERLING, Felix	IBU	Sports & Event Director (SD, in person)
EIDENHAMMER, Margit	IBU	Head of Finance & Administration (HFA, in person)
GERASIMUK, Dagmara	IBU	Development Director (DD, in person)
OKSANEN, Jouni	IBU	Digital Project Manager (virtually, for point 9)
RAKIC, Riikka	IBU	Senior Project Manager (in person)
WINKLER, Christian	IBU	Communications Director (CD, in person)

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



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AGENDA (15 May 2021)

IBU Executive Board Meeting 157, Part I

1. President's Welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Sports & Events
 - I. World Cup 2021/2022 (Minsk/Raubichi, BLR)
 - II. Flour ban
 - III. Quota/Wildcards World and IBU Cup
 - IV. SB WCH
4. Report: RBU Appeal to CAS regard CAS Award against RUSADA
5. Staff recruitment

MINUTES (15 May 2021)

1. President's Welcome

The President welcomed the board to yet another hybrid meeting, taking place in Salzburg. The meeting mainly consisted of an EB Workshop on the future direction of the federation. This is part of a process whose results will be presented to NFs at the Presidents' Meeting in September 2021.

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

The agenda was approved as stated above. Jiri Hamza declared a conflict of interest concerning the decision on the SB WCH (3.IV.) and abstained from the decision.

3. Sports & Events

- I. World Cup 2021/2022 (Minsk/Raubichi, BLR)

The SG and the SD briefed the EB about the current situation in Belarus and the conversations with the NF BLR. In order to guarantee a long enough preparation time for organizing committees and to provide clarity for teams and NFs about the upcoming season's schedule, the SG/SD proposed to take a decision about the event in Belarus now.

After discussing the situation in more detail, the IBU Executive Board (EB) agreed on an updated calendar for the 2021/2022 season with the main change being the reallocation of Kontiolahti, Finland as the host of the World Cup originally scheduled for Minsk-Raubichi, Belarus on 3 - 6 March 2022.

The decision to reallocate the event was taken by the EB in light of the current situation in Belarus. As a result of the change, Kontiolahti will no longer host the Season Opening on 27/28 November 2021 with Oestersund, Sweden taking on the responsibility.



II. Fluor ban

The SD and EB Member Max Cobb updated the EB on the development status of the „Fluor Tracker“ and the testing of a second device, an FTIR device that is already on the market.

Several field testing was conducted, also at the WC Final in Oestersund, with the cooperation of several teams providing a great variety of ski preparations. The skis were tested with new “Fluor Tracker” (FT) device under development with FIS as well as the mentioned FTIR device.

The FTIR device gave generally accurate determination of skis that had Fluor on the bases and those that did not. The Fluor Tracker did not show the same promising results. The next steps are to further refine the testing method with the collection of more data and to further develop, test and refine methods for the practical implementation under the expected conditions at IBU venues. After that the knowledge needs to be shared with the teams and supplying partners (ski and wax companies) and the requirements for on venue set up needs to be communicated to all OCs.

The development of the new FT device remains in a critical period of testing to demonstrate that it can accurately determine the presence of Fluor at a level where it would have a beneficial effect on the performance of the skis. This work is still ongoing and is far from being completed.

EB Member Franz Steinle updated the EB about a legal review conducted on the consequences for IBU of the REGULATION (EU) 2019/1021, the so called „POP-regulation“, governing the use of fluor products within the EU. The regulation states that it is prohibited to produce, sell or use so-called PFOA-products. High-carbon fluorine waxes - “C-8 products” - fall under this ban, whilst C-6 products are still allowed to be produced, sold or used. The legal review of the legislation has also shown that the IBU is not a governing body obliged to enforce this regulation.

After discussing the issue and highlighting the need for integer competitions with equal conditions and the importance of providing reliable rules for the teams for the upcoming Olympic season, the EB agreed that:

- a. Analyses from all involved stakeholders, such as industry (wax-companies) and National Federations (wax-technicians), showed that the new and EU-allowed fluorinated-waxes (low chain fluor “C-6”) are competitive and therefore the use of forbidden products would not give any competitive advantage.
- b. Due to the lacking reliable test method for detecting fluor, a full fluor ban would present great risks of technical issues or false determination, which poses a threat to the principles of fair play and IBU’s obligation to provide equal & fair competitions.

- c. IBU will require a written agreement from all NFs to fully apply the European Law, i.e. not to use C8 waxes any longer. Similar agreements will be required from IBU Suppliers, not to produce, sell and/or recommend such products anymore.
- d. IBU remains committed to introduce a full fluor ban, not only due to the new EU law, but also to ensure a safe, healthy conduction of the biathlon sport including ensuring the health & well-being of all involved stakeholders/persons. Therefore the development of a valid testing method should be continued and the "Fluor Ban" should be first implemented as soon as such method will work flawlessly.

III. Quota/Wildcards World and IBU Cup

In line with its earlier decision to adjust the quota for the OWG in Beijing 2022 and the season 2021/2022, the EB decided to adjust the NF quota for the World Cup (incl. NF Wildcards) and IBU Cup as provided in the meeting documentation (annex 1). In order to alleviate the consequences of Covid-19 cases in the teams, nations will receive a quota according to the better nation cup ranking of the past two seasons. Such quota will be in effect for the whole season 2021/22.

IV. SB WCH

SD informed the EB about the preparations for the SB WCH in Nove Mesto in August. The event is going ahead as scheduled. The Covid-19 protocol will remain the same as it was for the events in the previous winter season.

The EB decided to add a certain amount for the implementation of the COVID19 protocol to the OC contribution, which is in line with the supports of the past winter season.

4. RBU Appeal to CAS regard CAS Award against RUSADA

SG updated the EB about the status of the RBU Appeal in CAS against IBU's implementation of the CAS award against RUSADA.

To reach agreement with the RBU outside of court, the EB decided to agree with a compromise suggested by RBU lawyers.

Moreover, the EB will amend its EB rules for circular decisions to be taken in the future.

5. Staff Recruitment

The EB approved the proposal to hire a Project Coordinator for the Sport & Events Department to handle the growing administrative tasks and services within the department.



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6. Miscellaneous

EB Member Franz Steinle informed the EB about his candidature for the FIS Council. Steinle announced his intention to stay fully committed to his IBU EB mandate, if elected to the FIS Council. He made it clear that any conflict of interest coming from a potential mandate in both bodies would be announced before any EB meeting.

End of Minutes Part 1, 15 May 2021. The EB continued with a strategic workshop.



AGENDA

IBU Executive Board Meeting 157, Part II

1. President's welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
4. Confirmation of EB minutes 156/2021
5. Reports, General
 - I. President
 - II. Other EB members
 - III. Secretary General
6. Reports, Overall and Strategy
 - I. Report: Target 26 - situation report (N. Carlsson)
 - I. Future NF Financial Support (N. Carlsson)
 - II. Report/Workshop: Vision, Mission & Overall objectives (O. Dahlin/N. Carlsson)
 - III. Decision: Budget frames 2022-2026 (N. Carlsson)
 - IV. Report: WG Constitution and other rules - situation report (F. Steinle/N. Carlsson)
 - V. Report: Governance - situation report (N. Carlsson)
 - VI. Report: Criteria Follow-up RBU (F. Steinle)
 - VII. Report: Biathlon Integrity Unit (BIU) (F. Steinle)
 - VIII. Discussion: Upcoming nominations of candidates for EB (N. Carlsson)
 - IX. Report: Program for Presidents meeting (N. Carlsson)
 - X. Decision: Congress 2022, date, location, and venue (N. Carlsson)
 - XI. Report: Organization of staff 22-26 (N. Carlsson)
 - XII. Decision: NF Financial Support 21/22 (N. Carlsson)
7. Sports & Event
 - I. Report: Update "Sport and Events" (F. Bitterling)
 - II. Contributions 2021/22 (F. Bitterling)
 - I. OC Contributions - all IBU events
 - II. NF Event Contributions
 - III. Report/Proposals: TC Meeting 58
 - IV. Decision ECR changes (F. Bitterling)
 - V. Report: WG Fluor (M. Cobb)
 - VI. Report: WG Lead (F. Bitterling)
 - VII. Report: OWG 2026, Quota and Competitions/Medal Events
 - VIII. Report: Future direction of WCH
 - IX. Decision: IBU EB Representative for SB WCH 2021/Nove Mesto nM
8. Development
 - I. Report: Update "Development" (D. Gerasimuk)
 - II. Report/Decision: IBU Academy (D. Gerasimuk)
 - III. Decision: Development Reference group; Term of References and Representatives (D. Gerasimuk)
 - IV. Decision: NF Allocation in Development Categories for the season 2021/2022 (D. Gerasimuk)
 - V. Decision: IBU Regional Summer Event support 2021/2022 (D. Gerasimuk)
 - VI. Decision: Gender Equality Strategy 2021-2026 (D. Gerasimuk)



9. Communication

- I. Report: Digital Ecosystem, project up-date (C. Winkler)
 - I. Decision: Recruitment Digital Project Manager (C. Winkler)
- II. Report: Update "Communication" (C. Winkler)
- III. Decision: Virtual Gallery (C. Winkler)

10. Finance and Administration

- I. Report: Update "Finance and Administration" (M. Eidenhammer)
- II. Report: Financial result 2020/2021 (M. Eidenhammer/J. Bauer)
- III. Report: Auditors (J. Bauer)
- IV. Decision: Level of Financial Reserves for year 20/21 (M. Eidenhammer)
- V. Decision Auditors for 21-22 and onwards (M. Eidenhammer)
- VI. Approval of Authorization Rules (M. Eidenhammer)
- VII. Approval of Internal Control Procedures (M. Eidenhammer)
- VIII. Review of Guidelines and Policies (N. Carlsson)
- IX. Review of Risk Inventory (N. Carlsson)
 - I. Review Insurances

11. Miscellaneous

- I. Review Management Team Performance
- II. Do EB Self-Assessment
- III. Project TV Graphics (N. Carlsson)
- IV. Membership Questions
- V. NF Changes of athletes

12. Meetings

- I. EB meetings
 - I. EB 158, Sept 9-10, Munich/GER (in conjunction with the Presidents' Meeting on Sept 10-12, beginning with dinner on 10 Sept)
 - II. EB 159, Nov 12-14, venue tbd
 - III. EB 160, February 2022, Beijing/CHN, change date and location?
- II. Other IBU meetings
 - I. Presidents Meeting, Munich/GER, Sept 10-12 2021
- III. Other meetings

MINUTES (18-20 June 2021)

IBU Executive Board Meeting 157, Part II

1. President's Welcome

The President welcomed the board to the 2nd part of the EB meeting 157, taking place in Salzburg. Ahead of the official EB meeting the EB continued its strategy workshop on the future direction of the federation as part of a process whose results will be presented to NFs in September 2021.

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

The agenda was amended by including an agenda item 11.4. Membership questions and otherwise approved as stated above. No conflict of interest was declared.

3. Circular decisions between EB Meetings

No circular decisions was taken between EB-meetings.

4. Confirmation of EB minutes 156/2021

The EB approved the minutes from the previous EB meeting 156.

5. Reports, General

I. President

IBU President Olle Dahlin reported about his activities since the last EB meeting. The President attended IF meetings with the IOC and the virtual IOC session in May 2021. The IBU also participated in a virtual Beijing 2022 Coordination Commission. Moreover, the President and SG will travel to the Tokyo 2020 Olympic Summer Games for formal and informal meetings.

The President reported about an IF-IOC meeting with Cortina/Milano 2026 including that the OCOG considers including Ski Mountaineering as an additional sport. Ski Mountaineering will require 48 quota places which will be taken from the existing IF athlete quota to remain under the max athlete cap for the Olympics.

President Dahlin also attended the virtual Gender Equality Seminar and the Coach Webinar - both run by the IBU Development Department.

In addition, the President attended the virtual IF Forum, the EU Sport Forum, and the EOC General Assembly, as well as the EOC POINTS conference on sports integrity as a panelist.

II. Other EB members

No reports delivered.

III. Secretary General

SG referred to his written report and briefed the EB about the latest developments in the HQ, the situation in China concerning travel restrictions and the agreed procedure with the RBU on the implementation of the CAS verdict (see above).

6. Reports, Overall and Strategy

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

SG presented the overall progress made towards the Target 26 goals for 2022: 7 goals are currently completed, 30 are ongoing, 9 have not yet started and none are delayed. The EB then reviewed the detailed status of all 15 projects.

Treasurer Klaus Leistner requested a clarification about Target 1.1. project's mission about centralized structure to train and educate athletes and coaches. Development Director Dagmara Gerasimuk reassured that this is not meant to take away NF's independence in these matters but work on exchanging best practice and support by the NFs where needed.

On 5.1 "Development of Street Biathlon" Jiri Hamza explained that a clear concept needs to be developed to take the topic further and clarify what the NFs want to overcome the differing views on the matter.

i. Future NF Financial Support (N. Carlsson)

The EB discussed the future financial NF support system as mandated in Objective 1.2 of Target 26 (Establish a more effective financial support system). SG presented the draft by the EB Working Group (Steinle, Boygard, Hamza, Dahlin) and explained the principles of the proposed new support system. The new support system would be based on three pillars: Participation, Performance and Development. The EB approved the presentation, and the topic will be brought forward to the President's Meeting in September.

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

Following a series of workshops with the NFs, AC, TC, and the EB, the process continues, and its results will be presented for discussion at the Presidents' Meeting in September.

III. Decision: Budget frames 2022-2026 (N. Carlsson)

SG presented the long-term budget scenarios drafted by the Budget Working Group (Cobb, Hamza, Dahlin, Carlsson). Depending on the IOC contribution for years 2022-2026, different scenarios of budget frames until 2026 were developed. Based on these scenarios, a proposed distribution on NF Financial Support, OC Contribution, Prize Money and Operations was calculated to allow for long-term planning of all biathlon stakeholders. The EB approved the long-term budget framework as presented. Frames for future support for NF and OC will be communicated in September.

IV. Report: WG Constitution and other rules – situation report (F. Steinle/N. Carlsson)

SG updated the EB about the inaugural meeting of the WG to review the Constitution. Changes and editorial fine tunings, updating references start now. Major changes will be presented until March 2022 to start the procedure in time for the IBU Congress 2022.

V. Report: Governance – situation report (N. Carlsson)

As tasked at EB 155, SG presented a governance situation report, describing what can be done to improve good governance standards by immediate action. Other suggestions, esp. to increase democracy ratings, were presented in detail. After discussions, the EB decided that the collected points and identified gaps are integrated into the review by the WG Constitution that will update the EB on implementation plans.

The SG also briefed the EB about the idea of an IBU Good Governance Self-Assessment Tool for the NFs which is planned to be presented at the Presidents Meeting to help the NFs review their current status and identify potential areas for improvement.

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

EB Member Franz Steinle, Chair of the RBU Reinstatement Working Group, updated the EB on the latest meeting with the Russian Biathlon Union in April 2021. The IBU informed the RBU of the new composition of the working group including VP Hamza, EB Members Steinle and Cobb, SG and Head of BIU Greg McKenna. The reinstatement criteria were discussed in detail. Currently, eight of the twelve criteria remain active, with four considered complete.

VII. Report: Biathlon Integrity Unit (BIU) (F. Steinle)

Franz Steinle referred to the written report highlighting three currently open ADRV cases, the review of ERC findings by an appointed lawyer and remaining LIMS data currently being analysed.

The EB asked for further information on the LIMS data analysis and the open cases for the next meeting.

VIII. Discussion: Upcoming nominations of candidates for EB (N. Carlsson)

The EB decided to inform the NFs to address the upcoming IBU elections (Congress 2022) at the Presidents' Meeting to guarantee a timely identification process of their candidates.

IX. Report: Program for Presidents meeting (N. Carlsson)

SG introduced a first draft of the schedule and agenda for the Presidents' Meeting in September which was approved by the EB and will be finalized.

X. Decision: Congress 2022, date, location and venue (N. Carlsson)

The EB decided to host the 15th Ordinary IBU Congress 2022 at the Hotel Wyndham Grand, Salzburg, from 15-19 September 2022.

XI. Report: Organization of staff 22-26 (N. Carlsson)

SG updated the EB on the prospective staff needs for the period 2022-2026. Individual hires will be confirmed by the EB and budgeted as per the procedure already in place.

XII. Decision: NF Financial Support 21/22 (N. Carlsson)

The EB approved the proposal for NF support for season 2021/2022, first part of around 2 200 000 will be paid out immediately and the second part of around 1 000 000 will be paid out in November. (Annex 1).

7. Sports & Event

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

The Sport Director (SD) referred to his report on the activities of the S&E department.

The FIFA World Cup 2022 conflicts with the planned schedule for the IBU season 2022/2023. The EB supported the start time proposal for competition days showing a direct conflict with the FIFA WC. Such proposal will be now officially transmitted to EBU for further evaluation.

II. Contributions 2021/22 (F. Bitterling)

II. OC Contributions - all IBU events

The EB approved the proposed increased OC contributions for the 2021/2022 season, for a total contribution of €3,320,000.

The precise support allocation is displayed in Annex 2 to these minutes.

III. NF Event Contributions

The EB approved the proposed NF event contributions, including additional travel support for overseas NFs.

The precise support allocation is displayed in Annex 3 to these minutes.

III. Report/Proposals: TC Meeting 58

Following the proposal of the IBU Technical Committee the EB decided that the IBU Qualifying Points list from now on will be published after each competition. Teams and athletes will benefit in multiple aspects from such early publication.

The EB also approved the 2021/2022 competition calendars for the IBU Cup / OECH 2022 and IBU Junior Cup/JOECH and YJWCH 2022 as attached in Annex 4 & 5 to these minutes (and already published on www.biathlonworld.com)

The EB acknowledged the planned review and evaluation of the development of new artificial range ramps (mats section) with consideration to an easier range



preparation and a positive sustainable effect due to less snow needed. The further process is reviewed by the Technical Committee.

IV. Decision ECR changes (F. Bitterling)

The EB approved the ECR changes as proposed by the Technical Committee. In addition the EB has adapted Annex A, Art. 3.1.1.6.3 in connection with the C8-fluorine ban.

All rule changes/adaptations can be found in Annex 6 to these minutes and will come into effect immediately.

The respective complete rule files are/will be uploaded in the download section of the IBU homepage. The IBU rules will not be printed anymore due to environmental reasons.

V. Report: WG Fluor (M. Cobb)

Following the decision of the EB in Part 1/EB157 in May (see above), the IBU announced on 1 June 2021 the prohibition of the possession, application, use, sale, provision or trading any products containing C8 fluorocarbons/PFOA at all IBU events from the season 2021/2022 onwards. As a requirement for participation/accreditation in IBU events, all NFs and effected service companies (Suppliers) are required to sign a Declaration of Intent (NFs) a Declaration of Conformity (Supplier), respectively; copies of the signed Supplier declarations will be uploaded in the IBU's Member Center.

During the 2021/2022 season, the IBU plans to perform analyses of materials produced for, or used in, the preparation of skis to confirm compliance with the IBU rules and EU / ECHA regulations. This includes spot checks of materials in use by teams or ski wax companies and individuals at IBU events. Such analyses will be conducted by experts from external and certified laboratories.

The IBU's decision on the fluor ban has been welcome by the NFs. The IBU will now continue to work as part of the FIS/IBU Fluor Working Group develop a fluorine test device and remains committed to introducing a full fluor ban and to developing testing methods to ensure fluor-free competitions in the future.

The EB acknowledged the report from the Working Group Fluor presented by EB member Max Cobb.

VI. Report: WG Lead (F. Bitterling)

Dialogue with ECHA and IOC is ongoing. The IBU is working on creating a scientific expert working group, that will include not only highly qualified external experts but also all involved parties such as ammunition, rifle, and target manufacturers. In addition, IBU has contacted several ammunition producers to learn more about their R&D on the production of lead-free ammunition; such dialogue is continuing.

The EB acknowledged the report by SD on lead.

VII. Report: OWG 2026, Quota and Competitions/Medal Events

SD presented an analysis by the S&E department of the situation regarding the Olympic Winter Games Milano-Cortina 2026.

The IBU lost 10 athlete quota places per gender for the Beijing 2022 Games and sees it as critical to ensure that no additional quota is lost at Milano-Cortina 2026; ideally the lost quota is recovered. It was noted that the IOC Executive Board will propose to the IOC Session in July to include the sport of ski mountaineering with 48 athlete quota places that will be included in the total 2 900 athletes quota.

Regarding competition formats, the inclusion of single mixed relay would conform to the IOC's wish to include more mixed gender events and requires no additional athlete quota.

The EB took note of report by SD on the OWG and mandated the President and SG to discuss the related issues with the IOC.

VIII. Report: Future direction of WCH

SD presented an analysis of the WCH and reconfirmed the intention to retain the current schedule of staging the World Championships every non-Olympic year. Further discussion will be conducted to review whether World Cup points will continue to be awarded at the WCH.

The WCHs shall have a self-standing look & feel, which is in line with the general graphical framework of IBU but visibly different.
(See point 11 III in regard to WCH TV graphics)

The EB took note of report by SD on the WCH.

IX. Decision: IBU EB Representative for SB WCH 2021/Nove Mesto nM

The EB appointed Ivor LEHOTAN (SVK) as official EB Representative at the IBU SB WCH 2021 in Nove Mesto na Morave/CZE.

8. Development

I. Report: Update "Development" (D. Gerasimuk) (Annex 7)

The Development Director (DD) updated the EB about the recent activities in the department including the Gender Equality Seminar on Unconscious Bias, the Coach Webinar "Road to the Olympics" and development grant application procedures as well as future educational seminars. Gerold Sattlecker was appointed as IBU Education Manager.

DD informed the EB about the procedure of the IBU IOC Camps this year, when two camps will be held in October and December 2021 supplemented by the coach webinar series in September.

II. Report/Decision: IBU Academy (D. Gerasimuk) (Annex 8)

DD informed about the latest and planned seminars run by the IBU Academy. The Academy's pilot Basic and/or 1st level courses for coaches is planned to start in fall 2021. Other areas the Academy are focusing on are research grant distributions and e-learning materials. DD explained that it is currently exploring partnerships with



sports universities across Europe to further establish the academy in the scientific community and facilitate access to resources.

Moreover, the budget (50,000 € per cycle), timeline and principles of the research grant programme were introduced and supported by the EB.

- III. Decision: Development Reference group; Term of References and Representatives (D. Gerasimuk) (Annex 9)
DD introduced the objectives, composition, and terms of references of the IBU Development Reference Group (DRG). The DRG will include NF representatives who will work with DD on the long-term development strategy to provide NF input. The EB approved the Terms of Reference and the composition of the DRG.

Moreover, the development support budget and general principles for grant distribution were introduced. Concerning future procedures on grant allocation, the EB decided that it will discuss this at the next EB meeting upon SG's proposal. For the fiscal year 2021/2022, the EB decided to support the allocation of development project funds as proposed by DD.

- IV. Decision: NF Allocation in Development Categories for the season 2021/2022 (D. Gerasimuk) (Annex 10)
The EB approved the NF allocation into development categories for the current fiscal year as proposed by DD.
- V. Decision: IBU Development project support 2021/2022 (part 1) (D. Gerasimuk) (Annex 11)
The EB agreed with the proposal to support 23 projects from 19 NFs from the first application call.
- VI. Decision: IBU Regional Event support 2021/2022 (part1) (D. Gerasimuk) (Annex 12)
The EB agreed with the proposal to support 10 Regional Events in the seasons 2021-2022 from the first application call.

The EB reconfirmed that only member NFs, rather than regional associations, can apply for IBU funding of any type, including for regional events.

- VII. Decision: Gender Equality Strategy 2021-2026 (D. Gerasimuk) (Annex 13)

DD presented an overview on the Gender Equality work and the current status of GE within the Biathlon Family. DD introduced the Gender Equality Strategy to the EB which was followed by a discussion on the objectives, scope and action plan to help IBU and its member federations to achieve the set goals.

After approving the Gender Equality Policy in EB meeting 156, By majority the Board approved the proposed Gender Equality Strategy 2021-2026. For points in the GE Strategy which require a constitutional change, the EB will prepare a motion to the Congress.

9. Communication

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

Digital Project Manager Jouni Oksanen and Communication Director (CD) provided an update on the status of the launch of the Minimum Viable Product (MVP) of the new IBU app and a revamped website in November 2021, including providing a brief demo of the iOS and Android apps.

Insert: IBU App, promo campaigns

The EB acknowledge the report, underlined the importance of this project for promotion of biathlon and expressed their excitement for the launch of the new channels.

i. Decision: Recruitment Digital Project Manager (C. Winkler)

The EB approved the plan to recruit an in-house Digital Projects Manager.

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

CD provided an update on work of the communications department. The role and job description of René Denfeld has been amended to 'Head of Content' and as has Jaka Lucu's to 'Publications Manager'. A new Junior Cup Media Manager (freelancer) is being recruited.

The final edition of the Biathlonworld Magazine was issued in April. Its replacement, the new digital Biathlon Insider fan newsletter, has been published monthly for three months and is showing promising results.

III. Decision: Virtual Gallery (C. Winkler)

The EB decided to discontinue the project known as Virtual Gallery and not invest further resources to bring the project to a standard required by the new IBU digital ecosystem.

10. Finance and Administration

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

The EB acknowledged the department update report presented by the Head of Finance and Administration (HFA).

II. Report: Financial Result 2020/2021 (M. Eidenhammer/J. Bauer)

The EB acknowledged the report the financial result 2020/2021 presented by KPMG, the IBU's auditor, represented by Johannes Bauer (Annex 14).

III. Report: Auditors (J. Bauer)

The EB acknowledged the auditors' report also presented by Johannes Bauer.

IV. Decision: Level of Financial Reserves for year 20/21 (M. Eidenhammer)

The EB approved the increase of the restricted reserves to €50 million. This decision represents an exception to the Congress 2020 decision according to which the restricted reserves should have been increased to €58 million and is based on a previous decision at EB 156 by which, given the extraordinary circumstances created by the global pandemic, this is in line with the Congress decision for the 2020/2021 financial year. The decision at EB 156 further requires that the restricted reserves will be returned to the level required by the Congress decision by the end of the financial year 2022/2023.

V. Decision Auditors for 21-22 and onwards (M. Eidenhammer)

Based on the proposal of HFA, the EB decided to appoint BDO as the new auditing firm. This decision was following the Congress 2020 decision which provided the mandate to the EB to select a new auditing firm for an interim period of the financial year 2021/2022. This decision must be confirmed by the IBU Congress 2022 for further financial years.

VI. Approval of Authorization Rules (M. Eidenhammer)

The EB approved the authorization rules as proposed by HFA.

VII. Approval of Internal Control Procedures (M. Eidenhammer)

The EB approved the internal control procedures as proposed by HFA.

VIII. Review of Guidelines and Policies (N. Carlsson)

As per its agreed annual cycle of topics, the EB is to review the IBU's guidelines and policies in its June meeting. Given that some policies are still in the process of development or have recently been approved, the EB approved SG's suggestion that the next full review will be conducted in June 2022.

IX. Review of Risk Inventory (N. Carlsson)

The EB took note of the Risk Inventory presented.

i. Review Insurances

The EB took note of the plan by SG and HFA to work with an experienced insurance broker Himmelseher to review the IBU's insurance coverage and for mitigating certain risks identified by the risk inventory (presented at EB 156). The IBU risk inventory is reviewed once a year in June.

The EB also decided that the IBU will not cover legal costs that exceed the ceiling covered by the IBU's previous D&O insurance.

11. Miscellaneous

I. Review Management Team Performance

The EB is asked to do an annual assessment of the management team's performance.

The first IBU online staff survey was conducted in April and its results were included with the meeting documents. SG provided a summary of the management team routines that are now well established including regular management meetings.

II. EB Self-Assessment

The EB conducted its self-assessment, and discussed how should be done in the future.

III. Project TV Graphics (N. Carlsson)

SG provided an update on a review of IBU's TV Graphics that is planned in time for the 2022/2023 season in cooperation with SIWIDATA and digital agency LOOP. The goal is to visibly differentiate between the World Cup and World Championships graphics but only implement selected updates with limited budget.

IV. Membership Questions (N. Carlsson)

The IBU has received a new membership query from Lebanon and the required documentation has been provided to them. There are no concrete updates from the other countries that have previously inquired about becoming an IBU member.

V. NF Changes of athletes

The EB inquired about changes of nation by some athletes that have recently been reported in the media. It was confirmed that given that the IBU nation change rules, and procedure were recently updated, including the waiting period, the EB is only required to take decision in this regard if the required criteria are not met (acc. to IBU Constit. Art. 7.1.9.3) The IBU rules in such regard are considered very strict by international standards. The process is managed jointly by IBU and BIU staff. The EB decided to add a standing agenda item to its meeting agenda to take note of athletes' changes of nation.

Lately there have been two NF changes where all required criteria by the IBU Constitution were fulfilled including the conduction of the respective waiting period:

- Natalia USHKINA (07.09.1996) - from RUS to ROU
- Dmitrii SHAMAEV (30.06.1995) - from RUS to ROU

12. Meetings

I. EB Meetings

- i. EB 158, Sept 9-10, Munich/GER (in conjunction with the Presidents' Meeting on Sept 10-12, with arrival for lunch on 9 Sept)
- ii. EB 159, Nov 14-16, Lausanne/SUI (new dates and location)
- iii. EB 160, February-March 2022, Beijing/CHN, date TBC, and Oslo/NOR, 16-17 March (split in two parts, budget in March)

II. Other IBU meetings

- i. Presidents Meeting, Munich/GER, Sept 10-12 2021 (with arrival on evening of 10 Sept)



IBU

INTERNATIONAL BIATHLON UNION

Attachments:

Annex 1	NF Financial Support 21-22
Annex 2	OC Contribution 21-22
Annex 3	NF Event Contribution Winter 21-22
Annex 4	IBU Cup Calendar 21-22
Annex 5	Calendar JC JOECH YJWCH 21-22
Annex 6	Changes ECR Annexes 21-22
Annex 7	Development Report Update
Annex 8	IBU Academy
Annex 9	Development Reference Group
Annex 10	NFs Category Allocation 21-22
Annex 11 &12	Development Projects and Regional Events Support (Part 1)
Annex 13	GE Strategy 21-26
Annex 14	Financial Statement and Audit Report

Secretary General

Niklas Carlsson
(IBU Secretary General)

President

Olle Dahlin
(IBU President)