



IBU

INTERNATIONAL BIATHLON UNION

DRAFT MINUTES

Executive Board Meeting 156

Bled/SLO and virtual

2021-02-11

Attendance List

DAHLIN, Olle	IBU	President (in person)
HAMZA, Jiri	IBU	Vice President ¹ (in person)
LEISTNER, Klaus	IBU	Treasurer (in person)
BOYGARD, Tore	IBU	Executive Board Member (virtual)
CARRABRE, Jim	IBU	Executive Board Member (virtual, from 7 onward)
COBB, Max	IBU	Executive Board Member (in person)
EGAN, Clare	IBU	Executive Board Member (virtual, partially)
LEHOTAN, Ivor	IBU	Executive Board Member (virtual, partially)
STEINLE, Franz	IBU	Executive Board Member (in person)
CARLSSON, Niklas	IBU	Secretary General ² (in person)
<u>Guests:</u>		
BITTERLING, Felix	IBU	Sports & Event Director (SD, in person)
EIDENHAMMER, Margit	IBU	Head of Finance & Administration (HFA, in person)
GERASIMUK, Dagmara	IBU	Development Director (DD, in person)
MCKENNA, Greg	BIU	Head of BIU (in person, only for 6.6)
OKSANEN, Jouni	IBU	Digital Project Manager (virtual, only for 6.1.1)
RAKIC, Riikka	IBU	Senior Project Manager (virtual)
WINKLER, Christian	IBU	Communications Director (CD, in person)

¹ Further referred to as VP²Further referred to as SG



AGENDA

1. President's welcome
2. Approval of agenda items + pot. conflict of interest announcement
3. Circular decisions between EB Meetings
4. Confirmation of EB minutes 155/2020
5. Reports, General
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 - II. Other EB-members
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 - I. Report: 3.1/5.2 Digital Ecosystem (C. Winkler)
 - II. *Report/Workshop: IBU Overall Strategy, Vision, Mission & Objectives (O. Dahlin/N. Carlsson)*
 - III. Report: Criteria Follow-up RBU (F. Steinle)
 - IV. Discussion: ERC Report (O. Dahlin)
 - V. Report: Biathlon Integrity Unit (BIU) (F. Steinle)
 - I. CAS Award RUSADA
 - II. Remuneration
 - VI. Report: Membership and change of nationality questions (N. Carlsson)
 - VII. Report: Marketing (N. Carlsson)
 - I. IBU Brand
 - II. TV Graphics
7. Sports & Event
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 - II. Decision: EB Representatives Trimester 3 (F. Bitterling)
 - III. Decision: Event Calendar 2022-2026 (F. Bitterling):
 - ✓ Allocation of IBU World Cups 2022-2026
 - ✓ Allocation of OECH/IBU Cups & YJWCH/JOECH/Junior Cups 2022-2024
 - IV. World Cup calendar 2021/22 (F. Bitterling)
 - V. Calendar adjustment Junior Cup 2021/22 (F. Bitterling)
 - VI. Summer Biathlon WCHs 2022 & 2023
 - VII. Approval: Other Events (F. Bitterling)
 - VIII. Clarifications: ECR & Special ECR COVID19 (F. Bitterling/M. Cobb)
 - IX. Report: WG fluor (M. Cobb)
 - X. Test Event/Ski&Wax Test Beijing/CHN (F. Bitterling)
 - XI. ECHA Report on Lead
8. Development
 - I. Report: Update "Development" (D. Gerasimuk)
 - II. Decision: Activities Development Department 2021/2022 (D. Gerasimuk)
 - III. Decision: Gender Equality (D. Gerasimuk)
9. Communication

- I. Report: Update "Communication" (C. Winkler)
- II. Decision: Future of Biathlon World Magazine (C. Winkler)

10. Finance and Administration

- I. Report: Budget follow-up/Forecast 3 2020/2021 (M. Eidenhammer)
- II. Decision: Financial Investment Instruction (M. Eidenhammer)
- III. Decision/Update: Authorization rules (M. Eidenhammer)
- IV. Decision: Budget 2021/2022 (M. Eidenhammer)
- V. Discussion: Budget 2022/2023 (M. Eidenhammer)
- VI. Report: Update "Finance and Administration" (M. Eidenhammer)
- VII. Report: Risk Inventory (M. Eidenhammer)

11. Miscellaneous

12. Meetings

- I. EB meetings
 - I. EB 157, June 18-20, Salzburg/AUT
 - II. EB 158, Sept 9-10, Munich/GER (in conjunction with the Presidents' Meeting on Sept 10-12, beginning with dinner on 10 Sept)
 - III. EB 159, Nov 12-14, venue tbd
 - IV. EB 160, February 2022, Beijing/CHN
- II. Other IBU meetings
 - I. OC meeting, 11-13 June 2021, Bled/SLO
- III. Other meetings
 - I. IOC Session, 10-12 March 2021, Virtual
 - II. EOC Gen. Assembly April 2021, Athens/GRE

MINUTES

1. President's welcome

The President welcomed the board to yet another hybrid meeting, taking place on the occasion of the IBU Biathlon World Championships 2021 in Pokljuka.

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

The agenda was approved with the addition of the following points: 10.1 Additional NF Support, 10.2 Management of IBU Reserves and 7.10 ECHA Report. There were no announcements of a conflict of interest.

3. Circular decisions between EB Meetings

The President noted that the Executive Board has taken two circular decisions since the EB meeting 155 in November. These decisions concerned the implementation of the CAS Award against RUSADA on 4 January 2021 (see Appendix 1) and the distribution of the ERC Report taken on 26 January 2021.

4. Confirmation of EB minutes 155/2020

The minutes of the EB meeting 155 were confirmed without amendments.

5. Reports, General

I. The President

The President reported on the following meetings that had taken place since EB 155:

i. *AOIWF Meeting, 13 January 2021, virtual*

This was the first AIOWF meeting led by the new President Ivo Ferriani. Besides the regular updates, the main topic of discussion was a proposal that the AIOWF should focus on common projects relating to all winter international federations, ideally in support of Agenda 2020 to best take advantage of the funding provided by the IOC. Definition of relevant projects is underway but will require some time to ensure such projects are meaningful. Going forward, the IBU aims to assume an active role within the AIOWF.

ii. *IOC Youth Olympic Games Steering Committee, January 2021, virtual*

The President has recently joined the IOC Steering Committee on the future strategy for the Youth Olympic Games (YOG), which held meetings in January. Discussions in the Steering Committee centered on the number of mixed NOC-team events. The program and quotas for the Gangwon 2024 YOG will be confirmed by the IOC EB on 24 February 2021 with no expected changes for biathlon.

iii. *IOC / Winter IF Meeting, 25 January 2021, virtual*

The IOC President Thomas Bach again invited the winter IF Presidents and Secretary-Generals to an informal call to promote general dialogue and experience sharing on the management of the Covid-19 pandemic.

The IBU has also received a letter from the IOC President congratulating the IBU on the improvements in IBU's governance and on the successful, first-ever virtual Congress. Unfortunately, the IOC President is unable to attend the Pokljuka World Championships.

II. Other EB members

There were no reports from the other EB members.

III. Secretary General

The SG referred to his written report and especially highlighted the recent discussions on the implementation of the CAS Award in the case WADA vs. RUSADA. The IOC Sport Department had expressed their wish for a unified implementation of the Award by all winter IFs. Meanwhile the IBU management would have preferred strong, unbiased guidance from both the IOC and WADA. Following the EB decision, that also was confirmed to be in-line with the CAS award by WADA the IBU has received two letters from the RBU, questioning the implementation decision. The topic will be further discussed under point 7. Sport.

The SG also thanked the IBU staff for their unwavering commitment to deliver the IBU events during this highly unusual season and expressed his satisfaction with the season until the World Championships.

6. Reports, Overall and Strategy

I. Report: Target 26 (N. Carlsson)

The SG referred to the written report, which is also available on the www.Biathlonworld.com/Target26 website and presented a program dashboard summarizing the status of the 15 projects under Target 26. The great majority are tracking well for achieving the 2022 goals. However, the Covid-19 pandemic has impacted some projects and brought an element of risk on some others. Only two goals of 46 are currently marked with red traffic lights, and efforts are underway to still achieve them according to the timeline by the Congress 2022.

With exception of items that follow under the relevant agenda items, in particular concerning budget allocation for Target 26 related projects (note points 6.1.1, 8.2, 8.3, 10.6), the EB decided that it will conduct a detailed review of all Target 26 related projects in its June meeting.

The President also highlighted the importance of concerted and continuous communication efforts to keep the membership engaged in and updated on the progress against the Target 26 goals. The Presidents' Update video conferences, set to replace the in-person Presidents' Update in Pokljuka, on 23 February will offer such an opportunity.

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

Jouni Oksanen, external IBU Digital Project Manager, outlined the process that the project team has followed since the issue of a Request for Proposal for the IBU Digital Ecosystem in mid-October 2021. A total of 10 leading technology solution providers with sports expertise submitted their proposals, of which a Finnish IT specialist company, Vincit provided the best bid to meet the IBU's technical and functional requirements at a reasonable price. The CD noted that the EB Digital Steering Group has been kept informed of all steps in the process through regular meetings and written reports.

The EB decided to support the proposal to award the contract to Vincit and to allocate the overall investment required for the Minimum Viable Product (MVP) as part of the total Digital Ecosystem Budget 2021-2026 for step 1. The new Digital Ecosystem is scheduled to launch in November 2021, with a new website and a mobile APP

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

The workshops planned to further discuss and finalize the IBU's overall strategic framework that were planned during the Pokljuka World Championships had to be cancelled since several EB members were unable to attend due to the current travel restrictions.

The President noted the importance of continuing these discussions, with the goal of having a draft to discuss at the Presidents' Meeting in the autumn 2021 and ideally to present for approval at the IBU Congress 2022.

The EB decided to hold an EB-workshopto discuss all strategic matters in Salzburg on 14-16 May 2021. The EB members also highlighted the need to have a personal meeting with the NF leadership to have proper dialogue on important financial and strategic questions related to the IBU's future. The Presidents' Meeting planned in September 2021 will serve as such a forum.

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

EB Member Steinle reported that the working group on the RBU follow-up has not been able to meet in person due to the Covid-19 related travel challenges. The RBU cannot become a full member IBU before 17 December 2022, because of the CAS Award in the case WADA vs. RUSADA, where RUSADA is declared WADA non-compliant. The IBU will continue to work with the RBU to facilitate next steps, such as to ensure that the various educational and operational improvements are implemented.

IV. Discussion: ERC Report (O. Dahlin)

The ERC Report was published on 28 January 2021. The BIU will require a few weeks to determine their course of action for follow up.

The Head of BIU (GM) summarized work done by BIU to analyze the ERC report and provided an outline for next steps. An assessment of material relevance and gap identification is expected to conclude by the end of February. Recommendations for course of action are expected to be reviewed by the BIU Board by end of March, in order to proceed as soon as possible. Considering the extent of ERC's findings this is ambitious but doable barring any unexpected findings.

The IBU's goal is to show substantial progress as a demonstration of the new IBU system working in practice by the IBU Congress 2022.

The President proposed that an internal IBU Governance Working Group is set up to evaluate and define proposals for minor amendments to the 2019 Constitution & Rules based on experiences during implementation. The Working Group will consist of EB Member Steinle, the President, the SG and the Head of BIU; feedback from all EB members is welcome. Legal advisors will help finalize proposal wording once the working group concludes its work. The recommended changes will be presented for discussion at the Presidents' Meeting in September 2021.

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

EB member and BIU Board member Steinle referred to the written report from the BIU's external legal counsel concerning open doping cases and highlighted the expected timelines of the pending cases with appeals or arbitration requests.

Given the recent publication of the ERC report, proceeding with these cases and any others borne from the ERC report is under public scrutiny, which is why the BIU is focused on their systematic and methodological processing. This also applies to information related to athletes in the ERC report. The BIU will seek to engage in dialogue with IBU athletes at the Pokljuka World Championships to understand their concerns and build trust in the new set-up.

F. Steinle further referred to the written EB/BIU Board data sharing protocol delineating the process, which was established to ensure that the EB member who is designated as the non-voting liaison in the BIU Board is not involved in the processing of the ERC Report, the protocol can be found as Appendix 2.

i. CAS Award RUSADA

The implementation of the CAS Award for WADA vs RUSADA is led by the BIU. For the IBU, the consistency of implementation is of high importance.

Following consultation with leading legal experts, the BIU made a proposal for the IBU's implementation of the award, which was confirmed by WADA to be code compliant. This followed the IOC's communication of their strong preference for unified implementation by all International Winter Federations while there was lack of guidance from WADA on the expected implementation.



The EB took a decision on the award's implementation by circular, see Appendix 1. Since the EB's decision, this implementation has been challenged in writing by the RBU.

ii. Decision: Remuneration of BIU Board

The EB received a request for increased remuneration for the independent members of the BIU's Board due to the additional workload created by the processing of the ERC Report. The EB approved a one-time increase for the financial year 20/21 in order to compensate for the additional work as per the request for €20'000 for the chair and €11'500 for the two independent members.

VI. Report: Membership and change of nationality questions (N. Carlsson)

An application by an athlete to change nationality from BLR to FIN was directly approved without consultation by the EB since it met all the requirements.

No complete applications for membership have been received from any new members.

VII. Report: Marketing (N. Carlsson)

i. IBU Brand

The SG reported that the IBU has selected an Austrian design agency based in Salzburg to prepare a refresh of the IBU's brand and provide support for ongoing digital projects. The refresh will focus on an enhancement of the look & feel with a small investment to ensure consistent application and provide clear guidance for digital projects, such as the new website and mobile app.

ii. TV Graphics

The SG discussed the intent to prepare a more substantial branding facelift for the season 2022/2023, including an update of the IBU's TV graphics. The EB agreed that managing such a branding project is a management task, while allocating the budget for the project is within the EB's mandate. The SG will submit a budget proposal to the EB's June meeting.

7. Sports & Event

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

The SD reported that the season has progressed well despite the continuing impact of the Covid-19 pandemic. Confirmation of the calendar for the third trimester will be postponed until information and governmental support letters have been received from the applicable public authorities.

Note: The calendar was confirmed on 13 February with Östersund/SWE replacing Oslo/NOR as host of the season Finals.

II. Decision: EB Representatives Trimester 3 (F. Bitterling)

The attendance plan was confirmed.

III. Decision: Event Calendar 2022-2026 (F. Bitterling):

- ✓ Allocation of IBU World Cups 2022-2026
- ✓ Allocation of OECH/IBU Cups & YJWCH/JOECH/Junior Cups 2022-2024

The application deadline for these events was May 2020. Significant evaluation work has been completed by the IBU staff and the Technical Committee.

The allocation was based on the following principles

- ensure challenging competitions for IBU athletes and taking into account the express wish of the NF teams to return to WC schedules with nine (9) WC venues only;
- promote continuous growth in biathlon's global fanbase, including through continental host variation beyond the core European countries;
- preparation of new organizers to gradually develop their hosting capabilities; and
- realization of logistical efficiencies wherever possible.

The precise dates and disciplines for each event will be determined later, only the allocated weeks are confirmed at this time.

The plans for an enhanced World Cup Opening (included in the first World Cup event) remain intact and will be worked out in detail in due time. This includes the competition formats as well as a specific plan for the host of such events.

Several venues (marked in the allocation lists) are requested to present a reasonably priced accommodation offer for IBU, its partners and especially the NF Teams to the IBU until one (1) year prior to the respective event at the latest. In case such offer is not sufficient, the IBU retains the right to relocate the respective event to an alternative venue without any further justification or penalty.

The calendar proposal for IBU WCs (2022-26), IBU Cups/OECH (2022-24) and Junior Cups/YJWCH (2022-24) was confirmed by the EB and can be found as Appendix 3.

Note: Applications for the events in the IBU and Junior Cups for the period 2024-2026 will be opened in the Spring of 2022 to be allocated in the Fall of 2022.

IV. Decision: World Cup calendar 2021/22 (F. Bitterling)

Due to the current situation in Belarus, the EB decided to designate the event in Minsk-Raubichi (WC 8 in March 2022) as "Pending" until the Summer of 2021. The EB will confirm or relocate the event latest by 1 September 2021.

V. Decision: Calendar adjustment Junior Cup 2021/22 (F. Bitterling)

The Lucerne Universiade 2021 (Lenzerheide/SUI hosting biathlon events) has been postponed from the season 2020/2021 to December 2021. The EB approved a calendar adjustment of the Junior Cups 1 & 2 both of which will take place in Martell/ITA. This adjustment should also suit teams/athletes intending to participate in the EYOF in Vuokatti/FIN, which also is postponed to December 2021. The amended Junior Cup schedule can be found in Appendix 4.

VI. Decision: Summer Biathlon WCHs 2022 & 2023

The EB confirmed the date of the Summer Biathlon WCH 2022 in Ruhpolding /GER: 24-28 August 2022.

The EB appointed Osbrlie/SVK as the host of the Summer Biathlon WCH 2023. The precise date will be confirmed in the next EB meeting.

VII. Decision: Other Events (F. Bitterling)

The EB approved the application for the Nordic Martin Fourcade Festival.

VIII. Clarifications: ECR (Event and Competition Rules) & Special ECR COVID19 (F. Bitterling/M. Cobb)

ECR: Possible adaptation proposals will be presented to the EB after the Spring meeting of the Technical Committee (on proposal of the Rules Working Group).

Special ECR COVID19: Confirmed as published prior to the season 2020/21.

Re-confirmation: Nations Cup World Cup & IBU Cup

An NF that is struck by COVID19 during the season will have the same quota for the 2021/22 season (as for the 2020/21 season based on the final 2019/20 NC rankings).

I.e., an improvement of a ranking/quota is possible, but if the rank is worse, then the quota gained during the 2019/20 season will prevail.

IX. Report: WG fluor (M. Cobb)

EB Member Cobb reported that the IBU-FIS Working Group has received the prototype testing devices. Both the laboratory and field validation of the device are underway but delayed. The IBU is also working with an alternative testing device.

Collaborative discussions are underway with the national waxing teams through a working group. A deadline for the decision concerning procedure during the Olympic season must be set as soon as possible.

X. Test Event/Ski & Wax Test Beijing/CHN (F. Bitterling)

A Chinese national event for biathlon is to take place in February 2021. The IBU has decided not to organize an international event in the 2022 Olympic venue. Instead, an international wax testing period has been scheduled for end of year 2021 to enable the teams to become acquainted with the Games conditions and facilities. The IBU Executive Board strongly supports such testing possibility prior to the OWG.

XI. ECHA Report on Lead

On 10 February 2021, the IBU received the report from the European Chemicals Agency (ECHA) on the impact of lead by sports and recreation, with various recommendations and proposals including a suggested implementation period. In the report, biathlon is considered a part of the Shooting Sports with small-bore bullets.

The EB decided that the IBU will contact the European Olympic Committee's sport office in Brussels to receive expert advice on how to handle the consequences of the ECHA report and prepare for a decision by the EU.

8. Development

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

The DD referred to the written final report on the successful IBU-IOC virtual camp series which has received excellent feedback and to the summary report on the IBU equipment distribution that took place in Hochfilzen in December 2020. A total of 43 member NFs received direct equipment support as part of the program that has an estimated value of approximately €700'000.

The DD also reported on the pilot season of the new IBU Regional events. During the pilot, the Regional Events concept has generally worked well in some regions. Due to Covid-19, there have been several event postponements. Unfortunately, **no events could be staged in North and South America, Asia and Oceania**. Based on initial analysis the regional event series shows great promise to serve as an excellent entry level for the Junior Cup. The DD will finalize the analysis and prepare a proposal for the future.

V. Decision: Activities Development Department 2021/2022 (D. Gerasimuk)

The DD referred to the IBU Academy Strategy and Activities reports provided in advance of the meeting and invited EB members to participate in the next working group meeting on Friday 19 February to gain an enhanced understanding of the program's direction.

The EB took note of the IBU Academy Strategy and Coach Certification Program Framework documents. The President proposed to set up a *IBU Reference group Development*, with representatives from National Federations, for IBU Development

programs, IBU Academy etc. to ensure membership involvement and buy-in for both the overall strategy and programs.

The EB approved DD's proposal for the 2021-2022 financial year development and IBU Academy activities.

VI. Decision: Gender Equality (D. Gerasimuk)

The DD presented the draft IBU Gender Equality strategy and policy documents.

The EB recognized that the IBU membership currently have very differing starting points concerning gender equality. However, the EB felt that the IBU should set the direction and goals within a reasonable timeframe while assisting the membership to achieve these goals.

The EB approved the Gender Equality policy with a minor edit - see the final policy [here](#).

The EB also took note of a virtual IBU Gender Equality Seminar aimed at all the member NFs which will be held in April 2021 with two complementary time slots.

9. Communication

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

The CD reported that the IBU's open Covid-19 communication strategy has been well appreciated by the members and media alike. The special Covid-19 media guidelines have worked well and the new services such as live transmission of press conferences on Facebook has been welcome.

The recent publication of the ECR report was widely covered in international media, with the new set up of the IBU with the operationally separate BIU gaining respect and helping re-establish trust.

II. Decision: Future of Biathlon World Magazine (C. Winkler)

The EB approved the CD's proposal to transform the printed version of the Biathlon World magazine into a new digital magazine that will be fully integrated into the new digital ecosystem, effective from Q2/2021.

10. Finance and Administration

I. Decision: Additional NF support

The IBU conducted an online survey among the NFs which verified that the members have encountered financial difficulties due to Covid-19. Most have experienced increased costs especially for PCR tests, ranging from €150 - €200'000 with an average of €30'000.

On condition that the current season can be completed as planned, the EB approved the proposal for additional NF financial support (in two installments of €1 million each) that is based on participation in this year's World Cup, IBU Cup and OECH. The first installment

will be paid out in February. However, should events have to be cancelled the EB will reconvene to discuss whether the second installment can be distributed.

For detailed breakdown of distribution for the first payment see Appendix 5.

The event contributions will be paid out as per agreed procedure.

II. Decision: Management of reserves

According to the decision of the IBU Congress 2020, the IBU's Restricted Reserves must be at least as high as the total expenditure for the respective financial year from May 1st to April 30th. However, the EB can decide, with a special majority decision of $\frac{3}{4}$, to use a part of the Restricted Reserves in the event of financial bottlenecks caused by extraordinary circumstances but must also present a plan for how the restricted reserves are returned to the original level within a maximum of four years.

Given the severe impact of the global Covid-19 pandemic, the Executive Board unanimously decided that the IBU would not follow the Congress decision for the 2020/2021 financial year and hence not increase the reserves to 1.5 x costs ("budget"). Instead, the EB decided to use the surplus and if needed reduce the current level of Restricted Reserves. The EB further decided that the Restricted Reserves would be returned to the level required by the Congress decision by the end of the financial year 2022/2023.

III. Report: Budget follow-up/Forecast 3 2020/2021 (M. Eidenhammer)

The EB took note of the Forecast 3 for current fiscal year including impact of additional NF support approved in point 10.1.

IV. Decision: Financial Investment Instruction (M. Eidenhammer)

The EB approved the final version of the Financial Investment Instruction.
The Financial Investment Instruction can be found as Appendix 6.

V. Decision/Update: Authorization rules (M. Eidenhammer)

The EB approved the updates to the Authorization rules.
The Authorization can be found as Appendix 7.

VI. Decision: Budget 2021/2022 (M. Eidenhammer)

The EB approved the consolidated budget for IBU and BIU but requested a follow up on the details of spending on consulting and the long-term plans for staffing at EB 157.

The EB also approved the introduction of the role of an IBU Education Manager beginning from 1 May 2021.

The Budget for 2021/2022 can be found as Appendix 8.

VII. Discussion: Budget 2022/2023 (M. Eidenhammer)

The EB decided to hold a strategic EB workshop in Salzburg on 14-16 May 2021 to discuss the overall objectives and the frames for distribution of funds to apply from the 2022/2023 budget year onward.

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

The EB took note of the HFA's report on the updated insurance coverage for the IBU, of the assessment of the IBU internal IT support infrastructure and of a tender to be conducted to select auditing firm for upcoming financial years as decided by the IBU Congress 2020.

IX. Report: Risk Inventory (M. Eidenhammer)

The EB acknowledged the first risk inventory prepared for the IBU and agreed to receive twice-a-year updates.

11. Miscellaneous

No miscellaneous items were raised.

12. Meetings

I. EB meetings

- I. EB workshop, 14-16 May 2021
- II. EB 157, June 17-20, Salzburg/AUT
- III. EB 158, Sept 9-10, Munich/GER (in conjunction with the Presidents' Meeting on Sept 10-12, beginning with dinner on 10 Sept)
- IV. EB 159, Nov 12-14, venue tbd
- V. EB 160, February/March 2022, venue tbd

II. Other IBU meetings

- VI. OC meeting, 11-13 June 2021, Bled/SLO

III. Other meetings

- VII. IOC Session, 10-12 March 2021, Virtual
- VIII. EOC Gen. Assembly April 2021, Athens/GRE

Signatures



Niklas Carlsson
IBU Secretary General



Olle Dahlin
IBU President



IBU

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