

## MINUTES

### IBU Executive Board Meeting 154

2020-09-26/27 Munich/GER

DAHLIN, Olle	IBU	President
HAMZA, Jiri	IBU	Vice President <sup>1</sup>
LEISTNER, Klaus	IBU	Treasurer, EXCUSED
BOYGARD, Tore	IBU	Executive Board Member Excused from point 5,6,9,10 and 11. Participated at 5 IV.
CARRABRE, Jim	IBU	Executive Board Member
COBB, Max	IBU	Executive Board Member
EGAN, Clare	IBU	Executive Board Member Excused from point 5,6,9,10 and 11 Participated partly at 5.IV.
LEHOTAN, Ivor	IBU	Executive Board Member Excused from part of 7 and 8.
STEINLE, Franz	IBU	Executive Board Member
CARLSSON, Niklas	IBU	Secretary General <sup>2</sup>

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<sup>1</sup> Further referred to as VP <sup>2</sup>Further referred to as SG

**INTERNATIONAL BIATHLON UNION**

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Guests:

BITTERLING, Felix	IBU	Sports & Event Director (SD). Did not participate at 5.IV.
GERASIMUK, Dagmara	IBU	Development Director Did not participate at 5.IV.
WINKLER, Christian	IBU	Communications Director Did not participate at 5.IV.
EIDENHAMMER, Margit	IBU	Head of Finance and Administration Did not participate at 5.IV.
RAKIC, Riikka	IBU	Senior Project Manager Did not participate at 5.IV.

1. President's welcome

The President welcomed all Executive Board Members and guests to the meeting.

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

The agenda was approved without any amendments and no potential conflicts of interest were announced. The President also highlighted that the EB Members holds their positions "in their personal capacity and not as representatives of any NF Member and must act accordingly"

3. Confirmation of EB minutes 153/2020

The EB minutes 153/2020 were approved unanimously without amendments.

4. Reports, General

I. President

The President reported from a bilateral meeting with the WADA President Witold Banka and a meeting with the Chinese Winter Sport Federation in which a memorandum of understanding with the CBA was signed. The President also delivered a virtual keynote speech for the World Winter Sports Expo Beijing 2022. The President also highlighted the letter received by IOC President on "Sports events in the Corona Pandemic"

II. Other EB-members

I. Clare Egan, Athletes Survey

Athletes' Committee (AC) chair Clare Egan reported about an Athlete Financial Status survey carried out by the AC over the summer to understand the financial status of athletes based on various factors and to identify funding gaps limiting participation. The survey was answered by 328 athletes from 33 nations, who have competed in IBU events. The results of the survey will be shared by the AC with NFs after more research has been conducted.

III. Secretary General

The SG referred to his written report sent to the EB as documentation for the meeting. The SG highlighted IBU's improved score in the Governance Review conducted by AIOWF and expressed his believe that even better scores can be achieved in the future with the ongoing work in this area.

The President tasked the SG to present a Governance interim report in spring 2021 to prepare for the next AIWOF assessment in 2022.

5. Reports, Overall and Strategy

I. Report: Target 26 (N.Carlsson)

The SG referred to the documentation sent ahead of the meeting. All projects are on track and no additional EB decision beyond what is listed below was needed at this point.

I. General/virtual regional work-shops

The SG reported about the 18 virtual regional workshops held with the NFs over the summer on the topics of development, sustainability and governance. 90% of NFs participated and over 80% reported in a feedback survey that the workshops were very or extremely useful. The SG highlighted how important this dialogue with the members is to inform and collect feedback about the direction and plans for the IBU but also its members.

II. Report: 1.2 Financial Support (N. Carlsson)

I. NF Financial support

The SG gave an update on the principles of the new NF financial support model which was agreed at EB 153.

III. Report: 3.1/5.2 Digital Ecosystem (C. Winkler)

The Communications Director delivered an update on the progress made with the implementation of the IBU Digital Ecosystem. The EB Digital Steering Group, which was setup at EB 153, met twice since the last EB meeting and agreed on the steps forward with a focus on hiring a Digital Project Manager (DPM), issuing an RfP and starting a tender process to select a partner for the product development and services.

I. Decision: 3.2 Showcase Biathlon, Regional Competition (D. Gerasimuk)

The EB approved the Regional Competitions, and it is important to support the NFs that we will have competitions for our Juniors.

IV. Report: 5.3 Sustainability (R. Rakic)

I. Decision Sustainability Policy

II. Decision Sustainability Strategy

Reference was made to the updated Sustainability Policy and Strategy documents initially presented the EB 153. After discussions the EB unanimously adopted both documents, see annex 1 and 2.

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

Franz Steinle reported about a virtual meeting with the Russian Biathlon Union on the Criteria Follow Up. New members to the Working Group were introduced by both parties, Criteria 2 (Financial reimbursement) and 10 (WADA reinstatement) were discussed and a roadmap for future meetings was established. He also referred to his written report: Follow-up Group of 23 September 2020, which was sent to the EB-members before the meeting.

III. Report: Biathlon Integrity Unit (BIU) (Louise Reilly)

Biathlon Integrity Unit Chair Louise Reilly reported about the latest developments in the Integrity Unit. Her report included updates on investigations, pending



ADRV cases, vetting procedures, staffing of the unit, anti-doping tests conducted and the communications efforts of the BIU, in particular towards the athletes and teams.

**IV. Report: ERC-report (J.Taylor)**

The ERC presented a final report to the EB. The report is now in the responsibility of the BIU to study if any breaches have been conducted by IBU officials in reference to the constitution and propose potential consequences for IBU Officials. The chairman of the ERC will make a presentation to the Congress.

**I. Updated Terms of Reference for ERC**

The EB agreed with the updated terms of reference for the ERC as laid out in the meeting documentation.

**V. Report: Membership questions (N.Carlsson)**

**I. Requirement to become a full member,**

The EB discussed the requirements to become a full member as provided in the meeting documentation and adopted the clarifications on the requirements.

**II. Proposal of letter to ABA**

The SG introduced the latest developments in the case of NF AUS. The EB approved the proposed procedure.

**6. Finance and Administration**

**I. Budget follow-up/forecast 2020/2021 (M.Eidenhammer)**

The Head of Finance and Administration, provided an update and forecast of the budget 2020/2021. The HFA pointed out that given the uncertainties on investments and costs for Corona related measures in the upcoming winter, it is difficult to give a precise forecast. The new structure of the budget with cost centers has been positively received by the EB as it provides better clarity on spending.

The EB also decided to do the outstanding payment of the NF Financial Support (€ 1 million) according to decision at EB 152, see annex 3, now, to ensure they receive the funds earlier than planned.

**II. Decision: PP Bonus 19/20 (N. Carlsson)**

The SG presented the slightly revised criteria for the PP Bonus paid for the season 19/20. The calculations for each NF are based on hosting events and hours viewed in each territory. The EB approved the payments to be executed accordingly. This will be adopted for season 20/21, with the direction that hosting events, hours viewed and digital reach for NFs and OCs' channels, will be the criteria to be used for the distribution of funds.

## 7. Sports & Event

### I. Decision: WC & IBU Cup Calendar & Comp. Schedule 2020/21 (F. Bitterling)

#### a) Venue Set-Up

After a report by the Sports & Event Director, the EB decided a new setup of trimester 1:

The World Cup will kick off in Kontiolahti (FIN) as scheduled and will then remain there for another week for the second World Cup event, before the circuit travels to Hochfilzen (AUT) for the third and fourth World Cup events. Originally, Östersund (SWE) and Annecy-Le Grand Bornand (FRA) had been scheduled to host two of these World Cup events. But, following consultations with the Organizing Committees, relevant National Authorities and the IBU Medical Advisory Group the EB and the organisers agreed on the necessity to reduce the number of stops on the circuit which would protect participant health and minimize travel challenges. The detailed calendar set-up for trimester 1 can be found in Annex 4.

The EB confirmed the IBU World Championships Biathlon will take place on 09-21 February 2021 in Pokljuka (SLO). A decision regarding the schedule for the BMW IBU World Cups in January 2021 will be taken in October 2020 and the schedule for the World Cups in February and March 2021 will be decided in November 2020. The EB tasked the SG and SD to prepare proposals for EB decisions.

n.b. se 7 II, below

The adjusted competition calendar for the IBU Cup season has also been agreed. Under the same principle of minimised travel, the series will feature three stops in Arber (GER), Brezno-Osrblie (SVK) and Ridnaun (ITA) with five event weeks. The Open European Championships will be held in Duszniki-Zdroj (24-31 January) as scheduled. The full IBU Cup schedule can be found in Annex 5 to these minutes.

#### b) Financial Impact

The EB also decided to guarantee financial support for all organizers – both those who are holding additional events under the new program and those who are not planned to host a World Cup event any longer under the new schedule.

The EB further decided to increase the NF contribution for certain IBU events during the winter in accordance with changed calendar plans in all event series. The exact amounts for all events are stated in Annex 6.1 and 6.2.. The SG presented a forecast of the overall implications for the IBU budget from the decisions made 2020/2021 The EB approved the budget with a forecast of minus € 3 million.

The EB unanimously decided to bring a motion to the Congress concerning the financial reserves which will allow the EB to handle extraordinary situations such as the current one.

**II. Discussion: IBU Event Task Force Mandate**

To allow for fast decisions, the EB mandated the IBU Event Task Force to decide about event reallocations and calendar changes due to Covid-19. The Task Force shall also be the "judicial body" to decide about violations and fines connected to abiding by the COVID-19 event guidelines and connected COVID19 test procedure.

**III. Report: Updated Qualification Rules OWG 2022**

The SD informed the EB about a dialogue with the IOC about adjustments to the OWG 2022 Qualification Rules. The SD will report to the Board as soon as more precise information can be given.

**IV. Decision: ECR adaptations for 2020/21**

Proposals for changes of the Event and Competition Rules have been approved by the IBU EB acc. to Annex 7.

Such changes include the change of the so called former "Rookie Award" (Rules of Honors) into an U25 overall leader.

The same applies for several ECRs which are effected by the COVID19 situation, such rules are temporarily amended for the 2020/21 only. The detailed list of such rules can be found in Annex 8.

For the sake of clarity: several of such rules need formal Congress approval, but have been sent out to all NFs already to provide enough time for preparation as the Congress is held in the middle of November and just before the season start.

The EB also decided on a new wording for Art. 6.1.9 of the IBU Constitution, which regulates the possibility of athletes changing their NF/nationality. Such new wording will be presented to the Congress for approval.

**V. Report: WCH-application evaluation (F.Bitterling)**

The SD gave a short report on the evaluation visits to the WCH candidates Nove Mesto (CZE) and Lenzerheide (SUI) and about the difficulties to schedule a visit to Minsk-Raubichi (BLR). The EB therefore decided that a virtual inspection shall be scheduled due to both, the current political as well as COVID19 situation.

**VI. Report: WG fluor (M.Cobb)**

EB Member Max Cobb reported from the latest meeting of the FIS-IBU working group, which is developing the test device for both federations together with the company Kompas and Fraunhofer-Institut scientists. Cobb reported that after a difficult test in which the calibration of the device was not satisfying, latest tests later on, however, showed good progress.

The EB decided to pursue various different scenarios and reconvene on the matter after the device has been tested once again at the beginning of October.

**VII. Report: WG lead (F.Bitterling)**

The SD updated the EB on the latest discussions with ECHA on the matter of lead prohibition. IBU has transmitted a final report to ECHA at the end of August and arranged that all EU NFs have been transmitting an ECHA questionnaire in time.

**VIII. Report: Season Opening (N.Carlsso)**

The SG updated the EB about the plans for the season opening. Due to the Coronavirus no additional social functions for the Season Opening are planned. The focus has shifted to guaranteeing the best possible media outreach, attendance and reporting from the opening and the whole season.

**IX. Report: Update Other Issues "Sports & Event" (F.Bitterling)**

The nation change request for Carsen Campbell from NF CAN to NF USA was approved due to dual citizenship from birth. All other requirements as listed in the IBU Constitution were fulfilled as well. EB Members Max Cobb, Clare Egan and Jim Carrabre abstained from the decision.

**X. Confirmation of EB Representatives for 2020/21 season**

The EB representatives for the event in the 2020/2021 season was confirmed by the EB and is attached in Annex 9.

**XI. Decision: Selection Jury of Appeal OWG 2022 (F. Bitterling).**

The EB selected the Jury of Appeal for Beijing 2022 which includes EB Members Franz Steinle, Max Cobb, Tore Boygard, Jiri Hamza, and James Carrabre

**8. Development**

**I. Report Biathlon Academy (D.Gerasimuk)**

**II. Report: Update "Development" (D.Gerasimuk)**

The Development Director updated the EB on current projects in the Development Department. The first Coach Webinar was successfully held with over 380 biathlon coaches participating in the four-day seminar.

**9. Communication**

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

The Communications Director updated the EB about the latest developments in the Communications Department including Strategic work, preparations for the season and staff news.

**10. Miscellaneous**

**I. The EB decided to change representation towards the authorities from Günther. Riess to the Biathlon Integrity Unit represented by Greg McKenna.**

**II. The EB discussed remuneration of the President and the Executive Board.**

The SG and F. Steinle were tasked to prepare a proposal. The President left the meeting during this discussion.



- III. The EB held a strategic workshop for three hours to discuss objectives for IBU long term. The discussions was very fruitful and for the next EB meeting a roadmap will be presented on how the process will continue.

## 11. Meetings

### I. EB-meetings

#### I. EB 155, 13 Nov 2020, Prague/CZE

The EB decided to have the EB 155 meeting on Friday, 13 Nov, if possible as a physical meeting in Salzburg.

The EB 156 will be held during the WCHs in Pokljuka on 11 February 2021.

The SD informed that a virtual TC Meeting is scheduled for 15 October.

### II. Other IBU meetings

#### I. IBU Congress, 12-15 Nov 2020, Prague/CZE

The 14th Ordinary IBU Congress, originally scheduled for 12-15 November in Prague (CZE), will now be held virtually on 14 November. The EB established a working group consisting of the President, EB Member Franz Steinle and the SG to develop an agenda in line with the IBU Constitution and the Austrian Non-Profit Organisation Law (Vereinsgesetz). A virtual EB, "Congress planning meeting" will be held 9<sup>th</sup> of October 14.30 as part of EB 155.

### III. External meetings

#### I. IF Forum, 4-6 Nov 2020, Lausanne/SUI

#### II. AIOWF, 5 Nov 2020, Lausanne/SUI

#### III. IOC Sustainability and Legacy Commission, 5 Nov 2020, Lausanne/SUI

#### IV. GAISF, Gen. Assembly, 10 Nov 2020/Lausanne/SUI

Secretary General

President



Niklas Carlsson  
(IBU Secretary General)



Olle Dahlin  
(IBU President)



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List of Annexes

- Annex 1 - IBU Sustainability Policy
- Annex 2 - IBU Sustainability Strategy
- Annex 3 - NF Financial Support
- Annex 4 - WC Competition Schedule Trimester 1
- Annex 5 - IBU Cup Calender
- Annex 6.1 - NF Event Contributions
- Annex 6.2 - OC Contributions
- Annex 7 - ECR Changes
- Annex 8 - Special ECR Covid 19 Rules
- Annex 9 - EB Representatives

# **Sustainability Policy of the International Biathlon Union ("IBU")**

(Version 2.0, Date 18/09/2020)

## **Document information**

Policy owned by: Secretary General

Related policies: N/A

## **Change history**

<b>Author</b>	<b>Description of change(s)</b>	<b>Date changed</b>
RR	Version 1.0 - original	20/07/2020
<u>RR</u>	<u>Version 2.0</u>	<u>18/09/2020</u>

## **Approval**

<b>Version</b>	<b>Approved by</b>	<b>Date approved</b>
2.0		.../.../2020

## **1. Policy**

As the guardians of the Olympic winter sport of biathlon, persons involved in the organisation or management of biathlon activities have the responsibility to consider the environmental, social and economic impact of their decision-making. They are expected to provide for both present and future needs, and take active steps to protect the climate and environment.

## **2. Scope**

The International Biathlon Union (IBU) is the international governing body for the sport of biathlon. This policy applies to the IBU as an organisation, to events sanctioned by the IBU, and the global biathlon family, with the following objectives:

- *IBU as an organisation:* The IBU to lead by example through its everyday practices and behaviours.
- *IBU events:* The IBU to support local organisers in broadly integrating sustainability into their events and to innovate new sustainable solutions for winter sports events.
- *Global biathlon family:* The IBU to assist and motivate the members of the global biathlon family to implement sustainability through advocacy and special programmes, and to partner with athletes and fans to enable behavioural change.

This policy outlines IBU's sustainability vision, definition, areas of focus and its commitment to transparent reporting and continual improvement.

## **3. Mandate and vision**

The IBU Constitution, Article 2 defines the Purposes and Principles, including respect for and promotion of the importance of environmental sustainability and nature conservation in and through the sport of Biathlon. The IBU's strategic plan *Target 26* provides the mandate to pursue a sustainability programme with the vision to *establish biathlon as a leader in promoting sustainability*.

## **4. Definition**

As an outdoor winter sport, biathlon is dependent on a temperate climate and directly affected by climate change. Besides environmental challenges, however, biathlon is a global sport and also impacted by various economic and social concerns with worldwide relevance. Against this background, we have adopted a broad view of sustainability and defined it as:

*The everyday behaviours of everyone in the biathlon family that create an overall balance between our social, economic and environmental actions and impact in order to ensure that the current and future generations may continue to enjoy the joy of snow sports and nature.*



## 5. Sustainability focus areas and strategic objectives by 2030

*Climate:* Reduce the carbon footprint of biathlon as a sport according to science-based targets to become climate neutral by 2030, and climate positive latest by 2034.

*Venue & Event:* Enable biathlon venues and events to have a long-term positive impact on their host communities and the environment.  
Ban single-use plastic and ensure 100% waste is re-used, recycled or composted.

*Sport:* Ensure environmental neutrality of the sport (air, water and soil).

*People:* Become the leading winter sport in terms of good governance, gender equality and diversity.

*Communication and awareness:* Lead in advocating for climate action and sustainable development within the biathlon family and winter sports for the global fanbase.

## 6. Implementation

The IBU Sustainability Strategy 2020-2030 outlines the detailed activities, targets and actions to achieve these objectives. Besides complying with applicable legal requirements, the IBU is committed to the principles of integrity, inclusivity, stewardship and transparency in the implementation process.

It also commits itself to following a process of continual improvement "Measure, Understand, Act, Inspire," and will regularly monitor and report on our progress. The IBU will specifically track its contributions to the United Nations Sustainable Development Goals 2030 and our efforts to meeting the 2050 goals of the Paris Climate Agreement.





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**IBU Sustainability Strategy 2020-2030**  
**Draft v2.0, 18 September 2020**

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## 1. Introduction

### IBU Background

The International Biathlon Union (IBU) is the international governing body for the sport of biathlon. Biathlon combines cross-country skiing with marksmanship shooting and is recognised by the International Olympic Committee as one of the seven winter sports on the Olympic programme. The forms of biathlon also governed by the IBU combine rifle shooting with other forms of movement, such as roller skiing, running, mountain biking or snowshoeing. Founded in 1993, the IBU currently counts 55 full and 4 provisional members. It is set up as an Austrian association and headquartered in Anif, just outside of Salzburg, Austria.

The IBU's Constitution, Article 2 defines the Purposes and Principles of the organisation, including respect for and promotion of the importance of environmental sustainability and nature conservation in and through the sport of Biathlon (Article 2.3.7).

### Target 26

The IBU's new strategic plan *Target 26* was approved in October 2019. The result of a structured consultation process, the plan provides a framework for developing and growing biathlon dynamically and sustainably until 2026.

*Target 26* consists of five interrelated targets, divided into 15 specific objectives. By fulfilling these objectives, the IBU will continue to enhance the appeal of biathlon to a young, international audience. The vision is to achieve practical, tangible improvements in all areas by the Olympic Winter Games 2026 in Milano-Cortina, Italy.

Delivering against *Target 26* will be a multi-year process requiring engagement and involvement of all IBU stakeholders. This will be realised through interaction and ongoing dialogue with the national federations, local organising committees, athletes, sponsors, partners and fans.

## 2. Sustainability Commitment

### Sustainability Vision

*Target 26* provides the IBU with a mandate to pursue a comprehensive sustainability strategy. Under Target #5, Objective #3, the strategic plan reads:

“Sustainability is an increasingly important and relevant issue in sports – and no sport is more affected by climate change than biathlon. The IBU must take a strong stance on becoming an increasingly sustainable and environmentally-friendly sport, becoming a thought leader among International Federations.”

*Target 26* outlines the IBU's vision for sustainability as follows:

*Establish biathlon as a leader in promoting sustainability*

The goals set by *Target 26* for sustainability are the following:



By 2022

- Conduct a full review of areas to be improved from a sustainability viewpoint, including transport, ventilation in wax rooms, disposal of waste and energy solutions.
- Establish sustainability initiatives targeted to decrease the footprint of IBU events.
- Establish a mechanism for identifying opportunities to promote sustainability within biathlon and international sport.

By 2026

- Implement and review a series of sustainability initiatives, adjusting such initiatives where sustainable.
- Actively share the learnings of sustainability initiatives across International Sports Federations.

### **Definition of sustainability at the IBU**

As an outdoor winter sport, biathlon is dependent on a temperate climate and directly affected by climate change. Besides environmental challenges, however, biathlon is a global sport and also impacted by various economic and social concerns with worldwide relevance. As such, we have adopted a broad view of sustainability and defined it as

*The everyday behaviours of everyone in the biathlon family that create an overall balance between our social, economic and environmental actions and impact in order to ensure that the current and future generations may continue to enjoy the joy of snow sports and nature.*

This means that we seek to minimise the negative impact of our sport on the environment and climate, while also aiming to maximise its positive impact and long-term legacies for the communities and people who partake in our sport.

### **Benefits of a sustainability strategy**

A sustainability strategy will provide the biathlon family and its stakeholders with a framework to deliver tangible benefits across the three dimensions of sustainability - environmental, social and economic.

These benefits include, but are not limited to, the following:

- identification and management of sustainability challenges and realisation of associated opportunities;
- activation of the sport's global fans to promote and protect the sport, climate and the environment overall, and to assist the local communities that support biathlon on the grass-roots level;
- creation of new resources through involvement with partners, sponsors and other organisations that share the vision of sustainable snow sports.

### **Approach to strategy development**

This strategy has been developed broadly following the principles of the international standard ISO20121 for sustainable events, in particular its core concept of continual improvement and the process of "Measure, Understand, Act, Inspire". Stakeholder involvement has been integral from the beginning and is seen as key to effecting permanent behavioural change. Ongoing open reporting was instituted from the start.

*Sustainability Expert Reference Group*

To effectively address the many sustainability challenges and opportunities presented by the global trends, the IBU invited a leading group of experts to join its Sustainability Expert Reference Group (ERG). The ERG brings together international professionals and thought leaders who will contribute external advice to the IBU on its sustainability journey. Representing various fields and areas of expertise, it will play an important role in ensuring that the IBU's sustainability strategy is complemented – and challenged – by diverse perspectives through external consultation.

#### *Sustainability management system*

The implementation of this strategy will be underpinned by a well-structured sustainability management system and related roles, responsibilities and processes to enable continuous improvement. The IBU as an organisation will seek certification against the ISO20121 standard for sustainability by 2024.

### **3. Strategic Context**

Biathlon participants worldwide have long been aware of the rapidly changing climate, and by now the climate crisis has also reached the awareness of the global population. To ensure a connection to the worldwide trends impacting our lives within sport and beyond, this strategy is aligned with the United Nations Sustainable Development Goals (UN SDGs). As an Olympic sport's world governing body, the IBU also takes guidance from the IOC, which made sustainability as one of the three pillars in Olympic Agenda 2020 and whose Sustainability Framework contributes to several of the 17 SDGs.

#### **United Nations (UN) Sports for Climate Action Framework**

As its first sustainability initiative under Target 26, the IBU joined the United Nations (UN) Sports for Climate Action Framework in June 2020. In signing the Framework, the IBU committed to the following five principles which are built into this strategy:

1. Undertaking systematic efforts to promote greater environmental responsibility;
2. Reducing overall climate impact;
3. Educating for climate action;
4. Promoting sustainable and responsible consumption; and
5. Advocating for climate action through communication.

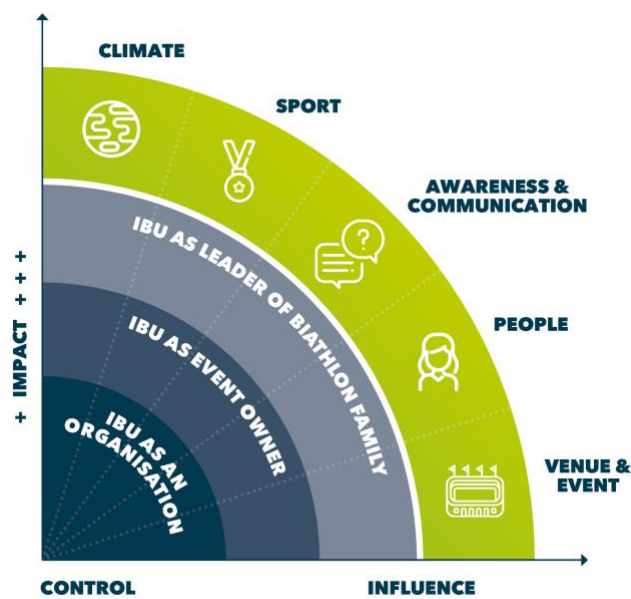
#### **Mountain Summit**

The IBU is also a member of the Mountain Summit, a group of sports organisations led by the IOC and UNEP that are concerned with the current state of the world's mountains and committed to protecting them. The aim of the Summit is to assess and minimise the negative impact of sports activities on mountain environments and leverage the power of sport to raise awareness about the importance of environmental stewardship when being active in the mountains.

### **4. IBU Sustainability Strategy**

As the governing body for biathlon worldwide, the IBU is in the best position to effect change in areas under its direct control, yet it can also influence change across the sport more widely. This strategy begins with focus on the IBU's own activities, followed by extending to the IBU events while reaching out the global biathlon family, including the member national federations and their members, partners and sponsors as well as the media and numerous biathlon fans worldwide. Overall, the approach is evolutionary rather than revolutionary, emphasising long-term behavioural change over short-term gains.

The conceptual framework is depicted below:



### IBU Stakeholders and strategic objectives

To implement sustainable practises at all levels of the sport, the engagement and commitment of all the IBU's stakeholders is crucial. As part of this analysis, the IBU's stakeholders were identified and divided into three levels based on the ability of the IBU to influence their decisions and behaviour:

1. *IBU as organisation*
2. *IBU events*
3. *Global biathlon family*

Level 1: IBU as organisation	Level 2: IBU events	Level 3: Global biathlon family
<ul style="list-style-type: none"> <li>• IBU Executive Board</li> <li>• IBU management team and staff</li> <li>• Biathlon Integrity Unit (BIU) board and staff</li> <li>• IBU Technical and Athletes Committees</li> <li>• IBU Technical Officials</li> <li>• IBU contractors e.g. media team</li> <li>• IBU service providers e.g. accreditation, anti-doping and data &amp; timing</li> </ul>	<ul style="list-style-type: none"> <li>• IBU Biathlon World Championships</li> <li>• IBU Summer Biathlon World Championships</li> <li>• IBU World Cup</li> <li>• IBU European Open Championships</li> <li>• IBU Cup</li> <li>• IBU Youth/Junior World Championships</li> <li>• IBU Junior Cup</li> <li>• Other IBU-Authorized Events</li> </ul>	<ul style="list-style-type: none"> <li>• Member national federations <ul style="list-style-type: none"> <li>○ NF staff</li> <li>○ Clubs</li> <li>○ Athletes (from senior to children and masters)</li> <li>○ International referees</li> <li>○ Events, activities and operations including facilities</li> </ul> </li> <li>• Fans</li> <li>• Media</li> <li>• Sponsors</li> <li>• Partners</li> <li>• Suppliers</li> </ul>
Level 1 includes all operations, activities and meetings organised by individuals in these groups.	Level 2 includes the organising committees, their host communities, partners and suppliers.	Level 3 includes the above and the IBU's counterparts in other international sports organisations.
Strategic objectives per Level		

The IBU to lead by example through its everyday practices and behaviours.	The IBU to support local organisers in broadly integrating sustainability into their events and to innovate new sustainable solutions for winter sports events.	The IBU to assist and motivate the members of the global biathlon family to implement sustainability through advocacy and special programmes, and to partner with athletes and fans to enable behavioural change.
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### **Biathlon sustainability issues**

Biathlon sustainability issues are defined as activities undertaken related to the practice, management and promotion of the sport of biathlon that result in an economic, social or environmental impact, representing a risk or opportunity. These were canvassed and internally analysed in order to develop a priority list which is presented below.



Description of Issue	Sustainability Risk	Sustainability Opportunity	Focus Area
Emissions from travel & transport	GHG & carbon footprint contributing to climate change, health risk	Limiting climate change, best practice	Climate
Emissions from energy use for heating, cooling and power	Carbon, footprint contributing to climate change	Limiting climate change; technology innovation	Climate
Emissions from freight / shipping	Footprint contributing to climate change	Limiting climate change, best practice	Climate
Inadequate sustainability communication	Limited reach, ignorance, opportunity cost	Behavioural change, education, motivation	Communication
Lacking sustainability awareness among biathlon stakeholders	Loss of income, reputation, ignorance	Behavioural change, education, progress	Communication
Inactive lifestyle / grassroots participation	Health issues, e.g. obesity and NCDs, stagnation, opportunity cost	Growth of sport, health	People
Unavailability of education & training	Opportunity cost, stagnation	Development of sport, progress	People
Lack of inclusion	Legal compliance, exclusion of large parts of population	Diverse participation on all levels of sport	People
Lack of diversity and gender equality	Legal compliance	Stronger foundation for sport, increased participation	People
Lack of opportunities for entry-level participation	Loss of appeal of sport, lack of government funding	Development of sport, increased (elite) participation	People
Challenge of combining sport and education (dual career)	Athlete drop-out	Future success, increased elite participation	People
Use of water and energy for snowmaking / snow-farming	Resource overuse, environmental damage	Sport resilience, innovation, environmental protection	Sport
Lead toxicity	Health impact, pollution	Environmental protection, well-being of participants	Sport
Fluorinated waxes / PFAS pollution	Health impact, pollution	Environmental protection, well-being of participants	Sport
Poor air quality (Ventilation)	Health impact, air pollution	Air quality, well-being of participants	Sport
Soil / ground water damage from salting	Pollution, environmental damage	Nature conservation, biodiversity protection	Sport
Use of carbon and other plastics in sport equipment and materials	Embedded carbon	Innovation, progress, industry leadership	Sport
Decreasing biodiversity (outdoor venues)	Legal compliance, environmental damage	Nature conservation, biodiversity protection	Sport
Lacking consideration of sustainability and landscape in construction of (new) facilities	Legal compliance, reputational risk	Nature conservation, biodiversity protection	Venue & Event
Unsustainable food & beverage provision	Health impact, excessive cost, resource overuse	Local legacies, well-being of participants, cost savings	Venue & Event
Waste production	Pollution, unsustainable resource use	Cost saving, environmental protection	Venue & Event
Unsustainable sourcing practices	Legal compliance, waste, cost	Cost saving, regional prosperity, local legacies	Venue & Event
Carbon footprint / resource overuse by accommodation	Embedded GHG and footprint contributing to climate change	Limiting climate change, best practice	Venue & Event

## Focus Areas

The sustainability issues on the priority list were grouped to create the sustainability Focus areas as described below. For each focus area, a strategic objective has been identified along with the primary activities that need to be undertaken to fulfil each objective.



### Focus Area: Climate

Worldwide carbon emissions are showing little sign of abating and for snow sports like biathlon, a changed climate has become a fact of life. Yet the sport of biathlon requires a sufficiently cold climate to take place in its natural environment. Meanwhile, the biathlon stakeholders and events contribute to climate change through their own carbon emissions, both travel or energy related. Reducing the sport's carbon footprint is fundamental to reducing its negative impact.

Strategic Climate Objective	Primary Climate Activities
Reduce the carbon footprint of biathlon as a sport according to science-based targets to become <b>climate neutral</b> by 2030, and climate positive latest by 2034. ('Sport' is defined as Level 1 'IBU as organisation' and 'Level 2 IBU events' emissions)	<ul style="list-style-type: none"> <li>Travel &amp; transport carbon reduction (from baseline of 2020 for IBU and of the 2020/2021 season for IBU Events) <ul style="list-style-type: none"> <li>Travel of individuals on Levels 1 and 2 (see above)</li> <li>Transport of participants at IBU events, including all accredited groups and fans / spectators</li> <li>Freight / shipping</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>Energy consumption reduction / carbon footprint reduction (from baseline of 2020/2021 season) <ul style="list-style-type: none"> <li>Heating, cooling and power used at permanent and temporary venues, facilities or for event operations such as broadcasting</li> <li>Heating, cooling and power used in headquarters / offices</li> <li>Power used for snow-making and management</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Food &amp; Beverage <ul style="list-style-type: none"> <li>• Considered within Venue &amp; Event Focus Area</li> </ul> </li> <li>• Snow Production <ul style="list-style-type: none"> <li>• For other than power use considered within Sport Focus Area</li> </ul> </li> </ul>
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#### *Focus Area: Venue & Event*

Biathlon venues and events are where the sport of biathlon takes place and is celebrated. Their planning and execution is where critical decisions about the impact of the sport on its external environment are taken. The management of resources within the context of a venue or an event begins with the control of the procurement process which is driven by the overall management approach. The amount of resources used, consumed or eventually converted into waste can be best managed by intervention when a procurement decision is made. Keys to resource reduction and optimisation are the development of a sustainable procurement process and management commitment.

Strategic Venue & Event Objective	Primary Venue & Event Activities
<p>Enable biathlon venues and events to have a long-term positive impact on their host communities and the environment.</p> <p>Ban single-use plastic and ensure all waste is re-used, recycled or composted.</p>	<ul style="list-style-type: none"> <li>• Venue planning <ul style="list-style-type: none"> <li>• Biodiversity protection</li> <li>• Long-term planning with regard to permanent and temporary infrastructure</li> <li>• Infrastructure use planning: elite vs. recreational; exercise / training vs. competition</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Event sustainability practices <ul style="list-style-type: none"> <li>• Tiered IBU event sustainability guidelines (from easy start to mastery)</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Technology <ul style="list-style-type: none"> <li>• Broadcasting</li> <li>• Overall technology planning</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Procurement and supply chain management <ul style="list-style-type: none"> <li>• Responsible procurement code</li> <li>• Resource reuse</li> <li>• Circular economy concepts</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Accommodation <ul style="list-style-type: none"> <li>• Sustainability criteria for partners in cooperation with local decision-makers</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Food &amp; Beverage <ul style="list-style-type: none"> <li>• Sustainable procurement and supply</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Waste management <ul style="list-style-type: none"> <li>• Ban single-use plastic</li> <li>• Reduce, Reuse, Recycle or Compost 100%</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Travel and Transport <ul style="list-style-type: none"> <li>• Note: For all, including spectators, considered under Climate</li> </ul> </li> </ul>

### Focus Area: Sport

The field of play in biathlon comprises two very different stages, the cross-country courses and the shooting range. Each is subject to highly distinct requirements to enable top performance. Each also faces different challenges concerning their impact on the surrounding environment and the people participating in the sport. Addressing the key issues with potentially significant long-term health consequences will not only reduce the negative impacts but also make the sport more sustainable and attractive in the long term.

Strategic Sport Objective	Primary Sport Activities
Ensure environmental neutrality of the sport (air, water and soil).	<ul style="list-style-type: none"><li>• Snow management<ul style="list-style-type: none"><li>• Minimize resource use (water, soil) and maximize energy efficiency through research and development with partners and knowledge sharing among OCs/NFs</li></ul></li></ul>
	<ul style="list-style-type: none"><li>• Fluorinated wax<ul style="list-style-type: none"><li>• Use ban from 2020/2021 season</li></ul></li></ul>
	<ul style="list-style-type: none"><li>• Air quality<ul style="list-style-type: none"><li>• Minimize hazardous gases from waxing</li></ul></li></ul>
	<ul style="list-style-type: none"><li>• Lead<ul style="list-style-type: none"><li>• Liaison with industry and IGOs to comply with any future international legislation</li></ul></li></ul>
	<ul style="list-style-type: none"><li>• Salting<ul style="list-style-type: none"><li>• Implement best practices and use of most sustainable products for salting through research and transfer of knowledge to avoid environmental damage</li></ul></li></ul>
	<ul style="list-style-type: none"><li>• Sport equipment and materials<ul style="list-style-type: none"><li>• Drive industry partnerships to speed development of sustainable gear</li></ul></li></ul>

### Focus Area: People

As per *Target 26*, growing participation in biathlon, extending the sport's reach and improving its governance are key strategic objectives for biathlon. Many of these can be realised through development and outreach programs. These activities are the essence of the IBU's contribution to the social dimension of sustainable development.

Strategic People Objective	Primary People Activities
Become the leading winter sport in terms of good governance, gender equality and diversity (based on ASOIF/AWOIF good governance study).	<ul style="list-style-type: none"><li>• Make biathlon a lifestyle and mass participation sport<ul style="list-style-type: none"><li>• Biathlon for the grassroots</li></ul></li></ul>
	<ul style="list-style-type: none"><li>• Increase entry-level participation<ul style="list-style-type: none"><li>• Youth and junior level competition opportunities</li></ul></li></ul>
	<ul style="list-style-type: none"><li>• Forge gender equality and diversity<ul style="list-style-type: none"><li>• Gender balance at all levels</li></ul></li></ul>
	<ul style="list-style-type: none"><li>• Promote inclusion and accessibility, implement safeguarding and zero tolerance for discrimination<ul style="list-style-type: none"><li>• Make everyone feel welcome</li></ul></li></ul>

	<ul style="list-style-type: none"> <li>• Enable athlete dual career <ul style="list-style-type: none"> <li>• Ability to combine sport and career</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Enhance education and training <ul style="list-style-type: none"> <li>• IBU Academy</li> </ul> </li> </ul>

*Focus Area: Communication and Awareness*

Underpinning and integrated with the other four focus areas is a comprehensive communication, awareness and engagement programme consisting of tailored and targeted activities per stakeholder group. There is a substantial opportunity to inform and enlighten the IBU's stakeholder groups on sustainability and how each and every individual and organisation can contribute to fighting climate change, minimising negative impact and maximising positive legacies on a daily basis.

Strategic Communication & Awareness Objective	Primary Communication & Awareness Activities
Lead in advocating for climate action and sustainable development within the biathlon family and winter sports for the global fanbase.	<ul style="list-style-type: none"> <li>• Establish a sustainability management system for IBU, LOCs, NFs <ul style="list-style-type: none"> <li>• Develop and implement sustainability policy, strategy and plan 2020-2030</li> <li>• Create governance structures and ensure management commitment</li> <li>• Operate based on continuous process of "Measure, Understand, Act, Inspire"</li> <li>• Ensure transparent and regular reporting</li> <li>• Gain certification for ISO20121 for IBU in 2025, WCH from 2027</li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>• Advocate and partner for climate action <ul style="list-style-type: none"> <li>• Inspire external and internal stakeholders including fans and spectators to action through creative campaigns</li> <li>• Establish partnerships that make a difference</li> <li>• Empower ambassadors to motivate and lead by example</li> </ul> </li> </ul>



## 5. Programme Delivery, Targets and Actions

Implementing sustainable practices and behaviours across the sport of biathlon will be a significant undertaking, requiring a well-structured plan of work that charts the way towards the IBU's sustainability vision. To deliver on this aim, the sustainability programme will take a two-tiered approach. The first priority will be addressing the activities concerning Level 1, i.e. those under the IBU's direct control, enabling it to lead by example. Thereafter the focus will shift on working with the Level 2 IBU event series organising committees, and to engaging and influencing the Level 3 stakeholders, including the national federations, partners, athletes and fans.

### Targets 2030

To ensure that the programme is focused on specific and measurable outcomes, the following targets outline a ten-year roadmap from 2020-2030. The below table also identifies the relevant UN Sustainable Development Goal to which the given focus area will contribute.

Focus Area	Target 2030 (by 2030 unless specifically noted)	UN Sustainable Development Goal
Climate	<ul style="list-style-type: none"><li>- L1: IBU achieves climate neutrality from 2020 emissions baseline for Scope 1-3 through reduction activities according to science-based targets, primarily in travel and energy use-based greenhouse gases, and through offsets for any residual emissions</li><li>- L2: 100% of WCH from 2027 and 100% of World Cups from 2026 commit to a carbon management program (reduction/offsetting, as for L1) with individual goals and achieve climate neutrality by 2030 concerning their event's GHG emissions (Scope 1-3) compared with the baseline of season 2020/2021 (adjusted to account for calendar fluctuations within a four-year period)</li><li>- L3: 50% of NFs join UN Sports for Climate Action Framework and commit to a carbon management program with individual goals</li><li>- L3: 100% of IBU partners have express commitments for carbon management and climate action</li></ul>	#13 Climate Action #7 Affordable and Clean Energy
Venue & Event	<ul style="list-style-type: none"><li>- L1: IBU implements a sustainable procurement policy, Green Office Rules and Sustainable events checklist for IBU's own events.</li><li>- L1: IBU ensures that its own office facility has a positive overall impact on the environment, enforces a ban on single-use plastic and makes sure all its waste is re-used, recycled or composted.</li><li>- L1: IBU develops a tiered IBU Sustainable Events Guidelines for all IBU event series and implements a compliance requirement into event hosting agreements.</li></ul>	#12 Responsible production and consumption

	<ul style="list-style-type: none"> <li>- L2: 100% of WCH from 2027 and 100% of World Cups adopt a sustainable procurement code with detailed targets by 2026 and 50% of other IBU events by 2030</li> <li>- L2: 100% of WCH from 2027, 100% of World Cups from 2026 and 50% of all IBU series events by 2030 comply with requirements in the IBU Sustainable Events Guidelines concerning sourcing, venue / infrastructure, food &amp; beverage, and waste management, in particular banning single-use plastic and ensuring all waste is re-used, recycled or composted.</li> <li>- L2: More than 50% of WCH and World Cup venues implement concrete initiatives to promote sustainable accommodation in their region together with their local decision-makers.</li> <li>- L2: 100% of WCH from 2027 and 100% of World Cups by 2030 implement sustainable TV broadcasting plans and overall event technology concepts</li> <li>- L3: 50% of NFs commit to a sustainable procurement code with detailed targets, implement sustainability criteria for their food &amp; beverage and accommodation partners, and implement those as part of their sustainability strategy</li> <li>- L3: 50% of NFs adopt sustainability criteria for infrastructure / venues as part of the sustainability strategy, including landscape requirements and develop comprehensive use plans</li> <li>- L1: IBU ensures 100% of IBU licensed facilities comply with biodiversity best practices and develop long-term use/legacy plans</li> <li>- L2: 100% of IBU events follow IUCN biodiversity best practices and develop long-term use/legacy plans</li> <li>- L3: 50% of NFs commit to following IUCN biodiversity guidelines and develop long-term use/legacy plans for their facilities</li> </ul>	
Sport	<ul style="list-style-type: none"> <li>- L1: IBU works with industry to develop and implement lead-free alternative bullets for biathlon</li> <li>- L2: 100% of IBU event series venues comply with best practices on lead bullet collection (new procedures fully implemented by 2024)</li> <li>- L3: 100% of NFs comply with the latest lead bullet collection procedures in all their facilities (by 2028)</li> <li>- L1: IBU transitions to a Fluor-free sport globally (from 2021 season)</li> <li>- L2: IBU enforces Fluor-free wax rule in all IBU series by 2021</li> <li>- L3: 100% NFs comply with non-Fluor wax rule in all levels of competition</li> <li>- L1: IBU minimises health risks from air quality issues to biathlon family members through safe handling procedures and technology improvementstst</li> <li>- L2: All IBU events implement measures to reduce air pollution at their venues in particular waxing containers</li> <li>- L3: All NFs implement measures to reduce air pollution caused by waxing</li> </ul>	#3 Good health & well-being #6 Clean Water & Sanitation #15 Life on Land

	<ul style="list-style-type: none"> <li>- L1: IBU enhance efficiency of snow management in terms of energy and water use through collection, research and sharing of best practises</li> <li>- L2: 100% of IBU event series venues apply snow management best practices</li> <li>- L3: All NFs implement measures to optimise resource use for snow management in their venues</li> <li>- L1: IBU develop a detailed understanding and ensure neutral impact on soil / ground water by the use of salt at biathlon facilities</li> <li>- L2: 100% of IBU events series follow best practices for use of salt</li> <li>- L3: All NFs share best practice measures to optimise salt use in their facilities</li> </ul>	
People	<ul style="list-style-type: none"> <li>- L1: IBU grows number of participants in entry level biathlon competitions globally</li> <li>- L2: Number of participants in IBU regional events grows <b>compared</b> with 2020 baseline</li> <li>- L3: 100 % NFs organise national junior and/or youth competitions and national championships</li> <li>- L1: IBU successfully launches biathlon for the grassroots globally, using laser or air rifle and any of the following: skiing, roller skiing, running, cycling, or Nordic walking</li> <li>- L2: <b>100%</b> of WCH / World Cup OCs support and promote biathlon for the grassroots</li> <li>- L3: 75% NFs organise biathlon grassroots activities for participants aged from 5-90</li> <li>- L1: IBU Academy provides a high-quality educational offer for coaches, athletes and NF &amp; OC leadership with growing uptake</li> <li>- L2: 100% of IBU event OCs participate in IBU Academy educational program</li> <li>- L3: 100% of NFs participating in IBU Academy educational programmes and <b>100%</b> NFs have dual career planning and education either through IBU Academy or on national level</li> <li>- L1: IBU ensures zero discrimination and hate speech, and implements measures promoting diversity &amp; accessibility as well as safe-guarding across its operations</li> <li>- L2: 100% IBU events have an anti-discrimination and safe-guarding policies and measures promoting diversity &amp; accessibility</li> <li>- L3: 100% NFs implement national policy and procedures on anti-discrimination, safe-guarding and promotion of diversity and accessibility</li> <li>- L1: Membership of the IBU Executive Board and Committees will be a minimum of 40% of each gender by 2026</li> <li>- L2: <b>100%</b> of IBU WCH and World Cups apply the IBU gender equality policy to their organisations and promote universal awareness of gender-based inequalities, particularly in media portrayal by 2030</li> <li>- L3: 100% of NFs implement a Gender Equality or Diversity Policy by 2022</li> </ul>	<p>#3 Good Health and Well-Being</p> <p>#4 Quality Education</p> <p>#5 Gender equality</p> <p>#10 Reduced inequalities</p>

	<ul style="list-style-type: none"> <li>- L3: 50% of NF Executive Boards and Committees meet the gender diversity target of a minimum of 40% of each gender by 2030 and have 30% of female coaches, referees (officials) and volunteers at the national level by 2030</li> </ul>	
Communication and Awareness	<ul style="list-style-type: none"> <li>- L1: IBU is certified against ISO 20121 standard for sustainable events (by 2024)</li> <li>- L2: IBU Biathlon World Championships are ISO 20121 certified (from 2027)</li> <li>- L2: 100% of IBU World Cups and 50% of other IBU events comply with IBU Event Sustainability Guidelines (required level specified in event hosting agreement) (from 2025)</li> <li>- L3: 100% of NFs have a sustainability policy with express targets</li> <li>- L3: 100% of IBU partners have a sustainability policy and cooperate with the IBU to promote sustainability</li> </ul>	#4 Quality Education #17 Partnerships for the Goals
	<ul style="list-style-type: none"> <li>- L1: IBU actively promotes sustainability action to external and internal stakeholders, including fans, through creative campaigns and selected partnerships</li> <li>- L2: 100% of IBU events support the IBU's sustainability communications plan, using their event as a platform to reach out to fans and spectators about sustainable behaviour and climate action</li> <li>- L3: 100% of NFs contribute to IBU's sustainability communication goals and engage in communicating the importance of sustainable behaviour to their audiences</li> <li>- L3: 100% of IBU partners engage in sustainability advocacy</li> </ul>	

## Actions

The following tables outline the initially identified actions for each focus area that are considered key to achieving the strategic objectives and meeting the targets listed above. The actions have been prioritised on the basis of desired deadline for completion as follows:

- Priority 1: Completed 2020-2021
- Priority 2: Completed by 2022
- Priority 3: Completed by 2024
- Priority 4: Completed by 2026
- Priority 5: Completed by 2028
- Priority 6: Completed by 2030

### *Climate Focus Area: Actions*

Focus Area	Sustainability Issue	Level	Actions	Responsible	Priority
Climate	Emissions from IBU staff and officials travel	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Establish 2020 emissions baseline as part of the UN Sports for Climate Action Framework commitment</li> <li>- Develop a carbon management plan with annual goals and activities for reduction</li> <li>- Develop an offset funding and implementation plan</li> <li>- Issue an IBU Sustainable Travel Policy</li> </ul>	IBU Admin / Sust	1
	Emissions from energy use - Heating, cooling and power of IBU office	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Transition to 100% renewable energy at IBU office</li> <li>- Check option to implement solar panels at office</li> </ul>	IBU Admin / Sust	1
	Emissions from freight - Shipping of deliveries	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Set annual goals for CO2 reduction</li> <li>- As part of overall offsetting plan, offset what cannot be converted to renewable energy</li> </ul>	IBU Admin / Sust	1
	Emissions from spectator and accredited transport	2 - IBU events	<ul style="list-style-type: none"> <li>- Establish 2020/2021 events (World Cup &amp; WCH) emissions baseline as part of signing with the UN Sports for Climate Action Framework</li> <li>- Develop an annual action plan template for events to manage carbon with express targets including reduce emissions from all transport</li> </ul>	S&E with IBU Admin / Sust	1

Emissions from energy use - Heating, cooling, power of permanent event infrastructure	2 - IBU events	<ul style="list-style-type: none"> <li>- Establish 2020/2021 events (World Cup &amp; WCH) baseline as part of signing with the UN Sports for Climate Action Framework</li> <li>- Develop an annual action plan for events to manage carbon with express targets and reduce emissions from energy use in permanent infrastructure</li> <li>- Explore carbon reduction programme opportunities with IBU partners, agree implementation plan</li> </ul>	S&E with IBU Sust	1
Emissions from energy use - Heating, cooling and power of temporary event infrastructure	2 - IBU events	<ul style="list-style-type: none"> <li>- Establish 2020/2021 events (World Cup &amp; WCH) baseline as part of signing with the UN Sports for Climate Action Framework, together with the EBU</li> <li>- Develop an annual action plan for events to manage carbon with express targets and reduce emissions from energy use by temporary infrastructure with special focus on technical and main power and technology</li> <li>- Establish an IBU-led special snow management task force with NFs, OCs &amp; industry to plan transition to fossil fuel free energy also for snow management</li> </ul>	S&E with IBU Sust	2
Emissions from freight - Shipping of event deliveries	2 - IBU events	<ul style="list-style-type: none"> <li>- Establish 2020/2021 events (World Cup &amp; WCH) baseline as part of signing with the UN Sports for Climate Action Framework</li> <li>- Develop an annual action plan template for events to reduce emissions via freight</li> </ul>	S&E with IBU Sust	2
Emissions from team and NF Officials travel	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Promote awareness and membership in UN Sports for Climate Action Framework</li> <li>- Encourage adoption of sustainable travel policies through sharing a template</li> <li>- Create an NF and Partner Sustainability Working Group and a resource database</li> <li>- Reward membership in UN Sports for Climate Action Framework and related implementation of a target-based carbon management plan with financial support</li> </ul>	IBU Sust	2
Emissions from energy use - Heating, cooling, power of offices / venues	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Encourage transition to renewable energy sources through sharing of best practices in the NF and Partner Sustainability working group and through creation of a resource database</li> <li>- Establish an IBU-led special snow-management task force with NFs, OCs &amp; industry to ensure transition to fossil fuel free energy for snow management</li> <li>- Share best practices in energy use through the NF and Partner sustainability working group, and develop a resource database</li> </ul>	IBU Sust with S&E	3
Emissions from freight - Shipping of deliveries	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Share best practices in shipping through the NF and Partner sustainability working group, and develop a resource database</li> </ul>	IBU Sust with S&E	3





### Venue & Event Focus Area: Actions

Focus Area	Sustainability Issue	Level	Actions	Responsible	Priority
Venue & Event	Unsustainable sourcing practices	1 - IBU as organization	<ul style="list-style-type: none"> <li>- Adopt a sustainable procurement policy for IBU as organization</li> <li>- Engage with the supply chain, including all IBU partners and suppliers and obtain their commitment to the procurement policy</li> <li>- Embed a sustainability commitment in all partnership agreements including cars and uniforms, among others, and enforce it</li> <li>- Continue and expand the IBU equipment / uniform reuse program</li> </ul>	IBU Admin / Sust with S&E	1- 2
	Lacking consideration of sustainability criteria in IBU own guidelines	1 - IBU as organization	<ul style="list-style-type: none"> <li>- Develop and issue Green Office Rules</li> <li>- Develop and implement IBU Sustainable Events Checklist for IBU's own events</li> <li>- Develop and implement a tiered-structure of IBU Sustainable Events Guidelines for all IBU event series</li> </ul>	IBU Admin / Sust with S&E	1 - 2
	Unsustainable food & beverage provision	1 - IBU as organization	<ul style="list-style-type: none"> <li>- Include F&amp;B in the Green Office Rules and IBU Sustainable Events Checklist</li> </ul>	IBU Admin / Sust with S&E	1
	Waste management	1 - IBU as organization	<ul style="list-style-type: none"> <li>- Include waste management, including ban on single use plastic and commitment to reuse, recycling or composting of all waste in the Green Office Rules</li> <li>- Set annual reduction goals with the goal of Zero Waste latest by 2022</li> </ul>	IBU Admin / Sust with S&E	1
	Accommodation	1 - IBU as organization	<ul style="list-style-type: none"> <li>- Include guidelines for accommodation in IBU Sustainable Events Checklist</li> <li>- Implement with accommodation partners for any IBU's own events</li> </ul>	IBU Admin / Sust with S&E	1
	Decreasing biodiversity	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Work with organisers to implement IUCN guidelines for biodiversity in sports venues in the new facility licensing process and ensure compliance for existing venues</li> </ul>	S&E	3
	Unsustainable sourcing practices	2 - IBU events	<ul style="list-style-type: none"> <li>- Adopt responsible procurement code as part of the IBU sustainable event guidelines (all Tiers)</li> <li>- Develop a reuse program between venues to optimize finances and resource use</li> </ul>	S&E with IBU Admin / Sust	2

Lacking consideration of sustainability criteria in venue / infrastructure guidelines	2 - IBU events	- Review and revise venue / infrastructure guidelines for events and include sustainability criteria including landscape management	S&E with IBU Admin / Sust	2
Unsustainable food & beverage provision	2 - IBU events	- Include guidelines for sustainable food & beverage provision in IBU sustainable event management guidelines (All Tiers) - Educate OCs on options and opportunities for food reuse in event environment	S&E with IBU Admin / Sust	2
Accommodation	2 - IBU events	- Include guidelines for accommodation in IBU sustainable event management guidelines (Tiers) - Work with OC's local and regional governments to promote sustainable accommodation through a series of IBU World Cup Mayor Summits	S&E with IBU Admin / Sust	2
Technology	2 - IBU events	- Partner with EBU to develop an innovative concept for sustainable broadcasting production designed to minimize carbon footprint to achieve climate neutrality by 2030 - Partner with EBU to develop an overall sustainable event technology concept focused on legacy benefits	S&E with IBU Admin / Sust	2
Waste management	2 - IBU events	- Support the events in the development of a waste management plan throughout the event life-cycle banning all single use plastic by 2026 and ensuring all waste is either re-used, recycled or composted. - Assist in developing effective metrics and annual reduction targets, with the goal of zero waste until 2030 at the latest	S&E with IBU Admin / Sust	2
Decreasing biodiversity	2 - IBU events	- Partner with OCs to implement IUCN guidelines for biodiversity in events into IBU sustainable event management system / guidelines)	Sust / S&E	3
Accommodation	3 - Global biathlon family	- Encourage NFs to develop sustainability criteria for accommodation - Share best practices in setting sustainability criteria for accommodation partners through the NF Sustainability working group and resource database	IBU Admin / Sust	4
Unsustainable sourcing practices	3 - Global biathlon family	- Educate NFs on importance of procurement and supply chain management in order to avoid resource waste and save money/resources - Share best practices in procurement through NF Sustainability working group and resource database	IBU Admin / Sust	4

	Lacking consideration of sustainability criteria in venue / infrastructure guidelines	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Facilitate NFs to develop sustainability criteria for venue / infrastructure and use plans focused on legacy</li> <li>- Share best practices in setting sustainability criteria for venues / infrastructure through NF Sustainability working group and resource database</li> </ul>	IBU Admin / Sust	4
	Unsustainable food & beverage provision	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Facilitate NFs to review food &amp; beverage provision to teams, in their events and offices / venues</li> <li>- Share best practices in F&amp;B provision through NF Sustainability working group and resource database</li> </ul>	IBU Admin / Sust	4
	Waste management	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Facilitate NFs to review their waste management practices and develop a plan for waste reduction and resource reuse, especially for sport equipment, with the goal of implementing circular economy-based concepts, banning single use plastic and aiming at zero waste</li> <li>- Share best practices in waste management through NF Sustainability working group and resource database</li> </ul>	IBU Admin / Sust	4
	Decreasing biodiversity	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Educate NFs on importance of biodiversity considerations in venue / facility development</li> <li>- Share best practices in biodiversity management through NF Sustainability working group and resource database</li> </ul>	S&E	3

### Sport Focus Area: Actions

Focus Area	Sustainability Issue	Level	Actions	Responsible	Priority
Sport	Lead toxicity	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Aligned with the ECHA/EU's process for any new legislation, co-operate with ECHA/EU to liaise with industry to R&amp;D new more sustainable small-bore bullets that work for biathlon as well</li> <li>- Develop and issue new procedures for stricter lead management/recycling processes in biathlon</li> </ul>	S&E	3-4
	Fluorinated wax / PFAS pollution	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Develop a handheld test device to measure presence of Fluor at the field of play</li> <li>- Ensure enforcement of related procedures</li> <li>- Issue and enforce new rules (all Fluor banned; i.e. over and beyond EU legislation)</li> <li>- Liaise with the industry to promote development of non-Fluor alternatives and ensure compliance</li> <li>- Explore options for R&amp;D on correct disposal of banned Fluor wax</li> </ul>	S&E	1
	Poor air quality (Ventilation)	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Validate a research and development project for a state-of-the-art mobile ventilation unit</li> <li>- Collect and expand know-how of best practices for waxing protection measures</li> </ul>	S&E	3
	Unsustainable resource use for snow management	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Encourage the industry to collect and expand best practices in water and energy efficiency of snow management coordinated by market leader TechnoAlpin</li> <li>- Support R&amp;D on special projects for efficient snow-making or snow-farming or other aspects of snow management to extend the current partnership with TechnoAlpin</li> <li>- Require and enforce compliance with existing local water restrictions and add related environmental protection measures into venue licensing rules and event guidelines</li> </ul>	S&E	3
	Soil / ground water pollution (salt)	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Support the use of more sustainable salts with the goal to have various kinds of "sustainable" salts offered to NFs/OCs for purchase with the goal to avoiding the use of fertilizers</li> <li>- Explore a research project on impact of salting in biathlon (potentially together with FIS)</li> <li>- Work with the industry to enhance best practices in sustainable salting of courses</li> <li>- Require compliance with existing local fertilizer use restrictions and related environmental protection measures into venue licensing rules and event guidelines</li> </ul>	S&E	3

		<ul style="list-style-type: none"> <li>- Evaluate the best possible processes for lead management and include it into IBU Rules &amp; regulations</li> <li>- Assist in educating facility managers of licensed venues by providing (also external) specialists on importance of new lead management procedures and health risks of lead</li> </ul>		
Lead toxicity	2 - IBU events		S&E	2
Fluorinated waxes / PFAS pollution	2 - IBU events	<ul style="list-style-type: none"> <li>- Educate and train the venues and IBU TDs to apply and enforce the new rules &amp; procedures, including identifying space requirements for implementing new procedures</li> <li>- Liaise with industry on enforcement procedures</li> </ul>	S&E	1
Poor air quality (Ventilation)	2 - IBU events	<ul style="list-style-type: none"> <li>- R&amp;D a new mobile unit to ensure that OCs do not need to rebuild existing wax cabins or install separate ventilation systems</li> <li>- Issue guidelines for optimal protection of all event participants</li> </ul>	S&E	2
Unsustainable use of resources for snow-management	2 - IBU events	<ul style="list-style-type: none"> <li>- Ensure transfer of knowledge of best practices across organisers and other industry stakeholders through a series of (annual) snow management seminars</li> <li>- Enforce compliance with applicable rules and laws</li> </ul>	S&E	3
Decreasing biodiversity	2 - IBU events	<ul style="list-style-type: none"> <li>- Partner with OCs to implement IUCN guidelines for biodiversity in events into IBU sustainable event management system / guidelines)</li> </ul>	S&E	3
Soil / ground water pollution (salt)	2 - IBU events	<ul style="list-style-type: none"> <li>- Ensure compliance with applicable rules and laws per venue</li> <li>- Share best practices optimized use of salt among TOs, LOCs and NFs</li> </ul>	S&E	3
Lead toxicity	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Inform and educate NFs on new procedures; ensure that new procedures from IBU Rules &amp; regulations are also copied to NF rules</li> <li>- Share best practices and ensure Transfer of Knowledge among NFs</li> </ul>	S&E	2
Fluorinated waxes / PFAS pollution	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Assist NFs and their teams in transition to Fluor-free waxing</li> <li>- Share Fluor testing and new rule enforcement know-how and best practices among NFs</li> </ul>	S&E	2
Poor air quality (Ventilation)	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Share best practices and ensure Transfer of Knowledge among NFs</li> </ul>	S&E	2
Unsustainable use of resources for snow management	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Share best practices and ensure Transfer of Knowledge among NFs/OCs through the creation of an information hub / resource database</li> </ul>	S&E	3
Soil / ground water pollution (salt)	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Educate and inform NFs on risks of salt use and alternatives</li> <li>- Share best practices in sustainable use of salt through NF Sustainability working group and resource database</li> </ul>	S&E	3



People Focus Area: Actions

Focus Area	Sustainability Issue	Level	Actions	Responsible	Priority
People	Lack of opportunities for entry-level competition participation	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Understand barriers to participation through a research project (Target 26)</li> <li>- Assess existing and develop new competition formats for young athletes (Target 26)</li> <li>- Establish current global participation baseline 2020, develop a reporting framework and create a participation database (Target 26)</li> <li>- Define and launch a global campaign to promote youth participation in entry level competitions (for national /regional implementation)</li> </ul>	IBU Staff S&E and D	3
	Inactive lifestyle / grassroots participation	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Conduct research too understand barriers to entry to sport (Target 26)</li> <li>- Set up an IBU development project with mass participation principles (Target 26)</li> <li>- Develop a plan, budget and define KPIs</li> <li>- Launch program &amp; create promotional campaign</li> <li>* * * *</li> <li>- Develop an IBU staff active lifestyle procedures (as part of Green Office Rules or the Staff Handbook)</li> </ul>	IBU Staff S&E and D  * * * * IBU Admin	2-3
	Unavailability of education & training	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Set up an IBU Academy expert and working group</li> <li>- Establish IBU Academy with a dedicated IBU education system (Target 26)</li> <li>- Ensure equal access to information about how the IBU Academy works, how to engage in it and what opportunities it offers</li> <li>* * * *</li> <li>- Develop an IBU staff education and training procedures (as part of Staff Handbook)</li> </ul>	IBU Staff D EB * * * * IBU Admin	2
	Challenge of combining sport and education (dual career)	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Create and implement a dual career policy (Target 26)</li> <li>- Create and launch IBU Academy offer for Athletes (both by IBU or other organisations)</li> </ul>	IBU Staff D EB	3

		<ul style="list-style-type: none"> <li>-Create a policy regarding inclusion and discrimination / promotion of diversity in biathlon</li> <li>- Provide reporting mechanisms and enforce rules against all kinds of discrimination</li> <li>- Ensure diverse Athletes representation in order to include diverse voices of athletes in decision-making processes on all levels</li> </ul>	BIU	
Lack of inclusion	1 - IBU as organisation	<p>* * * *</p> <ul style="list-style-type: none"> <li>- Ensure IBU office is accessible</li> <li>- Implement inclusion / diversity policy for IBU staff</li> </ul>	IBU Admin	2
Lack of diversity and gender equality	1 - IBU as organisation	<ul style="list-style-type: none"> <li>-Set up a Gender Equality working group</li> <li>- Establish clear targets for Gender Equality balance (Target 26)</li> <li>- Develop an action plan</li> <li>- Issue an IBU Gender Equality policy</li> <li>- Design educational programs following gender-sensitive approaches and specificity of women's sport</li> <li>-Ensure gender-sensitive approaches in all areas of biathlon family</li> <li>- Achieve <b>min of 40%</b> representation of both genders in all IBU bodies by 2026</li> <li>- Create a program to enhance awareness of stereotypical gender roles and their portrayal</li> </ul>	IBU Staff BIU EB	4
Lack of opportunities for entry-level competition participation	2 - IBU events	<ul style="list-style-type: none"> <li>- Assist event organisers with developing a concept of how they can contribute to growing opportunities for entry-level competition participation</li> <li>- Develop a concept for developing regional IBU events (Target 26)</li> </ul>	IBU Staff S&E and D	2
Inactive lifestyle / grassroots participation	2 - IBU events	<ul style="list-style-type: none"> <li>- Develop a concept for the IBU event series to help promote grassroots level sport (Give it go, promotion for national mass participation events etc)</li> </ul>	IBU Staff S&E and D EB	3
Unavailability of education & training	2 - IBU events	<ul style="list-style-type: none"> <li>- Create a working group for promotion and communication of IBU Academy at events</li> <li>- Create OC specific further education and training program(s)</li> </ul>	IBU Staff D EB	2
Challenge of combining sport and education (dual career)	2 - IBU events	<ul style="list-style-type: none"> <li>- Leverage IBU competitions as a platform to reach out to athletes (and entourage) about educational offers by IBU Academy</li> </ul>	IBU Staff D EB	3

Lack of inclusion	2 - IBU events	<ul style="list-style-type: none"> <li>- Develop promotional activities on "say no to discrimination" for activation at IBU Events</li> <li>- Develop guidelines for events to ensure zero discrimination and promote diversity &amp; accessibility (both staff and spectators)</li> </ul>	IBU Staff D and Comms EB	2
Lack of diversity and gender equality	2 - IBU events	<ul style="list-style-type: none"> <li>- Define plans for events to meet GE goals for OC staff / in communications</li> <li>- Promote awareness among OCs about gender sensitive approaches</li> </ul>	IBU Staff D and Comms EB	2
Lack of opportunities for entry-level competition participation	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Support development of a national biathlon competition system appropriate to each NF</li> <li>- Create clear guidelines on staging NF championships under IBU patronage</li> <li>- Set up an IBU development program with budget, precise requirements and reporting to ensure positive biathlon development in NF (Target 26)</li> <li>- Share best practices among NFs</li> </ul>	IBU Staff S&E and D EB	3
Inactive lifestyle / grassroots participation	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Set up of the rules and procedures for global grassroots program</li> <li>- Share best practices among NFs</li> <li>- Create a promotional campaign toolkit for use on national level</li> <li>- Facilitate cooperation with national health organisations and other organisations promoting mass sport</li> <li>- Consider rewarding NFs with grassroots and mass participation programs with financial support through the Development program</li> </ul>	IBU Staff D EB	3
Unavailability of education & training	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Support development of NF coaches &amp; staff through education credits for NFs</li> <li>- Share knowledge among NFs</li> </ul>	IBU Staff D	3
Challenge of combining sport and education (dual career)	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Share IBU guidelines for direct adoption or as a template for tailoring collaboration with Universities,</li> <li>- Promote the dual-career system through education credits for NFs who educate their athletes through IBU Academy</li> </ul>	IBU Staff D	4

	Lack of inclusion	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Educate NFs to strengthen the outreach of information to marginalised people, to ensure they are aware of the opportunities</li> <li>- Provide tools and templates to implement the IBU policy and procedures to ensure zero discrimination and increase diversity on national level</li> </ul>	IBU Staff D	2
	Lack of diversity and gender equality	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Grow a pipeline and increase the NFs representative's diversity with regard to gender and geographical diversity</li> <li>- Implement a core standard of gender equality across all IBU NFs</li> </ul>	IBU Staff D EB	4

*Communication and Awareness Focus Area: Actions*

Focus Area	Sustainability Issue	Level	Actions	Responsible	Priority
Communication and Awareness	Lacking sustainability awareness among biathlon stakeholders	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Develop and approve a sustainability policy and strategy with an implementation plan 2020-2030</li> <li>- Ensure EB and management commitment to the ISO system of Plan, Do, Check, Act</li> <li>- Develop and implement management system set up according to ISO 20121</li> <li>- Complete certification process against ISO 20121 by 2024</li> <li>- Report on progress against strategy annually</li> </ul>	IBU Sust	3
	Lacking sustainability awareness among biathlon stakeholders	2 - IBU events	<ul style="list-style-type: none"> <li>- Develop IBU event sustainability guidelines considering the different levels of events</li> <li>- Include the guidelines as part of the Event and Competition Rules and EHD (required level of compliance specified in hosting agreement from 2025)</li> <li>- Develop a reporting framework with annual goals</li> </ul>	IBU S&E with IBU Sust	5
	Lacking sustainability awareness among biathlon stakeholders	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Support development of a NF sustainability policy and strategy aligned with IBU's</li> <li>- Share IBU event sustainability guidelines for direct adoption or as template for national tailoring</li> <li>- Reward adoption of a NF sustainability strategy with financial support</li> <li>- Insert a sustainability annex in all partner contracts</li> </ul>	IBU Sust with IBU S&E	3
	Inadequate sustainability communication	1 - IBU as organisation	<ul style="list-style-type: none"> <li>- Define a specific institutional communication plan to promote IBU's sustainability leadership externally within the sports movement and towards the media</li> <li>- Identify potential bilateral or multilateral partnerships in the field of sustainability to engage different stakeholder groups</li> <li>- In cooperation with the Athletes' Committee, create an athlete ambassador programme to promote IBU's sustainability engagement and the fight against climate change towards the fans and the youth</li> <li>- Develop a school outreach toolkit to enable athlete ambassadors to engage with the youth (2023)</li> </ul> <p>* * *</p> <ul style="list-style-type: none"> <li>- Ensure every IBU staff member can describe IBU's goals in sustainability</li> </ul>	IBU Comms with IBU Sust	2

	Inadequate sustainability communication	2 - IBU events	<ul style="list-style-type: none"> <li>- Create a joint sustainability communication action plan with the IBU Event OCs to multiply the message towards the fans and spectators</li> <li>- Develop an OC sustainability story telling hub to share ideas and best practices to expand reach and multiply the message via event media</li> </ul>	IBU Comms with IBU Sust	2
	Inadequate sustainability communication	3 - Global biathlon family	<ul style="list-style-type: none"> <li>- Enable NFs to implement national sustainability communication campaigns with the help of templates, tools and potential partnerships on national level, helping them to contribute to IBU's overall sustainability communication goals</li> <li>- Share sustainability communication best practices and knowledge among NFs</li> <li>- Define a sustainability communication plan including all IBU partners and ensure that there is at least one sustainability story published per partnership</li> </ul>	IBU Comms with IBU Sust	3

## **6. Programme Approach**

### **Programme Governance**

Sustainability can never be implemented by a single individual; instead it must be embedded across the entire organisation, from the executive to the management, each department and individual staff position. Leading by example is as important as clear roles and responsibilities for the successful delivery of this strategy.

The IBU Executive Board will be responsible for overall decision making and for providing oversight of policy and resourcing for the sustainability programme. Under the Secretary General, the Senior Project Manager has the lead for the overall development and execution of the strategy, supported by the entire Management Team. The strategy has been aligned to the existing departments and relevant members of the IBU staff will be allocated to the specific sustainability initiatives as the actions move into implementation.

### **Monitoring and reporting**

Continuous monitoring and reporting will be essential. The objectives and associated targets have been identified in Sections 4 and 5 for each Focus Area. For the specific actions, an indicative timeline and the responsible IBU department have also been identified. Assigning responsibility is important for organisational reasons while committing to clear targets and open reporting on progress will help the IBU be transparent and accountable for its commitments and ensure that the implementation proceeds as planned.

An annual IBU Sustainability Report will be prepared and will also include a progress review against the UN SDGs and UN Sport for Climate principles. In the future, becoming ISO 20121 certified by 2024 and aligning the IBU events to the IBU's sustainable event guidelines will help provide both consistent reporting of achievements and facilitate the identification of areas that will require enhanced attention.

The metrics and data for monitoring and reporting purposes will be identified as part of the implementation process. The focus will be on identifying priorities, level of progress and barriers to achieving the targets rather than collecting huge amounts of data.

### **Communication and Engagement**

Effecting true behavioural change, which is at the core of this strategy, requires an in-depth understanding of the current level of commitment and needs of each target group and stakeholder. This is why 'Communication and Awareness' was made a sustainability Focus Area of its own and not just an enabler of the strategy. A separate Sustainability Communication, Awareness and Engagement Plan will be prepared to define how the IBU will inform and inspire each target /stakeholder group to take individual and collective action on sustainability while influencing others to do the same.

External communications and engagement will be focused on building momentum to support the global achievement of the high-level objectives. The power of an international sports federation is the reach and scalability of its impact, provided the global fanbase can be reached and convinced to join the action. Developing passionate and driven athlete ambassadors will be important for building the following. Effective messaging that is shared by the corporate, hosting and delivery partners will also further propagate the impact.





**IBU**

# **NF Financial Support For Season 2020-2021**

## Budget

3 350 000 EUR in 2020 (2 350 000 EUR transfer in June, 1 000 000 EUR transfer in November)

10% for the base support

55 % depends on NFs IBU Nation Cup in WC, IC, JC and gender representativeness.  
The NFs IBU Cup ranking values the most, than IBU Junior Cup and World Cup.

35 % depends on number of Athletes representing NFs in IBU competitions

## Principles

1. All NFs participating in any IBU competition receives 5 000 EUR (48 NFs)
2. According to the total score of Men and Women ranking in Nations Cup the NF receives the largest amount of funding for a position in the Nations IBU Cup ranking. The second factor taking into account in allocating financial support is the Junior Cup ranking. The last factor is the position in Nations Cup WC ranking.
3. The NFs, which is represented by representatives of only one gender receives half of the amount.
4. The last factor determining the amount of financial support is the number of NF's Athletes participating in the IBU competitions during season (from SIWIDATA) according to:
  - 30 athletes and more - 30 000 EUR per NF
  - 20-29 athletes - 20 000 EUR per NF
  - 1-19 athletes - 1000 EUR per **Athlete** per NF

## NFs financial support 2020



\*cells have formulas, you can change EUR values in the first table which includes principles

1. NFs ranking WC, IC, JC (**the IBU Cup ranking counts the most, than IBU Junior Cups...**), 2. gender representation, 3. number of Athletes during IBU events (from SIWIDATA), 4. 10% for base support

2 350 000		total ranking both gender	EUR	total ranking both gender	EUR	total ranking both gender	EUR	total ranking both gender	EUR		2 341 000	%	
PROPOSAL June-20	WC	2-20	10 000	21-40	7 500	41-60	5 000	61-	2 500		235 000	10%	54% depends on performance ranking
	IC		25 000		20 000		10 000		7 500		642 500	27%	
48 NFs with support	JC		15 000		10 000		7 500		5 000		377 500	16%	
	base	all NFs	5 000	participating in any IBU event							240 000	10%	10 % base
		ranking one gender		ranking one gender		ranking one gender		ranking one gender					promotes both gender (NF receives more if has 2 gender)
	WC	1-10	5 000	11.-20	3 750	21-30	2 500	31-	1250				
	IC		12 500		10 000		5 000		3750				
	JC		7 500		5 000		3 750		2500				
		number of Athletes	>30	30 000	20-29	20 000	10-19	1000	1-9	1000	846 000	36%	36% depends on number of Athletes

# NFs financial support 2020

results from 2019/2020

results from 2019/2020																	2020	proportional value 1 000 000	2020	Total	NFs	Funds received			
No	NF	WC				IC				JC				no of Athletes	EUR	TOTAL NFs support	Add general BASE		2 350 000	1 000 000			TOTAL support		
1	AND	-	-	-	0	-	-	-	0	-	-	-	0	0	0	0	0	0	0	0	AND	7500	-7 500	-100%	
2	ARG	-	-	-	0	41	36	77	7 500	41	37	78	5 000	11	11 000	23 500	5 000	28 500	12 174	12 200	40 700	ARG	0	28 500	#DIV/0!
3	ARM	-	-	-	0	-	-	-	0	-	-	-	0	0	0	0	0	0	0	0	ARM	0	0	#DIV/0!	
4	AUS	-	31	31/0	1 250	43	26	69	7 500	34	30	64	5 000	11	11 000	24 750	5 000	29 750	12 708	12 700	42 450	AUS	40000	-10 250	-26%
5	AUT	5	10	15	10 000	6	8	14	25 000	9	9	18	15 000	40	30 000	80 000	5 000	85 000	36 309	36 300	121 300	AUT	90000	-5 000	-6%
6	BEL	22	27	49	5 000	24	28	52	10 000	23	39	62	5 000	12	12 000	32 000	5 000	37 000	15 805	15 800	52 800	BEL	40000	-3 000	-8%
7	BIH	35	-	35/0	1 250	39	37	76	7 500	26	31	57	5 000	11	11 000	24 750	5 000	29 750	12 708	12 700	42 450	BIH	20000	9 750	49%
8	BLR	10	12	22	7 500	11	18	29	20 000	11	13	24	10 000	32	30 000	67 500	5 000	72 500	30 970	31 000	103 500	BLR	60000	12 500	21%
9	BRA	-	-	-	0	40	35	75	7 500	39	40	79	5 000	5	5 000	17 500	5 000	22 500	9 611	9 600	32 100	BRA	15625	6 875	44%
10	BUL	15	22	37	7 500	22	22	44	10 000	22	12	34	10 000	21	20 000	47 500	5 000	52 500	22 426	22 500	75 000	BUL	57500	-5 000	-9%
11	CAN	14	15	29	7 500	23	32	55	10 000	24	26	50	7 500	30	30 000	55 000	5 000	60 000	25 630	25 600	85 600	CAN	60000	0	0%
12	CHI	-	-	-	0	-	-	-	0	-	-	-	0	0	0	0	0	0	0	0	CHI	10000	-10 000	-100%	
13	CHN	23	17	40	7 500	20	19	39	20 000	-	-	-	0	13	13 000	40 500	5 000	45 500	19 436	19 500	65 000	CHN	45000	500	1%
14	CRO	28	29	57	5 000	28	23	51	10 000	28	35	63	5 000	13	13 000	33 000	5 000	38 000	16 232	16 200	54 200	CRO	45000	-7 000	-16%
15	CYP	-	-	-	0	-	-	-	0	-	-	-	0	0	0	0	0	0	0	0	CYP	0	0	#DIV/0!	
16	CZE	9	9	18	10 000	9	10	19	25 000	3	6	9	15 000	38	30 000	80 000	5 000	85 000	36 309	36 300	121 300	CZE	92500	-7 500	-8%
17	DEN	-	-	-	0	38	39	77	7 500	36	-	36/0	2 500	6	6 000	16 000	5 000	21 000	8 971	9 000	30 000	DEN	17500	3 500	20%
18	DOM	-	-	-	0	-	-	-	0	-	-	-	0	0	0	0	0	0	0	0	DOM	0	0	#DIV/0!	
19	ESP	31	-	31/0	1 250	32	-	32/0	3 750	-	-	-	0	2	2 000	7 000	5 000	12 000	5 126	5 100	17 100	ESP	30000	-18 000	-60%
20	EST	18	16	34	7 500	21	13	34	20 000	12	15	27	10 000	30	30 000	67 500	5 000	72 500	30 970	31 000	103 500	EST	60000	12 500	21%
21	FIN	19	14	33	7 500	13	12	25	20 000	16	14	30	10 000	34	30 000	67 500	5 000	72 500	30 970	31 000	103 500	FIN	60000	12 500	21%
22	FRA	2	3	5	10 000	5	6	11	25 000	1	1	2	15 000	50	30 000	80 000	5 000	85 000	36 309	36 300	121 300	FRA	92500	-7 500	-8%
23	GBR	36	30	66	2 500	36	25	61	7 500	35	29	64	5 000	8	8 000	23 000	5 000	28 000	11 961	12 000	40 000	GBR	17500	10 500	60%
24	GEO	-	-	-	0	-	-	-	0	43	-	43/0	2 500	2	2 000	4 500	5 000	9 500	4 058	4 000	13 500	GEO	6250	3 250	52%
25	GER	3	2	5	10 000	2	2	4	25 000	2	2	4	15 000	59	30 000	80 000	5 000	85 000	36 309	36 300	121 300	GER	92500	-7 500	-8%
26	GRE	30	-	30/0	2 500	34	40	74	7 500	32	23	55	7 500	11	11 000	28 500	5 000	33 500	14 310	14 300	47 800	GRE	30000	3 500	12%
27	GRL	-	-	-	0	-	38	0/38	3 750	40	33	73	5 000	2	2 000	10 750	5 000	15 750	6 728	6 700	22 450	GRL	14375	1 375	10%
28	HUN	32	32	64	2 500	25	29	54	10 000	-	38	0/38	2 500	4	4 000	19 000	5 000	24 000	10 252	10 300	34 300	HUN	42500	-18 500	-44%
29	IRL	-	-	-	0	42	-	42/0	3 750	-	-	-	0	1	1 000	4 750	5 000	9 750	4 165	4 200	13 950	IRL	0	9 750	#DIV/0!
30	IND	-	-	-	0	-	-	-	0	-	-	-	0	0	0	0	0	0	0	0	IND	8750	-8 750	-100%	
31	ITA	8	8	16	10 000	7	7	14	25 000	7	3	10	15 000	40	30 000	80 000	5 000	85 000	36 309	36 300	121 300	ITA	82500	2 500	3%
32	JPN	26	20	46	5 000	31	34	65	7 500	30	27	57	7 500	20	20 000	40 000	5 000	45 000	19 223	19 300	64 300	JPN	55000	-10 000	-18%
33	KAZ	25	19	44	5 000	16	15	31	20 000	17	20	37	10 000	38	30 000	65 000	5 000	70 000	29 902	30 000	100 000	KAZ	47500	22 500	47%
34	KGZ	-	-	-	0	44	41	85	7 500	44	41	85	5 000	5	5 000	17 500	5 000	22 500	9 611	9 600	32 100	KGZ	11250	11 250	100%
35	KOR	27	23	50	5 000	30	21	51	10 000	38	36	74	5 000	25	20 000	40 000	5 000	45 000	19 223	19 300	64 300	KOR	42500	2 500	6%
36	LAT	21	24	45	5 000	17	16	33	20 000	15	18	33	10 000	20	20 000	55 000	5 000	60 000	25 630	25 600	85 600	LAT	47500	12 500	26%
37	LIE	-	-	-	0	-	-	-	0	-	-	-	0	0	0	0	0	0	0	0	LIE	0	0	#DIV/0!	
38	LTU	16	25	41	5 000	19	30	49	10 000	18	21	39	10 000	19	19 000	44 000	5 000	49 000	20 931	21 000	70 000	LTU	45000	4 000	9%
39	MDA	-	28	0/28	2 500	29	24	53	10 000	27	25	52	7 500	11	11 000	31 000	5 000	36 000	15 378	15 400	51 400	MDA	37500	-1 500	-4%
40	MGL	-	33	0/33	1 250	37	31	68	7 500	25	24	49	7 500	10	10 000	26 250	5 000	31 250	13 349	13 400	44 650	MGL	17500	13 750	79%
41	MKD	33	-	33/0	1 250	35	-	35/0	3 750	31	28	59	7 500	10	10 000	22 500	5 000	27 500	11 747	11 800	39 300	MKD	35625	-8 125	-23%
42	NED	-	-	-	0	-	-	-	0	42	-	42/0	2 500	2	2 000	4 500	5 000	9 500	4 058	4 100	13 600	NED	7500	2 000	27%
43	NOR	1	1	2	10 000	1	5	6	25 000	19	17	36	10 000	51	30 000	75 000	5 000	80 000	34 173	34 200	114 200	NOR	92500	-12 500	-14%
44	NZL	-	-	-	0	-	-	-	0	33	-	33/0	2 500	1	1 000	3 500	5 000	8 500	3 631	3 600	12 100	NZL	7500	1 000	13%
45	POL	17	11	28	7 500	15	14	29	20 000	8	7	15	15 000	34	30 000	72 500	5 000	77 500	33 106	33 100	110 600	POL	62500	15 000	24%
46	ROU	24	26	50	5 000	14	17	31	20 000	13	19	32	10 000	21	20 000	55 000	5 000	60 000	25 630	25 600	85 600	ROU	50000	10 000	20%
47	RUS	4	5	9	10 000	3	1	4	25 000	4	4	8	15 000	66	30 000	80 000	5 000								



INTERNATIONAL BIATHLON UNION

# IBU World Cup Season 2020-2021

## TRIMESTER 1

Date	Sport	Venue	Type	start CET	finish CET	Block 1
Saturday, 28 November 2020	IBU WC1	Kontiolahti, FIN	IND M	11:00	11:00	
			IND W	14:20	14:20	
Sunday, 29 November 2020			SPR M	10:30	10:30	
			SPR W	13:30	13:30	
Thursday, 3 December 2020	IBU WC2	Kontiolahti, FIN	SPR M	13:30	13:30	
			SPR W	16:30	16:30	
Saturday, 5 December 2020			PUR M	13:20	13:20	
			REL W	15:15	15:15	
Sunday, 6 December 2020			REL M	12:45	12:45	
			PUR W	15:45	15:45	
Date	Sport	Venue	Type	start CET	finish CET	Block 2
Friday, 11 December 2020	IBU WC3	Hochfilzen, AUT	SPR W	11:30	11:30	
			SPR M	14:20	14:20	
Saturday, 12 December 2020			REL W	11:45	11:45	
			PUR M	14:45	14:45	
Sunday, 13 December 2020			PUR W	11:45	11:45	
			REL M	14:00	14:00	
Thursday, 17 December 2020	IBU WC4	Hochfilzen, AUT	SPR M	14:15	14:15	
Friday, 18 December 2020			SPR W	14:15	14:15	
Saturday, 19 December 2020			PUR M	13:00	13:00	
			PUR W	15:00	15:00	
Sunday, 20 December 2020			MAS M	12:00	12:00	
			MAS W	14:15	14:15	

IBU Cup 2020-2021 / OECH 2021

Updated: 22.09.2020

Annex ?? TC 57

Trimester 2	Event	Venue	Date	Competition/TR
	IBU Cup 1	Arber GER (1)	Monday, 11 January 2021	Arrival / only skiing
			Tuesday, 12 January 2021	TR W TR M
			Wednesday, 13 January 2021	OT W OT M
			Thursday, 14 January 2021	Sh IND W Sh IND M
			Friday, 15 January 2021	OT W OT M
			Saturday, 16 January 2021	SP W SP M
			Sunday, 17 January 2021	Relay W Relay M
	Event	Venue	Date	Competition/TR
	IBU Cup 2	Arber GER (2)	Monday, 18 January 2021	TR TR
			Tuesday, 19 January 2021	OT M OT W
			Wednesday, 20 January 2021	SP M SP W
			Thursday, 21 January 2021	OT M OT W
			Friday, 22 January 2021	SP M SP W
			Saturday, 23 January 2021	SMR M+W MR M+W
	Event	Venue	Date	Competition/TR
	OECH 2021	Duszniki Zdroj POL	Sunday, 24 January 2021	Arrival
			Monday, 25 January 2021	TR W TR M
			Tuesday, 26 January 2021	OT W OT M
			Wednesday, 27 January 2021	IND W IND M
			Thursday, 28 January 2021	OT W OT M
			Friday, 29 January 2021	SP W SP M
			Saturday, 30 January 2021	PUR W PUR M
			Sunday, 31 January 2021	SMR W+M MR W+M

Trimester 3	Event	Venue	Date	Competition/TR
	IBU Cup 3	Brezno-Osrbie SVK (1)	Wednesday, 10 February 2021	Arrival
			Thursday, 11 February 2021	TR M TR W
			Friday, 12 February 2021	OT M OT W
			Saturday, 13 February 2021	SP M SP W
			Sunday, 14 February 2021	PUR M PUR W
	Event	Venue	Date	Competition/TR
	IBU Cup 4	Brezno-Osrbie SVK (2)	Monday, 15 February 2021	TR W TR M
			Tuesday, 16 February 2021	OT W OT M
			Wednesday, 17 February 2021	Sh. IND W Sh. IND M
			Thursday, 18 February 2021	Relay W Relay M
			Friday, 19 February 2021	OT W OT M
			Saturday, 20 February 2021	SP W SP M
			Sunday, 21 February 2021	PUR W PUR M
	Event	Venue	Date	Competition/TR
	IBU Cup 5	Ridnaun ITA	Montag, 8. März 2021	TR M TR W
			Dienstag, 9. März 2021	OT M OT W
			Wednesday, 10 March 2021	Sh. IND M Sh. IND W
			Thursday, 11 March 2021	SMR W+M MR W+M
			Friday, 12 March 2021	OT M OT W
			Saturday, 13 March 2021	SP M SP W
			Sunday, 14 March 2021	SP M SP W

## NF-Contributions

### for IBU Events 2020/2021

Due to the extraordinary pandemic situation and the related challenges - that also impact the travel/accommodation procedures - the IBU Executive Board decided at the EB Meeting 154 to amend the NF contributions **for the season 2020/2021** as follows:

IBU Event Contribution for NF's winter 2020/21			EB 154_Munich_09.2020	
EB 154 Munich/GER				
NF Event Contributions Winter - 2020/21				
Event			NFs	
WCH	2019/20		NEW (+50 %) - 2020/21	
	01. - 15. à 13.600€ (max. 4M/4W a 1.700€)	204.000 €	01. - 15. à 20.400€ (max. 4M/4W a 2.550€)	306.000 €
	16. - 25. à 10.200€ (max. 3M/3W a 1.700€)	102.000 €	16. - 25. à 15.300€ (max. 3M/3W a 2.550€)	153.000 €
	26. - 30. à 6.800€ (max. 2M/2W a 1.700€)	34.000 €	26. - 30. à 10.200€ (max. 2M/2W a 2.550€)	51.000 €
	20 wild cards a 1.700€ (10M/10W)	34.000 €	20 wild cards a 2.550€ (10M/10W)	51.000 €
		374.000€		561.000 €
WC 1-7; 9-10	2019/20		NEW - 2020/21	
	01. - 17. à 11.200€ (max. 4M/4W a 1.400€)	190.400	01. - 17. à 11.200€ (max. 4M/4W a 1.400€)	190.400,00 €
	18. - 23. à 8.400€ (max. 3M/3W a 1.400€)	50.400	18. - 23. à 8.400€ (max. 3M/3W a 1.400€)	50.400,00 €
	24. - 25. à 5.600€ (max. 2M/2W a 1.400€)	11.200	24. - 25. à 5.600€ (max. 2M/2W a 1.400€)	11.200,00 €
	16 wild cards a 1.400€ (8M/8W)	22.400	16 wild cards a 1.400€ (8M/8W)	22.400,00 €
		274.400		274.400,00 €
	x9	2.469.600€	x9	2.469.600,00 €
WC 8 Beijing	2019/20		NEW (+100 %) - 2020/21	
			01. - 17. à 22.400€ (max. 4M/4W a 2.800€)	380.800,00 €
			18. - 23. à 16.800€ (max. 3M/3W a 2.800€)	100.800,00 €
			24. - 25. à 11.200€ (max. 2M/2W a 2.800€)	22.400,00 €
			16 wild cards a 2.800€ (8M/8W)	44.800,00 €
				548.800,00 €
YJWCH	2019/20		NEW (+50 %) - 2020/21	
	01 - 35ff. a 10.200€ (max. 6M + 6W a 850€)	357.000€	01 - 35ff. a 15.300€ (max. 6M + 6W a 1.275€)	535.500 €
OECH	2019/20		NEW (+50 %) - 2020/21	
	01 - 35ff. a 6.800€ (max. 4M + 4W a 850€)	238.000€	01 - 35ff. a 10.200€ (max. 4M + 4W a 1.275€)	357.000 €
IBU Cup	2019/20		NEW - 2020/21	
	01.-20. a 6.000€ (max. 4M/4W a 750€)*	120.000	01.-20. a 6.000€ (max. 4M/4W a 750€)*	120.000
	21.-35.ff. a 4.500€ (max. 3M/3W a 750€)	67.500	21.-35.ff. a 4.500€ (max. 3M/3W a 750€)	67.500
		187.500	*Non-European NFs (ECR 16.2.2) will receive a max. support of 4M/4W independently from rank	187.500
	x8	1.500.000€	x5,5	1.031.250,00 €



**Explanation:**

- Same amount for the new WC 1-7 and WC 9-10, IBU Cups 1-4
  - Double events with less travelling mean a practical raise even by staying with the original contributions
  - Each event week is treated as a single event even when taking place at the same venue
- WCH POK + 50 %
- WC 8 (Beijing) + 100 %
- YJWCH + 50 %
- OECH + 50 %
- IBU Cup Final + 50 %
  - The IBU Cup Final is treated as an expanded single event

**Additional contribution for oversea NFs - WC events:**

- 3000€ p.person acc. to NF start quota and/or wildcard
- NF must have participated at a minimum of 50% of the WCs
- Support is paid out twice during the season:
  - ✓ 50% in the Christmas break (for all such NFs that participated so far)
  - ✓ 50% before the last WC block, meaning before the last 3 WCs



## OC Contributions 2020/2021

### WC

- OCs with no event receive original contribution (150.000,00 €)
- OCs with double-event receive:
  - Original contribution 150.000,00 €
  - Second-event contribution 150.000,00 €
  - „COVID-19-extra“ contribution 150.000,00 €
  - 450.000,00 €
- OCs with single-event receive:
  - Original contribution 150.000,00 €
  - „COVID-19-extra“ contribution 150.000,00 €
  - 300.000,00 €
- WCH-OC receives:
  - Original contribution 750.000,00 €
  - „COVID-19-extra“ contribution 300.000,00 €
  - 1.050.000,00 €

**YJWCH/OECH**

- Both events remain as Peak-Events for the respective series with „COVID-19-extra“ contribution:

Event	Original	NEW
OECH	125.000,00 €	165.000,00 €
YJWCH	140.000,00 €	200.000,00 €

<b>SUM</b>	265.000,00 €	365.000,00 €
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**IBU CUP (new combined series)**

- OCs with no event receive 50 % of the original contribution
- OCs with double-event in Block 1 & 2 (Arber, Osrblie) receive:
- |                                 |                    |
|---------------------------------|--------------------|
| ○ Event contribution            | 100.000,00 €       |
| ○ „COVID-19-extra“ contribution | <u>30.000,00 €</u> |
|                                 | 130.000,00 €       |
- OC with single-event (Block 3) receive:
- |   |                    |
|---|--------------------|
| ○ Event contribution (only 4 races in one week) | 70.000,00 €        |
| ○ „COVID-19-extra“ contribution                 | <u>30.000,00 €</u> |
|   | 100.000,00 €       |

**Junior Cup (all cancelled)**

Event	Original	NEW
JC 1 Martell	50.000,00 €	25.000,00 €
JC 2 Lenzerheide	50.000,00 €	25.000,00 €
JC 3 Haanja	45.000,00 €	22.500,00 €
JOECH Madona	60.000,00 €	30.000,00 €

<b>SUM</b>	205.000,00 €	102.500,00 €
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**OVERVIEW:**

Event	Original	extra	Total
WC	2.250.000,00 €	1.800.000,00 €	4.050.000,00 €
IBU Cup	570.000,00 €	- 60.000,00 €	515.000,00 €
YJWCH + OECH	265.000,00 €	100.000,00 €	365.000,00 €
Junior Cup	205.000,00 €	- 102.500,00 €	102.500,00 €

<b>SUM</b>	3.290.000,00 €	1.782.500,00 €	5.032.500,00 €
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## EVENT AND COMPETITION RULES

### COLOR CODE RED - TO BE CONFIRMED BY CONGRESS:

#### 1.3 Classes of Competitors

The IBU competition season runs from 1 November to 31 October. 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

IBU AGE CLASS	ELIGIBLE ATHLETE YEAR OF BIRTH		
	Men/Women	Junior Men/Junior Women	Youth Men/Youth Women
01.11.2020 - 31.10.2021	1998 + older	1999, 2000, 2001	2002 - 2005
01.11.2021 - 31.10.2022	1999 + older	2000, 2001, 2002	2003 - 2006
01.11.2022 - 31.10.2023	2000 + older	2001, 2002, 2003	2004 - 2007

##### 1.3.1 Men and Women

Male and female competitors who have turned 22 at the cut-off date 31 December will be classed as men and women respectively. From the season starting on 1 November of that same year onward, they may only start in men's or women's competitions, according to their gender.

##### 1.3.2 Junior Men and Junior Women

Male and female competitors who have turned 19 at the cut-off date of 31 December will be classed as junior men and junior women respectively. From the season starting on 1 November of that same year onward, they may only start in junior men's and junior women's competitions, according to their gender. Separate competitions will be organized for them. However, junior men will be permitted to participate in men's and junior women in women's competitions respectively, according to gender.

##### 1.3.3 Youth Men and Youth Women

Competitors who have not yet reached junior men's or junior women's age as defined above and are at least 16 at the cut-off date of 31 December will be classed as youth men or youth women respectively, and separate competitions will be organized for them. Youth men will be permitted to take part in men's and junior men's competitions, and youth women will be permitted to take part in women's and junior women's competitions. However, at an event they may start in only one and the same class of competitor in the Individual, Sprint and Pursuit competition. Moreover, youth athletes may only participate in one Relay competition at the Y/JWCH.

(A list of the age groups for the classes of competitors is available for download on the IBU website [www.biathlonworld.com](http://www.biathlonworld.com))

##### 1.3.1 Start in different age classes

Junior Men/Junior Women and Youth Men/Youth Women can also start in higher classes. However, at an event they may start in only one and the same age class in the Individual, Sprint and Pursuit competition. Moreover, athletes may only participate in one Relay competition (age class) per event.

(A separate list of the age groups for the classes of competitors is always available for download on the IBU website [www.biathlonworld.com](http://www.biathlonworld.com))

##### 1.5.3.4 IBU Qualifying Point Calculations

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).

■ **2.4.1** The jury of appeal consists of five members and is newly constituted for each event listed in ECR 2.3.6.

The chair will be held by the member of the IBU Executive Board who has been appointed by the Executive Board to officially represent the IBU at the event (the Executive Board appoints members to represent the IBU at each IBU event in a competition season selected IBU events). The other members of the jury of appeal must also be members of the Executive Board, as long as there are enough present at the event. At competitions where there are not enough Executive Board members available, all the other members must be team captains and/or coaches of the teams participating in the team captains meeting.

■ **2.4.2** The four non-chairing members of the jury of appeal will be elected from among the Executive Board members present, or from among the team captains and coaches of the teams participating in the team captains meeting not later than on the day of the team captains meeting, and before the competition jury is selected. (The team captains' meeting is held on the day before the first official training takes place.) The chairperson will chair the election of the jury of appeal. The members of the jury of appeal must not be competition officials or members of the competition jury at the same time. For the election, each member federation participating in the event in question may only cast one vote.

#### ■ **12.6.1.1 Maximum Registration and Entries**

NFs may participate with the following quota of male and female competitors respectively at WCH event Individual, Sprint and Super Sprint qualification competitions, based on the NF's ranking in the previous season's World Cup Nations Cup score final standings:

#### ■ **15.6.1 Registration and Entry Quotas**

NFs may participate with the following quota of male and female competitors respectively at World Cup event individual, sprint and super sprint qualification competitions, based on the NF's ranking in the previous season's World Cup Nations Cup score final standings:

NATION CUP RANK	REGISTER	START	TOTAL REGISTERED	TOTAL START
1 – 5	8	6	40	30
6 – 10	7	5	35	25
11 – 17	6	4	42	28
18 – 23	5	3	30	18
24 – 25	4	2	8	4
NF Wild Cards (total 8)*	1	1	8	8
			163	113

\* Maximum 2 athletes per NF

**Wild Card Definition and Purpose:** In addition to the quota for NFs stated above, eight NF wild-cards granting a World Cup start quota for one competitor will be given to the NFs that do not have a World Cup quota. Wild-cards are limited to two per NF per gender and are valid for a single trimester. However, they may be renewed for the following trimester.

**Eligible NFs:** The top eight athletes on the IBU qualifying points list from a NF not already having a quota in the WC earn a WC start quota of one for their respective NF. The IBU qualifying points list will be updated after each trimester, or as scheduled

and announced annually by the IBU EB. After each update the NFs earning a wild-card quota will be allowed to register and start the qualified athletes for the following trimester, or until the next update as scheduled and announced by the IBU EB.

**Wild-Card Renewal:** At the end of each season, following the promotion/relegation of the NF WC quota (according to 15.6.2), eligible NFs will be given wild-cards for the first trimester of the following season if available.

Each athlete who starts in the WC (including NF wild-card athletes) will receive Nations Cup points and WC points, and will be listed in all competition results and point rankings.

#### 15.6.2 Relegation and Promotion Wild-Cards

At the end of the season, the following system of NF promotion and relegation between the WC and IBU Cup will be used: Nations ranked 1-25 in the WC Nations Cup ranking automatically remain in the WC for the following season. The rest of the WC quota is made up of eight NF Wildcards as stated above.

a. Wild-Card Definition and Purpose: In addition to the quota for NFs stated above, eight NF wild-cards granting a World Cup start quota for one competitor will be given to the NFs that do not have a World Cup quota. Wild-cards are limited to two per NF per gender and are valid for a single trimester.

b. Eligible NFs: The top eight athletes on the IBU qualifying-points list from a NF not already having a quota in the WC earn a WC start quota of one for their respective NF. The IBU qualifying-points list will be updated after each trimester, or as scheduled and announced annually by the IBU EB. After each update at a trimester end the NFs earning a wild card quota will be allowed to register and start the qualified athletes for the following trimester, or until the next update as scheduled and announced by the IBU EB.

c. Each athlete who starts in the WC (including NF wild-card athletes) will receive Nations Cup points and WC points, and will be listed in all competition results and point rankings.

#### 17.2 Eligibility

As a general rule, OECH are held for men and women. Juniors may compete as stipulated in Art. 1.3.2. Youth athletes are entitled to start in the OECH, if:

- 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.

#### 17.3 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.

#### 18.2 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 Open 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.

## COLOR CODE YELLOW AND GREEN - CONFIRMED BY EXECUTIVE BOARD AT EB MEETING 154:

### 1.4.1 Men

f. 4.5 km Super Sprint Qualification / 7.5 km Super Sprint Final (Sprint rules apply for Super Sprint Qualification and Mass Start rules apply for Super Sprint Final, where no specific Super Sprint rules exist);

g. 15 km Short Individual with 45 sec shooting penalty

(only to be used in extraordinary weather/snow conditions or in the interests of a manageable competition program; IND rules apply, where no specific Short Individual rules exist and the scored points are taken into account for Individual score);

h. 15 km Mass Start 60 (with 60 athletes; MS rules apply, where no specific Mass Start 60 rules exist and the scored points are taken into account for MS score).

### 1.4.2 Women

f. 4.5 km Super Sprint Qualification / 7.5 km Super Sprint Final (Sprint rules apply for Super Sprint Qualification and Mass Start rules apply for Super Sprint Final, where no specific Super Sprint rules exist);

g. 12.5 km Short Individual with 45 sec shooting penalty

(only to be used in extraordinary weather/snow conditions or in the interests of a manageable competition program; IND rules apply, where no specific Short Individual rules exist and the scored points are taken into account for Individual score);

h. 12.0 km Mass Start 60 (with 60 athletes; MS rules apply, where no specific Mass Start 60 rules exist and the scored points are taken into account for MS score).

### 1.4.4 Junior Men

f. 4.5 km Super Sprint Qualification / 7.5 km Super Sprint Final (Sprint rules apply for Super Sprint Qualification and Mass Start rules apply for Super Sprint Final, where no specific Super Sprint rules exist);

g. 12.0 km Mass Start 60 (with 60 athletes; MS rules apply, where no specific Mass Start 60 rules exist and the scored points are taken into account for MS score).

### 1.4.5 Junior Women

f. 4.5 km Super Sprint Qualification / 7.5 km Super Sprint Final (Sprint rules apply for Super Sprint Qualification and Mass Start rules apply for Super Sprint Final, where no specific Super Sprint rules exist);

g. 9 km Mass Start 60 (with 60 athletes; MS rules apply, where no specific Mass Start 60 rules exist and the scored points are taken into account for MS score).

### 1.4.7 Youth Men

f. 4.5 km Super Sprint Qualification / 7.5 km Super Sprint Final (Sprint rules apply for Super Sprint Qualification and Mass Start rules apply for Super Sprint Final, where no specific Super Sprint rules exist);

g. 12.0 km Mass Start 60 (with 60 athletes; MS rules apply, where no specific Mass Start 60 rules exist and the scored points are taken into account for MS score).

### 1.4.8 Youth Women

f. 4.5 km Super Sprint Qualification / 7.5 km Super Sprint Final (Sprint rules apply for Super Sprint Qualification and Mass Start rules apply for Super Sprint Final, where no specific Super Sprint rules exist);

g. 9.0 km Mass Start 60 (with 60 athletes; MS rules apply, where no specific Mass Start 60 rules exist and the scored points are taken into account for MS score).

### 1.4.10 Competition Specifications



The following Table 1 and the appended notes set out the skiing and shooting specifications of classes of IBU competitors and types of competitions, and apply to all IBU events. The competition jury may, in exceptional course conditions, adjust the distance between shooting bouts and course specifications in order to secure the conduct of the competition.

Change Super Sprint in Table 1 + Note under Youth:

A recommendation for the set-up of age categories for continental/regional and national events may be downloaded from the IBU homepage in its current version.

Link: .....

#### 1.4.11 Specifications for Single Mixed Relay, Super Sprint and Mass Start 60

##### b. Super Sprint

Super Sprints consist of a qualification and a final competition, which take place on the same day. The course used for the Super Sprint is a 1.0 km loop (+/- 200 m). For the qualification (single start), three loops with two shooting bouts (p, s) have to be skied, and for the final (mass start), five loops with four shooting bouts (p, p, s, s) have to be skied. For both qualification and final, one spare bullet may be used per shooting bout. The penalty loop is 75 m long.

Super Sprints consist of a qualification and a final competition, which take place on the same day. The course used for the Super Sprint is a 1.5 km loop. For the qualification (single start), three loops with two shooting bouts (p, s) have to be skied, and for the final (mass start), five loops with four shooting bouts (p, p, s, s) have to be skied. The penalty loop is 75 m long. The best 30 athletes from the qualification qualify for the final. In case of tied ranks, the athlete better ranked in the respective current Total Score will qualify for the final. If still tied or both athletes unranked, a simple draw shall be conducted.

##### c. Mass Start 60

The Mass Start 60 consists of 60 participating athletes who all start together. The competition consists of six skiing loops with four shootings (p, p, s, s). The penalty loop is 150m in length long.

The start-set-up is the same as for the traditional Mass Start, just with 60 athletes instead of 30. After the first loop the first 30 athletes (bib 1-30) ski up to the range for their first bout of shooting, the remaining 30 athletes (bib 31-60) continue for a second loop on the course without shooting. They must continue to ski on the course without passing the range. After the second loop, the procedure is vice versa: the second 30 athletes (bib 31-60) shoot their first bout of shooting. The first 30 athletes (bib 1-30) continue skiing without shooting or passing the range. After all athletes have conducted their first shooting bouts (in acc. with Art. 8.2.1), the competition is organized as in a pursuit, i.e. the first athlete coming up to the range for the second prone shooting will be directed to lane 1, the second ranked athlete to lane 2, etc. EC Rule 9.2.3 applies analogously as in traditional Mass Starts.

**Note:** The order of athletes can be alternated, especially for lower-level competitions where the quality of athletes can vary greatly; i.e. the TC and/or the Competition Jury can set a procedure whereby bibs 31-60 ski up to the range first (after the first loop of skiing) to even out the aforementioned quality differences as well as possible.

#### 1.6.2 Entry

d. Entries for the Mass Start competition are not required, as qualification is based on the performance in the respective current Total score and/or on event results. Names of athletes qualified for the Mass Start competition must be confirmed by a signed, written form presented to the competition office as soon as possible and at least two hours before the start. The numbers of competitors that may be entered in a competition are stated in the event rules.

~~e. Entries in the Super Sprint (qualification and final) competition will be based on the information presented in the event invitation. The IBU will define the system of qualification in cooperation with the OC.~~

e. The OC must provide a current weather forecast 30 minutes before the entry deadline so that the teams have the latest information for preparing their entries.

#### 1.6.5 Replacement of Entry - Force Majeure



If an entered competitor cannot start due to force majeure, another registered competitor may take his place, but not later than 30 minutes before the competition start time of the Individual, Sprint, **Super Sprint** and Relay competitions.

#### 1.7.4 Normal Draw for Individual, Sprint and Super Sprint Qualification Competitions

##### a. Normal Draw for Individual and Sprint Competitions

Generally, there are four start groups at all IBU competitions. The starting order will be decided by randomly drawing the names of competitors from the draw groups into which they have been assigned by their team captains and by randomly drawing the start number for each competitor. The draw will be held separately for each group in this sequence: group 1, group 2, group 3, and group 4. If the draw in the Individual or Sprint competition is expected to have 60 or less competitors, the draw will be done in three groups. If there are 40 or less, the draw will be done in two groups following the same principle as for the four draw groups.

##### b. Normal Draw for Super Sprint Qualification

In addition to 1.7.4.a Competition Jury may adjust draw for top-15 ranked competitors from current WC total score in a way, that they cannot start immediately after each other.

#### 1.7.4.1 Start Group System for WC, WCH, OWG, IBU Cup and OECH: Draw Group System for WC

a. At a WC, competitors must be entered in draw groups as described in 1.7.3.1 above. The top-15 ranked competitors from the current WC total score may be placed in any draw group. However, a NF may not place more than three competitors in any one of the four draw groups.

Additionally, unranked competitors and/or those ranked outside the maximum of top-80 in the current World Cup total score may only be entered in draw groups 3 and 4. For the first World Cup event of the season, the World Cup total score from the previous season will apply. For the remaining World Cup events, the current World Cup total score will apply. In the event that a top-15 ranked competitor from the last year's WC total score does not participate in the first WC, that competitor will have the option of being drawn in groups 1 or 2 in WC 2. In the case of extraordinary conditions, the competition jury may suspend the requirement for unranked competitors and competitors ranked outside the maximum of top-80 to start in groups 3 and 4. This decision must be announced at least two (2) hours prior to the entry deadline for the respective competition.

For the first World Cup event of the season, the World Cup total score from the previous season will apply. For the remaining World Cup events, the current World Cup total score will apply. In the event that a top-15 ranked competitor from the last year's WC Total Score does not participate in the first WC, that competitor will have the option of being drawn in groups 1 or 2 in WC 2. Additionally, competitors with 70,00 or more IBU Qualifying Points in the current IBU Qualifying Point List and those not on the current list may only be entered in draw groups 3 and 4. In case of extraordinary conditions, the competition jury may suspend the requirement for competitors with 70,00 or more IBU Qualifying Points at the current IBU Qualifying Point List and those not on the current list to start in groups 3 and 4. This decision must be announced at least two (2) hours prior to the entry deadline for the respective competition.

#### b. 1.7.4.2 Draw Group System at WCH and OWG

At the OWG and WCH, competitors must be entered in draw groups as described in 1.7.3.1 above. The top-15 ranked competitors from the current WC total score may be placed in any draw group. However, a NF may not place more than three (3) competitors in any one of the four draw groups, including the current world champion/Olympic champion.

Additionally, unranked competitors and/or those ranked outside the maximum of top-80 in the current World Cup total score may only be entered in draw groups 2, 3 and 4. In the case of extraordinary conditions, the competition jury may suspend the requirement for unranked competitors and competitors ranked outside the maximum of top-80 to start in groups 2, 3 and 4. This decision must be announced at least two (2) hours prior to the entry deadline for the respective competition.

Additionally, competitors with 70,00 or more IBU Qualifying Points in the current IBU Qualifying Point List and those not on the current list may only be entered in draw groups 2, 3 and 4. In case of extraordinary conditions, the competition jury may suspend the requirement for competitors with 70,00 or more IBU Qualifying Points at the current IBU Qualifying Point List and those not on the current list to start in groups 2, 3 and 4. This decision must be announced at least two (2) hours prior to the entry deadline for the respective competition.

#### 1.7.4.3 Draw Group System at IBU Cup and OECH

At the OECH and IBU Cup, competitors must be entered in draw groups as described in 1.7.3.1 above. The top-15 ranked competitors from the current IBU Cup total score may be placed in any draw group. However, a NF may not place more than three competitors in any one of the four draw groups. For the first IBU Cup event of the season, the IBU Cup total score from the previous season will apply. For the remaining IBU Cup events, the IBU Cup total score will apply.

Additionally, competitors with 150,00 or more IBU Qualifying Points in the current IBU Qualifying Point list and those not on the current list may only be entered in draw groups 3 and 4. In case of extraordinary conditions, the competition jury may suspend the requirement for competitors with 150,00 or more IBU Qualifying Points in the current IBU Qualifying Point List and those not on the current list to start in groups 3 and 4. This decision must be announced at least two (2) hours prior to the entry deadline for the respective competition.

#### 1.7.5 Draw for Group Starts in Sprint, Individual and Super Sprint Qualification Competitions

At international events other than the OWG, WCH, Y/JWCH, WC, OECH, and IBU Cup, competitors in Sprint, Individual and Super Sprint Qualification competitions may start individually or in groups. If the start is held in groups, the draw groups will be divided into start groups. The number of competitors in the start groups will depend on the conditions at the competition venue and on the total number of competitors. Otherwise the draw will be the same as for single starts. For a group start, the numbers drawn will determine the competitors' positions at the start.

#### 1.7.6 Assignment of Start Numbers and Start Times in the Pursuit Competition

#### 1.7.7 Assignment of Start Numbers and Start Positions in the Mass Start Competition

#### 1.7.8 Assignment of Start Numbers and Start Positions in the Super Sprint Final Competition

A provisional start list will be made immediately after the qualifying competition. There may not be more competitors than the number of targets available. In case of a tied place 30, the athlete better ranked in the respective current total score will qualify for the final. If still tied or both athletes unranked, where applicable the athlete with less IBU Qualifying points will qualify and otherwise a simple draw will decide. Each competitor's start number will designate their start position in that competition. Start positions will be numbered from right to left, facing the direction of the start.

#### 1.7.9 Assignment of Start Numbers for Relay Competitions

#### 1.7.9.1 Method of Assigning Relay/Mixed Relay/Single Mixed Relay Start Numbers

At OWG, WCH and WC events, no draw will be made for the Relay/Mixed Relay/Single Mixed Relay, and start numbers will be assigned based on the current standings in the WC Relay score, or the sum of the current season's Mixed Relay scores for the Mixed Relay, or the sum of the current season's Single Mixed Relay scores for the Single Mixed Relay – with the top ranking team receiving number 1, the second number 2, and so on. If a team or number is missing, all teams below it will move upward in number. In the first WC Relay, Mixed Relay or Single Mixed Relay of the season, the previous year's respective final Relay standings will be used to set the start numbers. At Y/JWCH and OECH, the previous year's Y/JWCH or OECH Relay/Mixed Relay/Single Mixed Relay results ranking will be used to set the start numbers in the same manner as above. A single random draw will be used for all unranked NFs, and for CC events. The assigned Relay start number will also be each team's start position in the simultaneous start, and their shooting lane number on the range (for the first bout of shooting only). Specific rules for the Relay/Mixed Relay/Single Mixed Relay apply at the IBU Cup and Junior Cup.

#### 1.7.9.2 Competitors' Relay Start Positions

#### 1.7.9.3 Extra Relay Teams

#### 1.8.1 General

At each biathlon event, meetings must be held for the team captains to elect the juries, conduct draws and to pass on information about the event and the competitions. The first meeting must be held before the first official training in order to elect the competition jury and where applicable the jury of appeal. In regard to further meetings at the event, the dates and times will be dictated by the time required to conduct the draws. The Competition Chief will chair the meetings.

#### 1.8.3 Team Captains Meeting Agenda

The agenda for a team captains' meeting must include the following items, as appropriate:

- Call to order;
- Roll call of countries federations (NFs);
- Election of the jury of appeal and competition juries (first meeting);
- Draw(s);
- Technical briefing for the next competition(s);
- RD, and/or TD's comments;
- Weather forecast;
- Miscellaneous;
- Adjournment.

#### 1.8.4

Start lists for Individual, Sprint and Super Sprint Qualification competitions should be issued to the teams at the end of the meeting, in case a draw is done at the meeting, or published immediately after the draw. Start numbers shall be handed out on the respective competition day.

##### 1.9.2.1 On the Shooting Range

b. During the competition it is forbidden for any person to give competitors any acoustic or visual information or advice, or to pass on any information to competitors by way of radio or any other communication method on the range including 10 m to the left and right of the range. The forbidden area at the shooting range will be marked by clearly visible markings and named "Silent Zone". It is forbidden to pass any information from the shooting butts to the coaches and/or competitors during zeroing and/or the competition. These bans do not apply to the general expressions of applause or disappointment by the spectators.

##### 2.7.2 Appointment of IBU Referees

IBU Referees appointed by the TC for the OWG, WCH, Y/JWCH, WC, and OECH must hold a valid TD license. IBU Rs for other events may be appointed by the respective NF or OC and must also hold a valid IR license. At the IBU Cup, the Course and Materials Inspection Control IBU Referees must be from the TD Group and at least one of them must not be from the host country. The Same applies for the IBU Referee Material Control at the IBU Junior Cup.

At OWG, WCH, WC, OECH and Y/JWCH, all appointed IBU Referees must be from outside the host country and members of the TD Group. At CCH and CC, all IBU Referees may be from the host country. However, exceptions may be permitted by the TC provided the person has held a valid IR license for at least four years.

3.1.1.2 The Executive Board sets the criteria for the issue of IBU licenses. It may issue a new IBU license upon written request from the member federation wishing to apply to host an IBU event at a venue in their country if the criteria stipulated in the IBU Rules for Licenses are met. the venue in their country if the criteria stipulated in the IBU License documents are met. Such documents can be downloaded in their current version from [www.biathlonworld.com](http://www.biathlonworld.com)

##### 3.2.2 Individual, Sprint and Super Sprint Qualification Competition Start Areas

The start area for Individual, Sprint and Super Sprint Qualification competitions must be approximately 8-10 m long and a minimum of 2 m wide and must be separated from the warm-up area by a fence with an opening to allow controlled access to the area.

### ■ 3.2.4 Relay, Group, Mass Start and Super Sprint Final Competition Start Area

The start area must be laid out with three corridors 3 m wide groomed flat, with 3 m of space between each competitor.

#### ■ 3.2.4.1 Start Position Markings and Boards – Relay, Group, Mass Start and Super Sprint Final Competition

The start positions must be marked with nylon or natural markers. There must be the same number of markers as the number of starters in the competition. The size of the start number boards must be 20 x 20 cm. Normally, the number boards must be placed on the right of each line of starters, unless specified differently by the RD/TD, and the number must be readable from the front and the rear. The numbers on the boards must be at least 10 cm high and must be highly visible to the competitors and TV. The start lanes must be numbered from the competitors' right to left.

#### ■ 3.2.6 Start Clocks

At the start area for Individual, Sprint and Super Sprint Qualification competitions, there must be a start clock placed so that it is easily readable from the start line. The display of the clock and the sound signal must be synchronized. For the Pursuit competitions, there must be a start clock on the left and right side of the start. In addition, there must be a clock in or near the start area that is easily visible to competitors in the area and that displays the correct time of day.

#### ■ 3.3.3 Setting of Tracks

If required, tracks will also be laid in downhill sections as directed by the RD. Tracks must not be set in such a way or in places where they may endanger or hinder competitors. The width and depth of tracks must be set so that all regular types of boots and bindings can be used without side friction. For training days, tracks for classic skiing must should be provided at the edge of the competition course, if the snow conditions allow it.

#### ■ 3.3.4 Safety

The course must be prepared so that a competitor may ski it at full speed without undue risk of an accident. To improve the safety of the competitions, the competition jury may alter the first loop of a Mass Start, Pursuit or Relay competition, even if this means that the course will not meet the distance or climb requirements.

#### ■ 3.3.8 Forerunners

The RD, TD and IR IBU Referee Course will decide whether to use forerunners or not.

#### ■ 3.4.2.2 Prone and Standing

Looking in the shooting direction, the right half of the range will be for shooting in the prone position and the left half for shooting in the standing position. The division must be clearly indicated to the competitors by sign boards. An exception to the right and left configuration is to be made during Pursuit, Mass Start, Super Sprint Final and Relay competitions, when competitors fire from all lanes in both prone and standing positions.

#### ■ 3.4.4.1 Types of Targets

There are three main kinds of targets used in biathlon – metal, paper and fully electronic targets. Only metal and fully electronic targets are permitted to be used for competition. Only paper targets and fully electronic targets will be used for rifle zeroing. Paper, metal and fully electronic targets may be used for training. Only targets that are in conformity with the IBU Materials Catalogue (Annex A) may be used for IBU competitions. At all IBU competitions, the shooting range must have 30 shooting lanes and targets of the same type/model. The targets used for OWG, WCH, WC, IBU Cup, Y/JWCH, OECH and all other events with live TV/webcasting coverage must have a remote reset capability (without rope) and electronic target scoring data.

#### ■ 4.2.1 Preliminary Control

Competitors' materials/equipment and clothing must be inspected before the start and after the finish of a competition. Additionally, a preliminary check of such materials/equipment and clothing is to be provided well in advance of a competition, usually before the first official training, to ensure that no problems occur.

All registered competitors must have their equipment controlled when they first arrive for an IBU event series or after making any changes to their materials/equipment or clothing. After a competitors' rifle has been checked and approved, an IBU control sticker will be attached to the rifle stock.

No equipment, materials or clothing may be used at an IBU event unless they are according to the current Event and Competition Rules as well as the IBU Advertising Rules and have been approved by the IBU, e.g. RD, TD or IBU R Material Control.

#### ■ 4.2.2 Pre-Start Materials/Equipment and Clothing Inspection

Competitors must report at the start materials/equipment and clothing inspection area not later than 10 minutes prior to the competition start to have their **marked** rifle checked **and marked**, and their clothing inspected. This applies for all kind of competitions.

Competitors are responsible for the time that it takes to make the inspection/markings, even if this results in a late start. Competitors whose materials, equipment or clothing do not conform to IBU regulations will not be authorized to pass through the start materials/equipment and clothing inspection until the discrepancies have been corrected. Equipment, rifles, materials and clothing that have been inspected **and marked** at pre-start equipment inspection must not be modified in any way prohibited by these rules or the IBU Materials Catalogue. In no case does the foregoing relieve competitors of their responsibility to abide by Art. 1.5.2.. To facilitate the inspection of, the materials/equipment and clothing checkpoint must be opened at least 15 minutes before the start of zeroing and the competitors will have the right to have their rifles checked from that time onwards. The early opening of the pre-start equipment inspection will be permitted and encouraged at all competitions in order to avoid time difficulties.

##### ■ 4.2.2.1 Specific Checks at Pre-Start Equipment Inspection

The following checks are to be made:

c. The weight, trigger resistance, dimensions and shape of the rifle, and the advertising on it will be checked for correctness. The rifle will be marked with a small sticker affixed to the top front end part of the stock that must be clearly visible to officials at the start and finish, and The serial number will be recorded on a check list so that the rifle can be verified at the finish in case the sticker falls off;

##### ■ 4.2.2.2 Markings

Equipment will be marked to prevent unauthorized changes of equipment during the competition by using another competitor's start number. Rifle inspection stickers must be placed on the top front end part of the stock.

##### ■ 4.2.2.4 Final Check Before Start

Two minutes prior to the start, a check will be made of the competitor by the starter's assistant(s) in order to ensure the following:

b. That the rifle is properly marked (IBU control sticker in acc. with art. 4.2.1);

#### ■ 4.2.3 Finish Inspection

After arriving at the finish, and after the handover zone in the Relay competition, a check will be made to confirm the following:

b. That competitors have finished with their marked rifle (IBU control sticker), with their skis and poles being in accordance with the Materials Catalogue;

#### ■ 4.2.4 Preliminary Examination of Materials/Equipment and Clothing

At all IBU events, the RD/ TD, and IR for Materials Inspection will conduct a preliminary inspection of equipment to confirm that the materials, equipment and clothing to be used by teams are permitted by the rules. The check will normally be done at least two days before the first competition. The preliminary examination does not relieve competitors of the obligation to pass equipment inspection at the start and finish.

##### ■ 4.2.4.1 Attendance

The examination will be conducted by the responsible organizing committee staff. The IR for Materials Inspection must also be in attendance. The examination is mandatory. Competitors or teams who are not present at the season's first IBU Event or who have changed their competition equipment or clothing must make this inspection prior to their first start of the season.

#### ■ 5.2 Official Training



At all IBU events, the competition facility and courses must be open for inspection and official training at least once before the first competition. The facilities and courses must be prepared as for the competition and the training must be held at the same time of day as the competition itself, if at all possible. ~~The RD/TD may order classic skiing tracks to be prepared on the side of the course for training purposes.~~ Each subsequent competition should also be preceded by official training unless it is not possible in the event program or due to other circumstances. At all IBU events, ranges will be allocated for training according to Art. 5.3.3.1 unless specifically changed by the RD/TD. At all other events a simple draw should be done.

After 20 minutes, the top paper targets will be changed and metal and paper targets will be used. Athletes are now free to choose any available shooting lane they wish until the end of the training period; however, the paper targets will be reserved for the assigned NF(s) for a further 25 minutes. When the metal targets are opened for Mass Start, Relays and Pursuit official training, the odd-numbered shooting lanes will be set to prone and the even-numbered lanes will be set to standing.

### 5.3.1 Zeroing Time

Prior to the start of a competition, competitors must be given the opportunity to zero their rifles on paper targets at the shooting range for a period of 45 minutes, which must begin one hour before and end no later than 5 minutes before the first start. At IBU events, the zeroing time for the Pursuit, Mass Start and Relay competitions is 30 minutes long and must end 15 minutes before the start, without any paper target change. If necessary, men and women may both zero prior to the first competition, but this must be done separately.

Prior to the start of the Super Sprint Final competition, competitors must be given the opportunity to zero their rifles on the range for a period of 15 minutes; zeroing must begin at least 25 minutes before and end no later than 10 minutes before the first start.

5.3.2 Paper targets used for zeroing must be placed at the same level (or behind) and the same distance (tolerance max. + 20 cm) from the shooting lane firing line as the competition targets. When two rows of paper targets are placed, the second row must be below the level of the competition targets. If the paper targets have to be changed during zeroing, they will be changed after 20 minutes and only the top row of paper targets will be changed. The time required for the change will not be deducted from the time allocated for zeroing. Metal Targets may not be used for zeroing.

### 5.3.3 Allocation of Zeroing Lanes

At Individual, Sprint and Super Sprint Qualification competitions, each team should be allocated one zeroing lane on the range. Lanes will be allocated by random draw conducted under supervision of the RD/TD. At Relay competitions, the team zeroing lane is to be the same as the start number. At Mass Start and Super Sprint Final competitions, the zeroing lane will be allocated according to the start list, but the competitors will be free to zero from any lane allocated to a member of their NF. At Pursuit and Mass Start 60 competitions, the shooting lane numbers will be allocated according to the placement of the best ranked competitor in each team, but if a NF has more than four competitors starting, it will be allocated two adjoining zeroing lanes. One reserve member of each team will be permitted to zero before each competition, including the reserve Relay team member, except for at Pursuit and Mass Start competitions. ~~Prior to the start of the Super Sprint final competition, competitors must be given the opportunity to zero their rifles on the range for a period of 15 minutes; zeroing must begin at least 25 minutes before and end no later than 10 minutes before the first start. If necessary, men and women may both be zeroed prior to the first Super Sprint final competition but this must be done separately.~~

### 6.1.2 Individual, Sprint and Super Sprint Qualification Competitions

Competitors will be started individually at all Individual, Sprint and Super Sprint Qualification competitions, normally with 30 second (Sprint and Individual) and 15 second (Super Sprint Qualification) intervals. However, shorter or longer intervals will be permitted if it is best for the competition. At Sprint competitions, group starts can be used. The RD/TD will decide which start type and start interval is the best for the circumstances, in consultation with the OC.

### 6.1.4 Mass Start and Super Sprint Final Competitions

In Mass Start and Super Sprint Final competitions, the competitors all start together in one single simultaneous start.

### 6.1.6 Super Sprint Competition

**6.1.6.1** In the Super Sprint qualification competition, all competitors start, individually with an interval of 15 seconds between each competitor.

**6.1.6.2** In the Super Sprint final competition, all competitors start in one single simultaneous start, with three lanes.

### 6.2.3 Pursuit Start

Competitors must arrive in the start area at least two minutes before the start for placement into their start lanes. They must line up sequentially in their assigned start lanes. Each simultaneous start must be from a separate lane. Competitors themselves are responsible for starting and must start at their assigned start time from their assigned lane. At start time the athlete needs to still be behind or on the start line with at least one foot. An analysis of each start will be done by an official.

### 6.2.6 Mass Start Competition Start

The Mass Start competitions start in the same way as for the first starters in the Relay simultaneous start.

### 6.2.7 Super Sprint Competition Start

Super Sprint Qualifications start in the same way as other single starts. Super Sprint Finals start in the same way as Mass Start competition (same way as for the first starters in Relay simultaneous start).

### 6.4.6 False Start – Simultaneous, Group and Hand-Over

If there is a false start during a simultaneous or group start, the IBU Referee and officials in charge may fire a second shot and will stop the competitors. The competitors must then start again. If the Relay hand-over occurs before or after (outside) the hand-over zone, it will be considered a false start and the procedure must be repeated within the zone. Competitors or Relay teams who have made a false start and do not return to start again correctly will be considered as not having started.

### 7.1.1.1 Did Not Finish Response by Course/Stadium Officials

If competitors withdraw from the competition before the finish, they must inform the first official they meet and they are responsible for returning the transponders and the start number to the finish equipment/materials and clothing inspection area as soon as possible and performing the required safety check.

All course and stadium officials must be alert at all times during the competition so that they notice mistakes from the athletes and issues happening on the course and in stadium. Course/stadium officials must react and advise the athletes with a sense of urgency to resolve any possible issues and to minimize and prevent mistakes from the athletes.

### 7.1.1.2 Did Not Finish

If competitors withdraw from the competition before the finish, they must inform the first official they meet and they are responsible for returning the transponders and the start number to the finish equipment/materials and clothing inspection area as soon as possible and performing the required safety check.

### 7.3.1 Exchanging Skis and Poles

Competitors may exchange their skis only if it can be objectively proven that a competitor has broken skis or bindings by accident. In such case the jury can accept the exchange of one/two skis in order for the competitor to finish the competition. Poles and straps may be exchanged repeatedly. On the shooting range, equipment may only be passed to the athletes by competition officials. The replacement skis and poles must be in conformity with the IBU Materials Catalogue rules. Competitors may cross the finish line with only one ski due to an accident.

### 8.1.2 Response by Range Officials

All range officials must be alert at all times during the competition so that they notice a raised hand or a yell by a competitor asking for assistance or any other mistakes and issues happening at the shooting range. for spare rounds or rifle exchange. Range officials must react with a sense of urgency and move quickly to minimize the time required to resolve any possible issues and to minimize and prevent mistakes from the athletes. bring the rounds or to exchange the rifle.

### 8.2.1 Selecting Shooting Lanes

In Individual, Sprint and Super Sprint Qualification competitions, shooting lanes may be freely chosen by the competitor from among the targets that are ready in the correct sequence (prone or standing). In the Pursuit, Individual and Sprint with group

start competitions, the competitors must go sequentially in the shooting lanes starting with lane 1 and taking the lowest available number, until the last shooting lane is reached, at which time the next competitor must go to lane number 1 and the process begins again. In the Mass Start and Super Sprint Final competitions, in the first shooting bout the competitors must shoot from the lane number designated by their start number, and in subsequent bouts by filling in the range sequentially from the right in the order of competitors' arrival on the range. In Mass Start 60 competitions competitors of the second group have to fill up the range as follows: start number 31 on lane 1, start number 32 on lane 2 etc.. In Relay competitions, the shooting lane designated by the team's start number must be used for the first shooting bout by the first competitor of each team; after that the range will be filled in sequentially from the right in the order of competitors' arrival on the range.

#### **8.2.3 Super Sprint Competitions – Spare Rounds**

The same procedure applies as for Relay competitions with the exception that only one spare round per bout is allowed.

#### **8.3.4 Enforcement**

If Competitors should be are warned by a range official that their shooting position, shooting lane or their position in the shooting lane is not in compliance with the rules. Those warned competitors must immediately correct their position.

#### **8.3.5 Shooting score**

Any shots hitting the target from wrong shooting position, wrong shooting sequence and/or wrong position in the shooting lane will not be scored. As a consequence the competitor will receive a missed target penalty in acc. with the respective competition format (time penalty at Individual/Short Individual competitions or penalty for any penalty loop not run at all other competitions) and in addition a Thirty-Second Penalty in acc. with art. 11.3.1 c.

#### **8.5.2.1 Safety Check on the Range after Shooting**

Rifles must be unloaded after each shooting bout – that is, no round may be left in the chamber or in the inserted magazine. However, competitors are permitted to leave the cartridge case in the chamber and the empty magazine in the rifle after the last shot. At the end of training, competitors must perform a safety check before leaving the shooting range by opening the bolt and removing the inserted magazine, with the barrel pointed toward the target or upward. Competitors must also remove all ammunition from both the stock and the magazines before leaving the shooting range. At the end of trainings and competitions all rifles must be safety checked by opening the bolt and removing the inserted magazine, with the barrel pointed toward the target or upward. All ammunition must be removed from both the stock and the magazines.

#### **8.6.2.1 Reserve Rifle**

Rifles that have been damaged or are not fully functional during the competition, or that malfunction for technical reasons to such an extent that they cannot be used to continue the competition may be exchanged for a team reserve rifle. The competitor must then complete the competition with a reserve rifle. Reserve rifles, maximum three per team, need to be inspected and marked at the equipment check before the start of competition and deposited by the range official in the designated reserve rifle rack on the range not later than 2 minutes after the competition start.

On competition days with two or more competitions reserve rifles which are used for more than one category/age class by a team don't need to be controlled a second time but must be removed from the shooting range between the different competitions (in acc. with Art. 8.5.2.1).

#### **8.6.4 Response by Range Officials**

All range officials must be alert so that they notice a raised hand or a yell by a competitor asking for spare rounds or rifle exchange. Range officials must react with a sense of urgency and move quickly to minimize the time required to bring the rounds or to exchange the rifle.

**8.7.3.2** If competitors cross-fire onto a target not in their shooting lane, and no other competitor is shooting on that target, they will be allowed to continue without the mistake should be pointed out to them by a range official immediately after discovering the mistake by saying "Cross-Fire" loudly. The competitor has the right to shoot all remaining shots onto the correct target.



However, hits on the wrong target will not be scored. Only those of the competitor's hits that are on the correct target will be scored.

**8.7.3.3** For all shooting bouts where shooting lanes are assigned by start number (first shooting bout in Mass Start and Relay), competitors must shoot from their assigned lane unless they are prevented due to the error of another competitor.

#### **8.7.4 Time Adjustments and Responsibility**

In those cases where competitors lose time due to a target error that is not their fault, or to a target malfunction, the competition jury will make an appropriate time adjustment. The competition jury will make an appropriate time adjustment in case competitors have lost time through no fault of their own

- a. due to a target malfunction
- b. due to a range issue.

#### **9.2.1 Individual Competitions**

In Individual competitions, the competitor's time is the time elapsed between start and finish plus any shot-penalty minutes time imposed.

**9.2.4.1.2** At youth/junior competitions, competitors whose relay team is lapped for the second time by the leading relay team must stop competing after reaching the shooting range at an appropriate location in connection with the shooting range.

In such cases teams will receive rank and points according to the rank they had when they reached the shooting range that point.

**9.2.8.1** At Pursuit, Mass Start and Super Sprint Final competitions where the jury determines it is not possible to complete the fourth bout of shooting, the finish time will be taken at the timing point after the penalty loop following the third shooting bout. At competitions where less than three bouts of shooting are completed, the competition will be stopped and no official results will be produced.

#### **11.3.1 Thirty-Second Penalty**

If an athlete competes in a Pursuit and starts up to max. three seconds before the officially assigned start time, a thirty-second penalty will be imposed.

A thirty second penalty will be imposed if:

- a. an athlete competes in a pursuit and starts up to max. three seconds before the officially assigned start time
- b. breaching the rules listed in art. 8.2.1 at Mass start, Super Sprint final, Pursuit and/or Relay competitions;

Exception: There will be no penalty for athletes shooting from a wrong lane if this mistake is initiated by another competitor or official.

- c. having shot from wrong shooting position, wrong shooting sequence and/or wrong position in the shooting lane.

#### **11.3.3 Two-Minute Penalty**

b. every round not fired if athletes recommence skiing before they have fired all five shots in an Individual, Sprint, Pursuit, Mass Start or Super Sprint competitions, or all six shots in a Super Sprint competition or all eight shots in a Relay competition, having not hit all targets;

#### **11.3.4 Disqualification**

- e. taking part in a competition with a rifle not correctly marked (IBU control sticker);
- h. deviating from the marked trail, or skiing a wrong trail, or skiing the course loops in a wrong sequence or in the wrong direction (exception: see Art. 7.1.3);
- o. firing more than five rounds in any shooting bout of an Individual, Sprint, Pursuit, Mass start and Super Sprint competitions or more than eight rounds in a Relay competitions, Mixed Relay or more than six rounds in a Super Sprint competition;

p. remaining in a shooting position not permitted by the rules or in an incorrect position in the shooting lane after having been warned (interfering or crossing the red line, etc.);

q. failing to shoot in the correct sequence of positions or from the appropriate lane after having been warned;

u. obstructing another athlete by not lying in or shooting from the assigned shooting lane in the Mass start, Super Sprint final and/or Relay competition;

u. starting more than three seconds earlier than the assigned start time in a Pursuit competition, or starting outside the start window in the Sprint, Individual or Super Sprint Qualification competition without returning to the start, or without a tag at the relays hand over;

v. failing to stop competing in the competition after being lapped in the WC/WCH/IBU Cup/OECH/OWG Relay, Pursuit, Mass start or Super Sprint final;

w. committing a serious violation of the principles of fair play or the requirements of sportsmanship.

#### 11.5 Suspension

11.5.1 If, after the end of a competition protest deadline, an athlete is found guilty of having grossly violated the IBU Rules, the competition jury of the competition concerned may suspend that athlete from the next competition. In the event of a particularly gross violation, that suspension may be extended under the IBU Integrity Code to more than one competition and up to a maximum of all competitions within the next two trimesters. Such suspension would apply to all IBU events & IOC Events within this time frame. A preliminary suspension may be imposed with immediate effect by the Biathlon Integrity Unit (BIU).

11.5.2 An athlete who has participated in an international biathlon event that has not been authorized by the IBU may be suspended for one or more IBU competitions by the IBU Executive Board.

#### 11.6 Fines

11.6.1 Fines up to €1000 may be imposed by the competition jury on those who violate the IBU Event and Competition Rules and/or their member federations or those jeopardizing/defaming the honor or reputation of the IBU in a minor way

11.6.2 Fines up to € 30,000 may be imposed by the IBU Executive Board on those who seriously violate the IBU Rules or decisions of the organs or other competent bodies of the IBU, and/or their member federations or on those who jeopardize or damage the reputation of the IBU in a serious way

11.6.3 Fines from €30,000 to €100,000 may be imposed under the IBU Integrity Code on those who very seriously violate the IBU Rules or decisions of the organs or other competent bodies of the IBU, and/or their member federations or on those who jeopardize or damage the reputation of the IBU in a very serious way

#### 11.6.4 11.7 Validity

Except suspension and monetary fines, the above penalties and disciplinary measures may only be imposed before the publication of the final results.

#### 12.1.1 Jurisdiction and Terms

The WCH and Y/JWCH are IBU events and are held under its jurisdiction for men, women, junior men and junior women, and for youth men and youth women. In this section the rules stipulated for WCH will also apply to the Y/JWCH unless a specific difference is indicated.

#### 12.1.3 Best Biathletes – Financial Responsibility and Selection (WCH)

Each OC of the WCH must pay the accommodation and meal expenses for the best 30 male and the best 30 female biathletes for a maximum of twelve days during the WCH. The best biathletes at the WCH will be selected from the top rankings of the current WC total score prior to the start of the WCH.

#### 12.2 Bids to host and Appointment of OC's (WCH)

#### 12.2.3 The IBU Event Hosting Declaration (WCH and Y/JWCH)

After a host for a WCH has been appointed, the hosting NF must sign the IBU Event Hosting Declaration. By signing, the hosting NF will testify that it accepts and will fulfill, in the required time, the tasks, measures and duties stipulated in the Declaration.

### 12.3 Event Schedule and Program (WCH and Y/JWCH)

The proposed event schedule and program will be established by the OC in consultation with the RD and submitted to the IBU headquarters at least two years prior to the start of the event. The program must be submitted to the TC for review and must be approved by the IBU EB at the latest one year prior to the start of the WCH.

### 12.4 Progress Reports (WCH and Y/JWCH)

The OC must report regularly about its progress to the IBU.

### 12.5 Information Bulletins and Invitations (WCH and Y/JWCH)

#### 12.6.2.2 Individual and Sprint Competitions

A maximum of four competitors per NF may be entered for each of the following classes: junior men, junior women, youth men and youth women. Additionally, the NFs of the Individual and Sprint champions in the previous year's Y/JWCH will be granted the right to enter them at the Y/JWCH Individual and Sprint competitions in addition to their NF's quota. The Pursuit Champion of the previous year's Y/JWCH may enter additionally in the Sprint competition, however the NF's quota for the Sprint competition may not exceed five (5) and as long as the respective competitors are still in the same class as they were at the previous Y/JWCH.

#### 12.6.2.5 Team Staff (WCH and Y/JWCH)

Article 1.6.1.1 g will apply accordingly.

### 12.7 Awards

#### 12.7.1 Official Medals (WCH and Y/JWCH)

Competitors placed first, second and third in the Individual, Sprint, Pursuit and Mass Start competitions will be awarded the IBU medal in gold, silver and bronze, respectively. Each member of the relay teams placed first, second and third will be awarded the IBU gold, silver or bronze medal respectively. IBU medals will only be given for competitions where three or more competitors or relay teams are competing.

### 12.8 Leader Start Numbers (WCH)

The competitors, both men and women, who are the best ranked in the Individual, Sprint, Pursuit and Mass Start competitions in the current World Cup score will wear a numbered "World Cup Leader" start number during the World Championships instead of a conventional start number.

The competitors, both men and women, who are the best ranked in the the current World Cup scores (acc. to Art. 15.8.1.1 a-f), the "Under 25 Award" leaders (acc. to Art. 8, Rules for Honors) and the defending Champions of the previous World Championships in the respective single competition format will wear a numbered, designated colored start number during the World Championships instead of a conventional start number. Bib colors:

- Total score leaders - yellow
- Individual, Sprint, Pursuit, Mass Start leaders - red
- "Under 25 Award" leaders (acc. to Art. 8, Rules for Honors) - dark blue
- Defending Champions - gold
- Total score leaders who are concurrently best ranked in the respective competition type - yellow/red combined.
- Competitors fulfilling more than one criteria of a. - d. will wear a combined colored bib.

#### 14.1.2 Competition Types

The following competition types are authorized at CCH: Individual, Sprint, Pursuit, Mass Start, Mixed Relay and Relay. The types of competitions must be in accordance with Art. 1.4. All official IBU competitor classes are authorized to participate as stipulated by the respective NFs of the continent.

### 15.6.3 Additional Start Rights at WC

- At the World Cup Final, NFs are allowed to enter competitors in addition to the quota based on how many competitors they have ranked in the top 10 of the IBU Cup total score final standings, up to a maximum of two per NF. The NF is free to

use these additional entries for any qualified competitor. The NFs with the winner of the IBU Cup total score for men and women will also receive additional funding from the IBU for the winner's participation at the World Cup Final.

#### 15.6.5.1 Mass Start

The Mass Start competition entries will consist of the top 25 competitors in the current WC total score and the remaining five competitors will be filled in, in rank order from the points they have acquired at the current WC event. If competitors are tied, the one with the best WC total score will qualify. If competitors are tied, the one better ranked in the current WC total score will qualify; if still tied the one with the better single result from that event and if still tied the athlete with less IBU Qualifying points will qualify. If competitors are absent from the top 25, they will be filled in from the current WC total score list in rank order. Start numbers will be assigned based on the list standings – with the top-ranking competitor receiving number 1, the second number 2, and so on. The final five start numbers will be assigned in rank order from the WC Points scored at the current event.

#### 15.6.5.2 Mass Start 60

The Mass Start 60 competition entries will consist of the top 25 competitors in the current WC total score and the remaining 35 competitors will be filled in, in rank order from the points they have acquired at the current WC event using the Nation Cup point system. If competitors are tied, the one with the best WC total score will qualify; if still tied the one with the better single result from that event will qualify. In case another tie-breaker is needed a simple draw will be done. If competitors are tied, the one better ranked in the current WC total score will qualify; if still tied the one with the better single result from that event and if still tied the athlete with less IBU Qualifying points will qualify. If competitors are absent from the top 25, they will be filled in from the current WC total score list in rank order. Start numbers will be assigned based on the list standings – with the top-ranking competitor receiving number 1, the second number 2, and so on. The final 35 start numbers will be assigned in rank order from the points scored at the current event using the NC point system. Also for this group of athletes applies that in case competitors are tied, the one with the best WC total score will qualify; if still tied the one with the better single result from that event and if still tied the athlete with less IBU Qualifying points will qualify. In case another tie-breaker is needed a simple draw will be done.

15.6.6.1 At WC events with relays, in principle all NFs having a start right may register the minimum number of athletes required to compete in the relay provided all the athletes meet the qualification requirements for the WC. This rule also applies to mixed relays and single mixed relays provided the NFs have both men and women with a start right for the WC. The affected NF teams are therefore allowed to register a maximum of four (4) for Relay competitions, two (2) per gender for Mixed Relay competitions and three (3) per gender when the Mixed Relay and Single Mixed Relay competitions are held at the same WC event.

15.6.6.2 A maximum of 30 relays may compete in WC Relay, Mixed Relay or Single Mixed Relay Competitions, based on the current WC Nations Cup score.

### 15.7 World Cup Leader Special Start Numbers, Flower Ceremony

#### 15.7.1 General

Men and women competitors who are ranked the best in the Individual, Sprint, Pursuit, Mass Start and Super Sprint competitions in the current World Cup score and in the WC total score must wear a World Cup Leader start number during the competition. This applies also for the "Under 25 Award" leader (acc. to Art. 8, Rules for Honors).

Also the best Junior competitors acc. to Art. 15.6.3 a. and the IBU Cup winners acc. to Art. 15.6.3 c. will wear a designated colored start number at competitions relating to this gained additional start right.

#### 15.7.2 World Cup Leader Special Start Numbers

The WC leader special start numbers will have the competitors' number as shown on the start list, and be colored as follows:

- WC total score leaders – yellow;
- Each Individual, Sprint, Pursuit, Mass Start, Super Sprint leader – red;
- "Under 25 Award" leader (acc. to Art. 8, Rules for Honors) – dark blue;

d. best Junior competitors acc. to Art. 15.6.3 a. at WC final - bright blue

e. IBU Cup winners acc. to Art. 15.6.3 c. at the WC Final and the first WC event of the following season - green

c. WC total score leaders who are at the same time best ranked in the respective competition type – yellow/red combined.

f. Competitors fulfilling more than one criteria of a. – e. will wear a combined colored bib

Numbers will be printed on the start number bibs. Any advertising on the WC leader special start numbers will be fully under IBU jurisdiction.

#### 15.8.1.1 Types of Scores

The following types of scores are used:

- World Cup total score;
- World Cup Individual score (Individuals and Short Individuals);
- World Cup Sprint score;
- World Cup Super Sprint score
- World Cup Pursuit score;
- World Cup Mass Start score (Mass Starts and Mass Start 60s);
- World Cup Relay score;
- World Cup Mixed Relay score (Mixed Relays and Single Mixed Relays);
- World Cup Nations Cup score.

#### 15.8.2.1 World Cup Discipline Points

At each WC and WCH Individual, Short Individual, Sprint, Pursuit, Mass Start 60, Super Sprint, Relay and Mixed Relay competition, points will be awarded for each discipline as follows:

1st place	60 points	2nd place	54 points
3rd place	48 points	4th place	43 points
5th place	40 points	6th place	38 points
7th place	36 points	8th place	34 points
9th place	32 points	10th place	31 points

further decreasing by one down to 40th place (1 point).

At Super Sprint competitions points for rank 31-40 will be awarded after the SSP Qualification, rank 1-30 after the SSP final.

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For Mass Start and Super Sprint competitions WC points will be awarded as follows:

1st place	60 points	2nd place	54 points
3rd place	48 points	4th place	43 points
5th place	40 points	6th place	38 points
7th place	36 points	8th place	34 points
9th place	32 points	10th place	31 points

further decreasing by one down to 21st place (20 points) and then decreasing by two points down to 30th place (2 points).

For athletes in the Super Sprint final: DNS, DNF, LAP, DSQ -> no rank and no points will be awarded.

#### 16.4.1 IBU Cup Discipline Points

At the OECH and IBU Cup Individual, Short Individual, Sprint, Super Sprint, Pursuit and Mass Start 60 competitions, points will be awarded for each discipline as follows:

1st place	60 points	2nd place	54 points
3rd place	48 points	4th place	43 points
5th place	40 points	6th place	38 points
7th place	36 points	8th place	34 points
9th place	32 points	10th place	31 points

further decreasing by one down to 40th place (1 point).

At Super Sprint competitions points for rank 31-40 will be awarded after the SSP Qualification, rank 1-30 after the SSP final.

At Mass Start and Super Sprint competitions, IBU Cup points will be awarded as follows:

1st place	60 points	2nd place	54 points
3rd place	48 points	4th place	43 points
5th place	40 points	6th place	38 points
7th place	36 points	8th place	34 points
9th place	32 points	10th place	31 points

further decreasing by one down to 21st place (20 points) and then decreasing by two points down to 30th place (2 points).

For athletes in the Super Sprint final: DNS, DNF, LAP, DSQ -> no rank and no points will be awarded.

#### 16.5 Types of Scoring

The following types of scoring are used for men and women:

- IBU Cup Total score;
- IBU Cup Individual score (Individuals and Short Individuals);
- IBU Cup Sprint score;
- IBU Cup Super Sprint score;
- IBU Cup Pursuit score;
- IBU Cup Mass Start score (Mass Starts and Mass Start 60s);
- IBU Cup Relay score;
- IBU Cup Mixed Relay score (Mixed Relays and Single Mixed Relays);
- IBU Cup Nations Cup score

#### 16.8 Mass Start Competitions

##### 16.8.1 Mass Start

The Mass Start competition entries will consist of the top 15 competitors in the current IBU Cup total score and the remaining 15 competitors will be filled in, in rank order from the points they have acquired at the current IBU Cup event. If competitors



are tied, the one with the best IBU Cup total score will qualify the one better ranked in the current IBU Cup total score will qualify; if still tied the one with the better single result from that event and if still tied the athlete with less IBU Qualifying points will qualify. If competitors are absent from the top 15, they will be filled in from the current IBU Cup total score list in rank order. Start numbers will be assigned based on the list standings – with the top-ranking competitor receiving number 1, the second number 2, and so on. The final 15 start numbers will be assigned in rank order from the IBU Cup Points scored at the current event.

#### 16.8.2 Mass Start 60

The Mass Start 60 competition entries will consist of the top 15 competitors in the current IBU Cup total score and the remaining 45 competitors will be filled in, in rank order from the points they have acquired at the current IBU Cup event using the Nation Cup point system. If competitors are tied, the one with the best IBU Cup total score will qualify; if still tied the one with the better single result from that event will qualify; the one better ranked in the current IBU Cup total score will qualify; if still tied the one with the better single result from that event and if still tied the athlete with less IBU Qualifying points will qualify. In case another tie-breaker is needed a simple draw will be done. If competitors are absent from the top 15, they will be filled in from the current IBU Cup total score list in rank order. Start numbers will be assigned based on the list standings – with the top-ranking competitor receiving number 1, the second number 2, and so on. The final 45 start numbers will be assigned in rank order from the points scored at the current event using the NC point system. Also for this group of athletes applies that in case competitors are tied, the one with the best IBU Cup total score will qualify; if still tied the one with the better single result from that event and if still tied the athlete with less IBU Qualifying points will qualify. In case another tie-breaker is needed a simple draw will be done.

#### 17.1.1 Scope

The IBU Event and Competition Rules will apply to the OECH.

#### 17.3.1 Additional Start Rights

Additionally, the NFs of the Individual, Sprint, Pursuit, Mass Start and Super Sprint champions of the previous year's OECH may enter those competitors at the OECH Individual, Sprint, Mass Start and Super Sprint competitions respectively, in addition to their NF's quota. The Pursuit Champion of the previous year's OECH may enter additionally in the Sprint competition, however the NF's quota for the Sprint competition may not exceed seven (7) per NF.

17.3.2 For the entries of the OECH Mass Start competitions Art. 16.8 applies accordingly. In addition the respective athlete will receive start number 30/60 unless she/he has been already selected (in acc. with Art. 12.6.1.3)

#### 17.4 Competition Program – Event Schedule and Program

The competition program may consist of the Individual, Sprint, Pursuit and Mass Start for men and women, and Relay or Mixed Relays.

The proposed event schedule and program will be established by the IBU in consultation with the OC at least one year prior to the start of the event.

#### 17.5 Event and Competition Rules

##### 17.5.1 Scope

The IBU Event and Competition Rules will apply to the OECH with the following deviations:

##### 17.5.2 Classes of Competitions

OECH events consist of competitions for men and women.

##### 17.5.3 Scoring

IBU Cup Points and IBU Nations Cup Points will be awarded at the OECH in the same manner they are for IBU Cup events.

##### 17.5.4 Awards

The rules for WCH events under Art. 12.7 will apply accordingly with exception to the number of athletes: top 6 competitors and top 3 relay teams.

#### ■ 18.3.1

A maximum of 30 relays may compete in JC Relay, Mixed Relay and Single Mixed Relay competitions (based on the current JC Nations Cup score).

#### ■ 18.4 Scoring

IBU Junior Cup points are awarded at each IBU Junior Cup and the JWCH and the JOECH in the same manner as IBU Cup points are awarded at the IBU Cup.

##### ■ 18.4.1 Score types

The following types of scoring are used:

- a) Junior Cup Total score;
- b) Junior Cup Individual score;
- c) Junior Cup Sprint score;
- d) Junior Cup Super Sprint score;
- e) Junior Cup Pursuit score;
- f) Junior Cup Mass Start score (Mass Starts and Mass Start 60s);
- g) Junior Cup Relay score (including all types of relays);
- h) Junior Cup Nations Cup score (including Youth at Y/JWCH in acc. with Art. 18.4.2)

## ANNEX A MATERIAL CATALOGUE

### ■ 1.2.1 Competition Equipment

Competition equipment refers to all items that a competitor wears or carries for a competition and official or unofficial training during an event. Competition equipment includes e.g. skis, poles, bindings, boots, rifle, ammunition and magazines, clothing, and accessory equipment such as gloves, goggles and earmuffs, rifle bags and ski clips.

### ■ 1.2.2 Organization Equipment

Organization equipment consists of all the other materials that are required to conduct organize a biathlon competition or training during an event that are not worn or carried by the competitor. Examples of organization equipment are: targets, timing equipment, mats, wind flags, signage and equipment measuring devices, etc.

## ANNEX C TRAINING AND LICENSING OF TECHNICAL DELEGATES AND INTERNATIONAL REFEREES

### ■ 2.3.1 Test Formats

Tests will be formulated by the TC member in charge of referees. The candidates will be asked questions that will test skills required by TDs and IRs for conducting their duties. Tests must be done without the use of any reference material. The following test specifications will apply:



a.

Questions – TD: 35, IR: 25;

b.

Allowed time – 120 minutes;

c.

Pass Grade – if 80 % of all questions have been answered correctly the maximum achievable score is reached.

## RULES FOR HONORS

### 8. IBU AWARDS

The IBU may present IBU Awards at the IBU WCH. In years in which Olympic Winter Games are held, IBU Awards will be given out during the IBU Congress. The IBU „Under 25 Award“ will be handed over at the end of the season. IBU Awards are given in the following categories:

**Rookie of the Year:** For athletes with the most WC points during their inaugural WC season (with at least three (3) WC starts in one season)

**Under 25 Award:** For all competitors who have not turned 25 at December 31 of the respective season the “Under 25 Award” will be based on the Individual, Short Individual, Sprint, Super Sprint, Pursuit, Mass Start and Mass Start 60 competitions of the IBU World Cup. The points gained at all WC competitions will be added together based on the same principle as for the WC Total Score. There will be no separate published score, eligible athletes will be marked with a \* in the WC total score and the highest ranked of such athletes therefore will be awarded with the “Under 25 Award”. This award can be won multiple times by one and the same athlete, as long as the age requirements/eligibility are still fulfilled.

**Note:** All Articles that are marked with ■ formally can only be amended, rescinded or added to by Congress acc. to the Principles/Color Code c) Event and Competition Rules and Article 12.5.5 of the Constitution. Due to the extraordinary pandemic situation and the urgency to publish such changes before the season start, we already implemented them in these documents. Those changes are to be formally confirmed by virtual Congress on 14 November.

## Special Event and Competition Rules – COVID-19 Season 2020/2021

**NOTE:** These amendments are exceptional due to the COVID-19 impact and only **temporary**. All Articles that are marked with \* formally can only be amended, rescinded or added to by Congress acc. to the Principles/Color Code c) Event and Competition Rules and Article 12.5.5 of the Constitution. Due to the extraordinary pandemic situation and the urgency to publish such changes before the season start, we already implemented them in these documents. Those changes are to be formally confirmed by virtual Congress on 14 November.

### **Registration:**

- Teams must register for each WC as usual even if two WCs will take place at the same venue
- Either new accreditations for all **OR** replaced (old ones returned/new ones picked-up) -> tbc

### **Qualification:**

Art. 1.5.3.5 ECR \* will be amended **for the whole season 2020/2021** as follows:

#### **1.5.3.5 IBU Qualifying Points List**

After each trimester, or at other times as scheduled and announced annually by the IBU EB, the IBU qualifying points list will be updated by taking the average of each competitor's best results from the previous **four** trimesters according to the following rules:

COMPETITIONS SCORED IN LAST 4 TRIMESTERS	CALCULATION FOR POINTS LIST
3 or more	Average of the best 3
2	Average 2 x 1.10
1	Points earned x 1.2
Removal from list	After 5 trimesters with no points scored

### **WC:**

Trimester 1:

- Two athletes per gender (of the same NF) can be registered without fulfilling the personal qualification criteria WC event week. This accords to Art. 1.5.3.3 \* and Art. 1.6.6 ECR

From Trimester 2 onwards:

- The regular Qualification criteria acc. to Art. 1.5.3.3 ECR apply as usual

### **IBU Cup:**

Trimester 2:

- no personal qualification criteria acc. to Art. 16.2.1 \* ECR apply

From trimester 3 onwards:

- The regular Qualification criteria acc. to Art. 16.2.1 ECR apply as usual

### **Start quota:**

WC: no changes

IBU Cup (due to the cancellation of the Junior Cup):

- Remain Registration Quota acc. to Art.16.2 \* ECR
- Increase Start Quota as stated in the table below
- Hereby also Juniors will get the chance to start in IBU Cup

IBU CUP RANKING	REGISTER	Current START Q	2020/2021 START Q	MAXIMUM ON START	
1 - 5	8	6	8	30	40
6 - 10	7	5	7	25	35
11 - 20	6	4	6	40	60
21 - 30	5	3	5	60	50
31 and above	5	3	4		20
TOTAL				155	205

- Expected based on experience: Men: 165 athletes; Women 140 athletes to start

**NOTE:** The normal start group system will apply

### **Scoring:**

Due to the possibility that some NFs or single athletes could not be able to compete/participate at all IBU events for travel restrictions or national rules an amendment of the scoring system (calculation) is necessary.

- No minimum number of participating NFs to hold event but under the permanent review of the situation by the Event Task Force
- WC:
  - Total and Single Scores: max. 4 dropped results
  - NC Score: max. 6 dropped competitions
- IBU Cup + OECH:
  - Total Score and Single Scores: max. 3 dropped results
  - NC Score: max. 5 dropped competitions

**NOTE:** In case the total amount of conducted races will be reduced, the number of dropped results will be deducted accordingly:

NC		Total/Single	
Nr. races	Dropped results	Nr. races	Dropped results
21 +	6	21 +	4
17 - 20	5	17 - 20	
13 - 16	4	13 - 16	
9 - 12	3	9 - 12	3
6 - 8	2	6 - 8	2
3 - 5	1	3 - 5	1
1 - 2	0	1 - 2	0

Current Planning  
2020/2021

Series	SCORE	
	NC	TOTAL
WC	28	24
IBU Cup	20	15

### Changes between WC and IBU Cup:

- Athletes can change between the series by providing a negative valid COVID-19 test result when they arrive at the other event (not older than 72 h)
  - a) These tests may to be conducted in own responsibility when coming from home
  - b) These tests may to be conducted by the IBU-Test-System at the event from which the athlete departs
- Such changes need to be communicated as soon as possible to ensure results in time, need to be approved by IBU and coordinated with the respective IBU COVID-19 contact persons of both series

Changes to event registration and entry in case a whole team is suspended from an event due to multiple COVID-19 infections (acc. to the IBU COVID-19 Test protocol):

- A team can be replaced after a transition period by another team of the same NF upon fulfillment of all requirements of the IBU COVID-19 guidelines
- Such transition period is normally expected to be 48 hours, but can be amended by decision of the IBU Event Task Force (ETF) on proposal of the respective series' IBU COVID-19 expert.
- During the replacement process any kind of updates registrations and entries may be also made by phone, email, etc. but should be carried out as quickly as possible and in coordination with the respective IBU Race Director.

#### **Explanation for the implementation/release of "special ECR - COVID19":**

The world-wide COVID19 pandemic is a huge challenge for the sport of biathlon and the successful conduction of international biathlon events, here expressively the IBU World Cup (incl. WCH) and the IBU Cup Biathlon (incl. OECH) plus the YJWCH.

To ensure the best possible season for all IBU NFs and by taking into account all possible COVID19 developments (e.g. the possibility that several NFs or even top athletes cannot take part at a certain number of events) the IBU Executive Board is of the opinion that the changes mentioned above are without any alternative.

Note: The IOC has requested all International Federations (IFs) to amend their Qualification Rules for the OWG 2022 in such way that all NFs/NOCs will have an equal chance for qualification independently from the fact if they will be blocked by the COVID19 situation from participation in season 2020/21. The amended and IOC approved Qualification Rules will be shared with the Congress Delegates during the online session. The quota system remains unchanged.



# EB Representatives **SEASON 2020 - 2021**

(Effective: Sept. 2020 as after EB 154)

WC/WCH BIATHLON - COVID19				IBU CUP BIATHLON / OECH /YJWCH - COVID19			
EVENT	VENUE	DATE	EB-Representative	EVENT	VENUE	DATE	EB-Representative
WC 1	Kontiolahti FIN	25. - 29.11.2020	Olle Dahlin				
WC 2		30.11. - 06.12.2020	Tore Boygard				
WC 3	Hochfilzen AUT	07. - 13.12.2020	Dr. Klaus Leistner				
WC 4		14. - 20.12.2020	Ivor Lehotan				
WC 5	Oberhof GER	04. - 10.01.2021	Dr. Franz Steinle	IBU CUP 1	Arber GER	13. - 16.01.2021	Niklas Carlsson
WC 6		11. - 17.01.2021	Jiri Hamza	IBU CUP 2		18. - 24.01.2021	Dr. Franz Steinle
WC 7	Antholz ITA	18. - 24.01.2021	Max Cobb	OECH	Duszniki Zdroj POL	25. -31.01.2021	Olle Dahlin
WCH	Pokljuka SLO	07. - 21.02.2021	All EB Members	IBU CUP 3	Osrblie SVK	08. - 14.02.2021	Jiri Hamza
				IBU CUP 4		15. - 21.02.2021	(none due to WCH)
WC 8	Beijing* CHN	23.02. - 02.03.2021	tbc in November	YJWCH	Obertilliach AUT	27.02. - 07.03.2021	Dr. Klaus Leistner
WC 9	Nove Mesto* CZE / Oslo* NOR	08. - 14.03.2021	tbc in November	IBU CUP 5	Ridnaun ITA	08. - 14.03.2021	Tore Boygard/Niklas Carlsson
WC 10		15. - 21.03.2021	tbc in November				

\* event venue to be confirmed in Nov. 2020