

Attendance List

Executive Board Meeting 150 Munich/GER

|                     |     |   |
|---------------------|-----|---|
| DAHLIN, Olle        | IBU | President   |
| HAMZA, Jiri         | IBU | Vice President <sup>1</sup> (1-10)  |
| LEISTNER, Klaus     | IBU | Treasurer (6 - 11)  |
| BOYGARD, Tore       | IBU | Executive Board Member  |
| CARRABRE, Jim       | IBU | Executive Board Member,<br>participated at the phone on<br>a summary the 25 <sup>th</sup> between<br>16:00-16:15. |
| COBB, Max           | IBU | Executive Board Member  |
| EGAN, Clare         | IBU | Executive Board Member (partly by phone both days)  |
| GERASIMUK, Dagmara  | IBU | Executive Board Member  |
| LEHOTAN, Ivor       | IBU | Executive Board Member  |
| STEINLE, Franz      | IBU | Executive Board Member  |
| CARLSSON, Niklas    | IBU | Secretary General <sup>2</sup> (SG)   |
| <u>Guests:</u>      |     |   |
| BITTERLING, Felix   | IBU | Sports Director (SD)  |
| EIDENHAMMER, Margit | IBU | Head of Finance and Administration  |
| WINKLER, Christian  | IBU | Communication Director<br>(only the 26 <sup>th</sup> of November)   |

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<sup>1</sup> Further as VP <sup>2</sup>Further referred to as Treasurer <sup>3</sup> Further referred to as SG

## AGENDA

### IBU Executive Board Meeting 150

2019-11-25/26Munich/GER

1. [President's welcome](#)
2. [Approval of agenda items](#)
3. [Confirmation of EB minutes 149/2019](#)
4. [Reports](#)
  - I. President
    - a. Sportel, Monaco
    - b. EOC Gen. Assembly, Warsaw
    - c. IF Forum, Lausanne
    - d. World Conference in Doping in Sport, Katowiece
  - II. Other EB-members
  - III. Secretary General
  - IV. External Review Commission, interim report no. 9
  - V. Criteria Follow-up RBU (F.Steinle)
  - VI. Biathlon Integrity Unit (BIU) (F.Steinle)
5. [Strategy](#)
  - I. Discussion: "Kick-off" Target 26 (O.Dahlin/all)
  - II. Discussion: Implementation New Constitution/new rules (O.Dahlin/N.Carlsson)
  - III. Discussion: IBU-Organisation (N.Carlsson)
  - IV. Discussion: Governance review (N.Carlsson)
6. [Finances](#)
  - I. Report: Follow-up, May-Oct 2019/20 (N.Carlsson)
  - II. Report: Follow-up, Financial Reserves May-Oct 2019/20 (O.Dahlin/K.Leistner)
  - III. Decision: BIU budget 19/20 and signatories (N. Carlsson)
  - IV. Discussion: Long term budget and priorities (N.Carlsson)
  - V. Decision: Renovation/partly rebuilding of new HQ building
7. [Development](#)
  - I. Report: Recruitment "Head of Development" (N.Carlsson)
  - II. Decision: Additional Financial Support (D.Gerasimuk)
8. [Sports](#)
  - I. Issues arising from the 55<sup>th</sup> Technical Committee Meeting
  - II. Decision: Athletes Committée Terms of Reference (N.Carlsson/F.Bitterling)
  - III. Decision: CISM MoU (O.Dahlin/F.Bitterling)
  - IV. Discussion: Future Procedure for IBU Event Allocation (F.Bitterling)
9. [Information/Communications](#)
  - I. Decision: Prolonged/adjusted agreement JTA (C.Winkler/O.Dahlin)
10. [Media and Marketing agreements](#)

- I. Decision: Approval of the frames for future agreements (N.Carlsson)

## 11. Miscellaneous

- I. EB-meetings
    - a. EB, 17 Feb 2020, Antholz/ITA
    - b. EB, 6-7 June 2020, Salzburg/IBU
    - c. EB, 18-19 July 2020, tbd
    - d. EB, 4 Sept 2020, Prague/CZE
  - II. Other IBU-meetings
    - a. Presidents Meeting 19 Feb 2020, Antholz/ITA
    - b. IBU Congress, 4-6 Sept 2020, Prague/CZE
    - c. OC Meeting, Pokljuka/SLO
    - d. Medical Meeting (agenda and budget)
  - III. External meetings
    - a. 6<sup>th</sup> Chinese National Public Ice and Snow Season, 15-16 Dec 2019, Tianjin/CHN
    - b. IOC Session, 10 Jan 2020, Lausanne/SUI
    - c. IOC Commission Sustainability & Legacy, 14 Jan 2020, Lausanne/SUI
    - d. IOC Medical Meeting, 10-11 March 2020, Monaco
    - e. Sport Accord, 19-24 April 2020, Beijing/CHN
    - f. IOC Co Com Beijing 2020. 26-29 May 2020, Beijing/CHN
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## Minutes

### IBU Executive Board Meeting 150

#### Erding/GER

#### 1. President's welcome

- The President welcomed the Executive Board members to the 150<sup>th</sup> IBU Executive Board meeting in Erding/GER.

#### 2. Approval of agenda items

- The agenda was approved as listed above.

#### 3. Confirmation of EB minutes 149/2019

- The minutes were approved without any comment.

#### 4. Reports

##### I. President

##### a. Sportel, Monaco

The President and SG participated at Sportel and met several broadcasters and partners. Positive discussions with all parties.

##### b. EOC Gen. Assembly, Warsaw

The meeting was connected to the celebrations of the Polish NOCs 100 years anniversary. Good informal discussions with many participations, as the IOC President Bach and the new WADA President from 1<sup>st</sup> of Jan 2020 Mr. Banka EOC is implementing new rules, with increased transparency. The possibility to work with Olympic Solidarity was highlighted, and IBU should review the possibility to work with them. The EOC office in Brussel was presented and IBU will review the possibility to be part of that.

##### c. IF Forum, Lausanne

In connection with the IF Forum, IOC organized a workshop regarding integrity and sport, focus on corruption and matchfocus was discussed in detail. The IF Forum had focus of athletes centered sport. Available funds from Olympic Solidarity towards Athletes Commission will be reviewed. It was also a gathering for AIOWF during the IF Forum, there will be a change of financial distribution from the AIOWF, with reduced funds..

A meeting was held with IPC regarding the possibility for IBU to take over the responsibility for PARA biathlon. IPC will do audit to review if a positive



integration of Parabiathlon can be done with IBU, the goal from IPC is that the integration will be done until 2030. IBU are open to discuss further. .

d. World Conference in Doping in Sport, Katowiece

A conference is held every fifth year in connection with the approval of a new WADA code. The new code will come into force 1<sup>st</sup> of January 2021. The president did an intervention at the conference that was well received and opened for informal discussions afterwards.

II. Other EB-members

Dagmara Gerasimuk was present in Sjusjoen (NOR) to have discussions with NF NOR regarding a knowledgesharing program for developing nations.

III. Secretary General

The SG refered to the written report distributed to the EB members.

IV. External Review Commission, interim report no. 9 (J.Taylor, L. Page)

The EB reviewed interim report no. 9 of the External Review Commission (ERC). The report is published on the IBU website.

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

No news to report, next meeting with RBU is scheduled during the World Cup in Hochfilzen (AUT)(later rescheduled to late January in Moscau/RUS). The EB also discussed the consequences of the WADA Compliance Review Committee recommended consequences for RUSADA non-compliance, the WADA Executive Committee will discuss this at their ExCo-meeting the 9<sup>th</sup> of December.

V. Biathlon Integrity Unit (BIU) (F.Steinle)

Steinle went thru the written report distributed to the EB. The EB acknowledge all the work done by the BIU in the short timeframe.

5. Strategy

I. Discussion: "Kick-off" Target 26 (O.Dahlin/all)

The SG made a presentation regarding the next steps for the implementation of Target 26. The EB will be deeply involved in all strategic topics and the staff will take responsibility to prepare a more detailed project plan that will outline the interaction with all stakeholders (NFs, OCs, Athletes and others), timelines and needed resources. The project plan will be presented to the board for decision at EB meeting 151 and will be reviewed at the Preseidents Meeting in Antholz the 19<sup>th</sup> of February. External support will be needed to start this work and EB approved to move ahead with contracting expertise according to needs presented.

EB was pleased with the progress made so far.

- II. Discussion: Implementation New Constitution/new rules (O.Dahlin/N.Carlsson)  
The educational material of the constitution and integrity code will be shared with the EB and at the next meeting the EB will discuss the next steps. Important will be education of NFs.
- III. Discussion: IBU-Organisation (N.Carlsson)  
The SG presented the current tasks and responsibilities for the staff and outlined the consequences with additional tasks based on the Constitution and Target 26. IBU will also need to take a wider responsibility as an IF in future  
The EB approved to recruit a Sports Manager and to contract a Senior Project Manager for the implementation of Target 26.
- IV. Discussion: Governance review (N.Carlsson)  
The SG presented different level of ambitions for IBU to implement in our work to improve our governance. With the new constitution and integrity code, we have all possibilities to improve, but many things must be improved when it comes to transparency, democracy, integrity, accountability and social responsibility. A detailed review is needed with necessary measures to be implemented.  
The EB decided to create a working group to review this, participants will be the SG, Franz Steinle, Max Cobb, Dagmara Gerasimuk and Ivor Lehotan. The result of the review will be presented at the EB 151.

## 6. Finances

- I. Report: Follow-up, May-Oct 2019/20 (N.Carlsson)  
EB reviewed the report and asked for an updated forecast to the EB meeting 151.
- II. Report: Follow-up, Financial Reserves May-Oct 2019/20 (O.Dahlin/K.Leistner)  
The EB acknowledged the report
- III. Decision: BIU budget 19/20 and signatories (N. Carlsson)  
The EB confirmed the budget, but asked the BIU to review the cost for Vetting and consultancy and submit a more detailed budget. The signatories for BIU will be reviewed to EB 151, and at the moment the signatories of invoices for BIU will follow the authorization rules for IBU.
- IV. Discussion: Long term budget and priorities (N.Carlsson)  
The EB appreciated the presentation, and agrees that it is important and useful to continue the discussions
- V. Decision: Renovation/partly rebuilding of new HQ building  
The EB approved the financial frame for the rebuilding and asked the management to communicate with the President and Treasurer about the progress of this project.

## 7. Development

### VI. Report: Recruitment "Head of Development" (N.Carlsson)

The EB supported the recommendation from the management after having conducted a full recruitment process with personal interviews, to hire Dagmara Gerasimuk as the new Development Director. The EB agreed that she need to step down from the EB the day when she signs the employment contract. The EB will recommend that the EB-position is filled by a female candidate at the next congress in Prauge 2020, and that NFs have to nominate their candidates according to normal procedure & announced timelines

### VII. Decision: Additional Financial Support

The distribution of the additional financial support decided at EB meeting 149 was approved according to Annex 1.

## 8. Sports

### I. Issues arising from the 55<sup>th</sup> Technical Committee Meeting

The SD reported about the topics discussed at the last Technical Committee Meeting

#### On proposal of the TC the EB approved:

The change of date for the YJWCH 2022 in Soldier Hollow/USA:  
21.02.-02.03.2022 (incl. arrival and training days)

The change was necessary (following a request from the hosting OC/NF) to avoid extremely high prices for travel (airplane tickets) and accommodation due to national holidays. It also allows more travel time for teams following the Olympic Winter Games 2022.

#### Event and Competition Rules (ECR):

Art. 1.4.1 g & 1.4.2 g - Short Individual: the general rule now allows also to schedule this competition format not only in extraordinary weather/snow conditions but also in the interests of a manageable competition program. This change is already included in the new/updated ECR.

#### ECR Annexes:

##### Annex A - Art. 1.3 - Prohibited Materials

The new wording expressively allows the use of heating devices for gloves and shoes. The rest of the rule remains unchanged, no further artificial or chemical energy suppliers allowed.

#### Summer Biathlon WCH 2020:

The competition program was approved as stated in Annex 2.

Due the short termed reallocation of the event there still could be minor changes on the Super Sprint Days (Thursday/Friday), such that senior and junior competitions are switched.

#### Event Applications CCH, CC, RCH, RC and Other Events:

Several event applications were approved, the complete overview (including the formerly approved ones) are stated in Annex 3

The EB took note/was further informed about:

The first draft of the WC competition program for 2020/21 as discussed in the TC (still work in progress as feedback from athletes, coaches and TV stations needs to be considered)

WC 7 in Beijing will most probably last from Friday including Monday to ensure the event will be a proper test for the OWG 2022 for all involved parties but also will offer the athletes enough recovery time after the WCH 2021 in Pokljuka.

Newly released OC Guide which is available for download on the IBU homepage

The Super Sprint Procedure for season 2019/20 (IBU Cup and Junior Cups) which was transmitted for information to all NFs already

In addition the EB discussed:

Possible ban of lead in small bore ammunition (new EU legislation under discussion)

The SD informed about the current situation. The EB takes this discussion very seriously. Nevertheless it is necessary to get more information from the authorities as for now it is not clear to what extent a new legislation will come into force for biathlon, even if most probably a certain lead-ban is to be expected. The decision of the EU in this regard is scheduled for October 2021 and then expected to be enforced after a certain transition time.. The IBU EB decided to form a working group consisting of Felix Bitterling (Sports Dir/Chair), Tore Boygard (EB), Franz Berger (TC) and Borut Nunar (RD WC) and which shall include external stakeholders acc. to decision of the working group.

New EU Legislation Restricting Fluor (effects ski waxes)

The new legislation is coming into effect in July 2020. The EB supports the legislation, acknowledging the apparent health and environment concerns.

The EB decided to form a working group to gain more knowledge and formulate control systems that ensure fair conditions in biathlon.

The working group consists of Max Cobb (Chair), Franz Steinle (EB), Christophe Vassallo (TC Chairman) and Felix Bitterling (Sports Dir) was set-up, which shall include/involve external stakeholders and experts acc. to decision of the working group.

Accommodation situation and increased costs at main IBU events

The SD reported about the situation in several venues, hosting main IBU events, where highly increased costs are faced. In addition there is a trend visible in quite a



few venues that team accommodation is more and more pushed away from the stadium's vicinity, which results in longer daily travel times creating problems especially at such venues with high fan attendance (traffic jams etc.). Such issues shall be tackled together with the OCs to avoid that such trend is continued.

II. Decision: Athletes Committée Terms of Reference  
(C.Egan/N.Carlsson/F.Bitterling)

The EB approved the Athletes Committee Terms of Reference as stated in Annex 4.

III. Decision: CISM MoU (O.Dahlin/F.Bitterling)

A MOU similar to the past ones was drafted. Due to the open questions about a very disturbing situation occurring at the CISM Military Games in Orienteering, which was held in China, the further action on the MOU was put on hold. In any case a new clause should be integrated in such MOU to ensure that any decision of the Competition Jury is to be seen final.

IV. Discussion: Future Procedure for IBU Event Allocation (F.Bitterling)

The SD presented a first draft of a future event allocation procedure including all respective internal (such as staff, AC, TC, EB) and external stakeholders (TV etc.). The EB members are asked to review the document and provide feedback in time before the EB Meeting 151 in Antholz, February 2020 will take place. At the meeting the final document shall be approved and afterwards published.

9. Information/Communications

I. Decision: Prolonged/adjusted agreement JTA (C.Winkler/O.Dahlin)

The EB agreed to prolong the agreement with JTA to end of September 2020

10. Media and Marketing agreements

I. Decision: Approval of the frames for future agreements (N.Carlsson)

The SG presented to current status and objectives for Media and Marketing agreements.

The EB agreed to the frames of the future agreements, a lot of relevant comments were made by the EB members that the negotiation group will bring forward.

11. Miscellaneous

I. EB-meetings

- a. EB 151, 17 Feb 2020, Antholz/ITA
- b. EB, 6-7 June 2020, Salzburg/IBU
- c. EB, 18-19 July 2020, tbd
- d. EB, 10 Sept 2020, Prague/CZE

II. Other IBU-meetings

- e. Presidents Meeting 19 Feb 2020, Antholz/ITA
  - f. IBU Congress, 10-13 Sept 2020, Prague/CZE
  - g. OC Meeting, Pokljuka/SLO 12-14 June 2020.
  - h. Medical Meeting (agenda and budget)
- III. External meetings
- i. 6<sup>th</sup> Chinese National Public Ice and Snow Season, 15-16 Dec 2019, Tianjin/CHN (President)
  - j. IOC Session, 10 Jan 2020, Lausanne/SUI (President + SG)
  - k. IOC Commission Sustainability & Legacy, 14 Jan 2020, Lausanne/SUI (President)
  - l. IOC Medical Meeting, 10-11 March 2020, Monaco (J.Carrabre)
  - m. Sport Accord, 19-24 April 2020, Beijing/CHN (President + SG)
  - n. IOC Co Com Beijing 2020. 26-29 May 2020, Beijing/CHN (President + SG)

Secretary General



Niklas Carlsson  
(IBU Secretary General)

President



Olle Dahlin  
(IBU President)

#### List of Annexes

- Annex 1 - Distribution of Additional Financial Support
- Annex 2 - Program for the Summer Biathlon WCH 2020
- Annex 3 - Event Applications CCH, CC, RCH, RC and Other Events
- Annex 4 - Athletes Committee Terms of Reference