



INTERNATIONAL  
**BIATHLON**  
UNION

# **IBU** ACTIVITY **REPORT** 2019 | 2020

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## DEAR IBU STAKEHOLDERS,

The 2019/2020 season was extraordinary on the institutional and sporting levels, and ultimately marked by an unexpectedly rapidly-spreading pandemic, which not only shortened the programme schedule by a week but also greatly affected the logistics for the upcoming 2020/2021 season.

In the past 12 months, the IBU Executive Board has implemented a series of major governance reforms which have greatly improved the international standing of the IBU and leveraged the value of biathlon's global media and marketing rights. The Extraordinary IBU Congress approved the new state-of-the-art IBU Constitution, including the new Integrity Code and Biathlon Integrity Unit as well as Target26, a first-of-its-kind strategic plan, which has established a clear roadmap for our federation to build on biathlon's strong foundations and maximise its potential. It has also introduced a three-term limit for the Executive Board members and a stringent vetting process for all IBU officials.

The new Constitution, which is at the forefront of good governance, has since drawn praise from international experts and has sent out a message about the IBU's commitment to integrity, transparency and accountability. The Extraordinary IBU Congress also unanimously approved an operationally independent Biathlon Integrity Unit, which has been set up as part of the IBU's ongoing commitment to implementing the highest stand-

ards in good governance, transparency and anti-doping rules as planned in Target26.

During the IBU World Championships 2020 in Antholz-Anterselva, the IBU renewed its significant media rights agreement with Eurovision Sport for the period 2022-26, with an option for both sides to extend it for another four years, and agreed with Infront to continue their exclusive marketing partnership for eight more years after extending their partnership until the 2029/30 season. Both deals provide the IBU with the opportunities to reinvest in the future of biathlon.

We saw a sporting season full of historical achievements crowned by the IBU World Championships 2020 in Antholz-Anterselva, where many historical results were achieved. We also saw the great Martin Fourcade of France say goodbye to the sport he has helped transform into the modern and highly popular one we know and love.

The season 2020/2021 will be challenging like no other before, for we are embarking on an untravelled path of staging a season while implementing all possible measures to mitigate the impact of COVID-19. Knowing with what dedication and commitment our people have responded to challenging situations in the past, please allow me to be cautiously optimistic. Stay safe and healthy.



**OLLE DAHLIN**  
IBU President





# ZEROING TARGETS

The speed of change in today's societies caused by technological breakthroughs and the consequences of climate change have no precedent. The adoption of the new IBU Constitution and strategic plan Target26 by the Extraordinary IBU Congress have created a sound institutional infrastructure for the IBU which have enabled us to keep evolving with these changes and to grow further, even in times when many restrictive measures related to COVID-19 are representing substantial challenges.

We have moved our operations to the former European headquarters of Sony in Anif, where modern offices offer an inspiring working environment and give us enough space to strengthen the administration and to equip us for the challenges awaiting us in the future.

The Sports Department has been renamed Sports & Event Department to reflect the enormous significance of our events for biathlon. The department has grown in man-power to deliver broader event services in the future in order to better assist our organising committees and national federations. It has played a central role in coordinating the IBU's stakeholders' input and assembling guidelines for the best possible preparation before the start of the 2020/2021 season. The Development Department has started its mission to empower our federations, and is working on several projects simultaneously. It has also established the IBU Gender Equality Working Group, comprised of representatives

selected by the IBU Executive Board, to help guide and advise the federation on strategies and policies that will enhance gender equality at all levels of biathlon. As a snow-dependent sport, biathlon is directly affected by climate change. The IBU has started to draft a sustainability strategy, has joined the UN Sports for Climate Action Framework as its first sustainability initiative under Target 26, and created its Sustainability Expert Reference Group to effectively address the risks and opportunities presented by the current global climate situation.

The Communications Department has played a crucial role in maintaining a sound balance between communicating the ever-exciting sport-related news and the at times highly sensitive institutional news. It achieved the same level of excellence as the Executive Board and all the departments when coronavirus demanded rapid decisions, swift action and clear information to all parties affected. It also started developing a new digital strategy which aims to offer opportunities for all biathlon stakeholders.

Operationally independent, the Biathlon Integrity Unit has become fully functional. It now provides a central management function for all integrity-related matters concerning biathlon, including anti-doping as well as ethical breaches, safeguarding matters, betting-related issues or any kind of results manipulation.



**NIKLAS CARLSSON**  
IBU Secretary General



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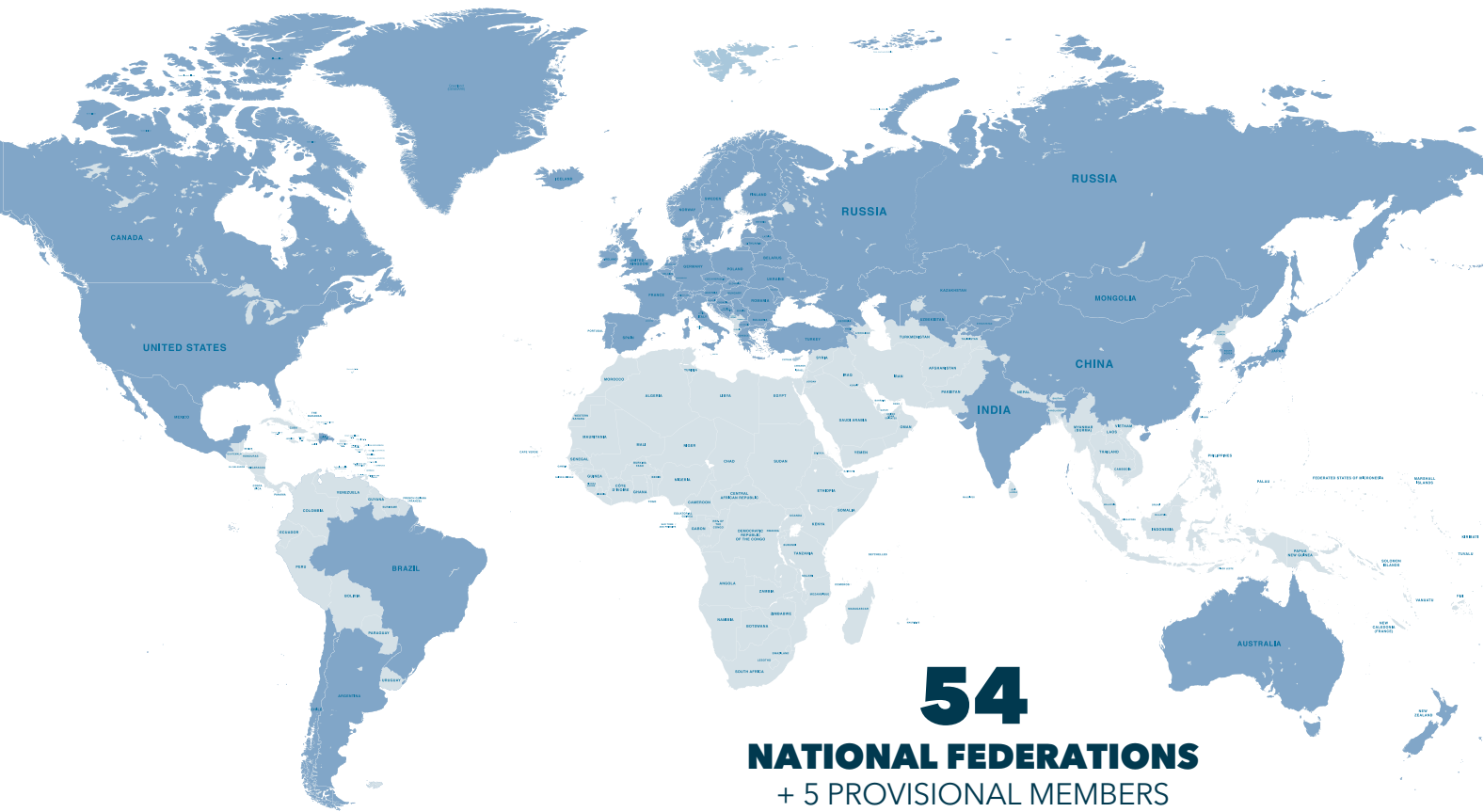
# INSIDE IBU

## NEW HEADQUARTERS

After 14 years in the heart of Salzburg, the IBU has moved to a new HQ in Salzburg suburb of Anif to increase its operational capacity. The modern office is equipped with the needed facilities and space to accommodate the IBU's administrative team.







**54**  
**NATIONAL FEDERATIONS**  
+ 5 PROVISIONAL MEMBERS

01	<b>ARG</b>	Argentina
02	<b>ARM</b>	Armenia
03	<b>AUS</b>	Australia
04	<b>AUT</b>	Austria
05	<b>BEL</b>	Belgium
06	<b>BIH</b>	Bosnia and Herzegovina
07	<b>BLR</b>	Belarus
08	<b>BRA</b>	Brazil
09	<b>BUL</b>	Bulgaria
10	<b>CAN</b>	Canada
11	<b>CHI</b>	Chile
12	<b>CHN</b>	China
13	<b>CRO</b>	Croatia
14	<b>CYP</b>	Cyprus
15	<b>CZE</b>	Czech Republic
16	<b>DEN</b>	Denmark
17	<b>ESP</b>	Spain
18	<b>EST</b>	Estonia
19	<b>FIN</b>	Finland
20	<b>FRA</b>	France
21	<b>GBR</b>	Great Britain

22	<b>GEO</b>	Georgia
23	<b>GER</b>	Germany
24	<b>GRE</b>	Greece
25	<b>GRL</b>	Greenland
26	<b>HUN</b>	Hungary
27	<b>IND</b>	India
28	<b>IRL</b>	Ireland
29	<b>ITA</b>	Italy
30	<b>JPN</b>	Japan
31	<b>KAZ</b>	Kazakhstan
32	<b>KGZ</b>	Kyrgyzstan
33	<b>KOR</b>	Korea
34	<b>LAT</b>	Latvia
35	<b>LIE</b>	Liechtenstein
36	<b>LTU</b>	Lithuania
37	<b>MDA</b>	Moldova
38	<b>MGL</b>	Mongolia
39	<b>MKD</b>	Macedonia
40	<b>NED</b>	Netherlands
41	<b>NOR</b>	Norway

42	<b>NZL</b>	New Zealand
43	<b>POL</b>	Poland
44	<b>ROU</b>	Romania
45	<b>SLO</b>	Slovenia
46	<b>SRB</b>	Serbia
47	<b>SUI</b>	Switzerland
48	<b>SVK</b>	Slovakia
49	<b>SWE</b>	Sweden
50	<b>TPE</b>	Chinese Taipei
51	<b>TUR</b>	Turkey
52	<b>UKR</b>	Ukraine
53	<b>USA</b>	USA
54	<b>UZB</b>	Uzbekistan

PROVISIONAL MEMBERS		
	<b>AND</b>	Andorra
	<b>DOM</b>	Dominican Republic
	<b>ISL</b>	Iceland
	<b>MEX</b>	Mexico
	<b>RUS</b>	Russia



**IBU EVENTS**



**INTERNATIONAL  
BIATHLON  
UNION**

**1993**  
**IBU**  
FOUNDED

**WOMEN**  
SINCE 1993  
**17**  
DIFFERENT  
**TOTAL SCORE**  
**WINNERS**

**MEN**  
SINCE 1993  
**11**  
DIFFERENT  
**TOTAL SCORE**  
**WINNERS**

**10**  
**DISCIPLINES**

- INDIVIDUAL
- SHORT INDIVIDUAL
- SPRINT
- SUPER SPRINT
- PURSUIT
- MASS START
- MASS START 60
- RELAY MEN, WOMEN
- MIXED RELAY
- SINGLE MIXED RELAY





**EXTRAORDINARY  
IBU CONGRESS 2019**

18 OCT - 20 OCT 2019 | MUNICH - GER

**NEW IBU CONSTITUTION**  
**TARGET 26**

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# NEW IBU CONSTITUTION

The Extraordinary IBU Congress on 19 October 2019 cemented its commitment to implementing the highest standards in good governance and transparency as it approved the new IBU Constitution, including the new Integrity Code and Biathlon Integrity Unit. The new Constitution and all other documents brought to the Congress were unanimously approved. This included the introduction of a three-term limit for the IBU President and Executive Board members and a stringent vetting process for all IBU officials.



## IBU INTEGRITY CODE

The IBU Integrity Code is ensuring that not only are protections put in place, but also greater power is given to investigating and sanctioning breaches of the Code. The independent Biathlon Integrity Unit (BIU), which also secured unanimous approval at the Extraordinary IBU Congress, will be responsible for investigating and prosecuting such cases and will centrally manage all integrity-related matters. As a further important check and balance, all 'judicial' decisions will be made entirely independently of the IBU and of the Biathlon Integrity Code.

## IBU JOINED CAS ANTI-DOPING DIVISION

At its Congress, the IBU agreed to delegate its adjudication of any anti-doping rule violations and sanctions to the CAS ADD. With this agreement, the CAS ADD will now be responsible for first-instance adjudication of alleged anti-doping rule violations, including any sanctions, arising under the IBU rules. Allegations by the new IBU Integrity Unit of non-doping violations will be adjudicated by the CAS Ordinary Division.

# TARGET 26

On 20 October 2019, the Extraordinary IBU Congress unanimously approved Target 26 – the first-of-its-kind strategic plan that established a clear roadmap for the federation to build on biathlon’s strong foundations and maximise its huge global potential. Target 26 is a truly collaborative plan, developed from

speaking to athletes, National Federations and all biathlon stakeholders in order to understand their key challenges and perspectives. It focuses on hitting key targets to ensure biathlon continues to grow and develop, according to changes in society and technology.

## TARGET26 OUR STRATEGY FOR FOCUSING, HITTING AND MOVING – TOGETHER

Create the Biathlon Academy to provide practical support to Member Federations, athletes and coaches	Increase the consistency of IBU event standards	Establish a fully integrated IBU digital ecosystem	Strengthen IBU governing principles and regulations	Develop 'street biathlon' as a unique biathlon discipline
Improve fan experience at IBU events	Enhance the experience of athletes and their support teams at IBU events	Increase opportunities to showcase elite biathlon internationally	Expand the involvement of biathlon in international and national sporting affairs	Develop capabilities to place the IBU at the heart of developments in the digital and virtual world
Enhance youth participation and accessible pathways for young athletes		Enhance internationally-viable promotion efforts	Increase engagement of all stakeholders in IBU decision-making	Establish biathlon as a leader in promoting sustainability in sport
<b>PROJECT TRACKER 09/20</b>	<b>PROJECT TRACKER 09/20</b>	<b>PROJECT TRACKER 09/20</b>	<b>PROJECT TRACKER 09/20</b>	<b>PROJECT TRACKER 09/20</b>
IBU Academy Expert Working Group was established and its six-year roadmap with initial programmes was drafted. Plans to develop concept for new regional IBU events were coordinated.	Continuous dialogue with each OC, focusing on individual venue specifics were held. Event hosting applications based on new bidding process were evaluated; inspections with candidates for the IBU WCH were conducted. AC was integrated into development and amends of the new event and competition rules.	Digital strategy draft was presented to the IBU EB at its 153th Meeting. Interim Digital Project Manager was appointed and request for proposal process to find a partner to develop a new IBU website and mobile application was also initiated.	Review of principles was completed and an advisory group was set up to develop an initial approach for gender equality. New head of the BIU was appointed and new website launched for the BIU.	IBU has joined the UN Sports for Climate Action Framework in June 2020, applied for the IOC / Dow Carbon Award for 2020 in Sept 2020 and reviewed draft strategy & policy with Expert Reference Group.



# IBU EXECUTIVE BOARD

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IBU EXECUTIVE BOARD

ABOUT

The IBU Executive Board is elected by the Congress and sets the policy for the IBU between Congress assemblies. It acts on the basis of, and in accordance with the Constitution of the IBU, and also pursuant to the decisions made by the Congress.

OLLE DAHLIN  
PRESIDENT

JIRI HAMZA  
VICE-PRESIDENT

KLAUS LEISTNER  
VICE-PRESIDENT FINANCES

TORE BOYGARD  
EXECUTIVE BOARD MEMBER

JIM CARRABRE  
EXECUTIVE BOARD MEMBER

MAX COBB  
EXECUTIVE BOARD MEMBER

CLARE EGAN\*  
EXECUTIVE BOARD MEMBER

DAGMARA GERASIMUK\*\*  
EXECUTIVE BOARD MEMBER

IVOR LEHOTAN  
EXECUTIVE BOARD MEMBER

FRANZ STEINLE  
EXECUTIVE BOARD MEMBER

NIKLAS CARLSSON\*\*\*  
SECRETARY GENERAL

**IBU EB MEETINGS MAY 2019 - APRIL 2020**

- **146<sup>th</sup> IBU EB Meeting Frankfurt**, Germany  
07 - 08 June 2019
- **147<sup>th</sup> IBU EB Meeting Znojmo**, Czech republic,  
12 - 14 July 2019
- **148<sup>th</sup> IBU EB Meeting Munich**, Germany  
30 August - 01 September 2019
- **149<sup>th</sup> IBU EB Meeting Munich**, Germany  
18 & 20 October 2019
- **150<sup>th</sup> IBU EB Meeting Erding**, Germany  
25 - 25 November 2019
- **151<sup>st</sup> IBU EB Meeting Antholz-Anterselva**, Italy  
17 February 2020

\* IBU Athletes' Committee Representative with voting rights

\*\* IBU Executive Board Member until 29 Feb 2020

\*\*\* IBU Secretary General with no voting rights

FAR REACHING DECISIONS

A very active period after the new IBU President and new IBU Executive Board were elected at the 13th Regular IBU Congress in Poreč, Croatia in September 2018 led to greater transparency of conducting operations as well as much improved institutional governance and international standing of the IBU.

After the appointment of Niklas Carlsson as the new IBU Secretary General on 06 August 2020 the IBU Executive Board on 29 September 2019 approved the final versions of the Strategic Plan Target26 and new IBU Constitution at the 148th Meeting in Munich, Germany. Target26 and the new Constitution were then presented to the National Federations for approval at the Extraordinary IBU Congress on 18-20 October 2019, also held in Munich, Germany.

In the aftermath of the Extraordinary IBU Congress, the IBU Executive Board met in Munich on 25-26 November 2019 to discuss the progress made on implementing the IBU's first-ever

Strategic Plan - Target 26 - and other freshly approved governance reforms. The EB also heard an update on the set-up and implementation of the independent Biathlon Integrity Unit (BIU).

The IBU leadership was very active during the highly successful IBU World Championships 2020 in Antholz - Anterselva, Italy where it renewed its media agreement with the EBU and its marketing rights contract with Infront.

The IBU and Eurovision Sport announced on 19 February 2020 that they renewed their significant media rights agreement for the period 2022-26 with an option for both sides to prolong for another four years during the IBU World Championships 2020 in Antholz - Anterselva, Italy. The record deal, which guarantees Eurovision Sport exclusive rights, is to provide the federation with substantial opportunities for reinvestment into the future of the sport. The agreement guarantees continued free-to-air coverage of elite world biathlon competitions to a worldwide audience on multiple platforms. Eurovision Sport and its rights-holding Members will broadcast and produce more than 150 biathlon events in the period 2022-2026. Events will include the IBU World Championships Biathlon, IBU World Cup Biathlon, the IBU Open European Championships, the IBU Youth and Junior World Championships, and a live-stream for the IBU Cup.





**The IBU and Eurovision Sport renewed their media rights agreement on 19 February 2020. President Olle Dahlin and Vice President Jiri Hamza represented the IBU while Eurovision Sport was represented by the Executive Director of Eurovision Sport Stefan Kuerten.**



The IBU and Infront, a Wanda Sports Group company, announced on 20 February 2020 that they agreed to continue their exclusive marketing partnership for eight more years after extending their partnership until the 2029/30 season during the IBU World Championships 2020 in Antholz - Anterselva, Italy. Working on behalf of the IBU, Infront will maximise biathlon's marketing potential in line with the Federation's strategic plan, Target 26. By the time the 2030 season arrives the IBU and Infront will have celebrated 36 years of partnership. The first agreement was signed in 1994 between the IBU and APF Marketing Services - which Infront acquired in 2005.

The IBU Executive Board and management team also used the occasion of the IBU World Championships 2020 in Antholz-An-

terselva, Italy to meet with the National Federations during a Presidents' meeting in which they discussed latest developments within the IBU and around the sport of biathlon.

Due to the rapidly-evolving situation around the global coronavirus outbreak and consequent decision by the government of Czech republic to apply restrictive measures, the BMW IBU World Cup 7 Nove Mesto na Morave took place without the usual more than 100.000 spectators. In the continuous environment of high uncertainty and following close consultation with coaches and national team leaders, the IBU then decided to conclude the BMW IBU World Cup 8 in Kontiolhti after the Men and Women Pursuit Competitions and to mark the end of the 2019/2020 season with that.

**The IBU and Infront agreed on 20 February 2020 to continue their exclusive marketing partnership until the end of the 2029/2030 season. President Olle Dahlin and Vice President Jiri Hamza represented the IBU while Infront was represented by Stefan Krauss, Infront Vice President Winter Sports.**



## INTERNATIONAL RELATIONS

The IBU has actively pursued deeper integration into the Olympic Movement and strengthened its relationships with key stakeholders by addressing common challenges and exchanging expertise.

At the beginning of May 2019, IBU President Olle Dahlin and IBU Executive Board Member Max Cobb attended the SportAccord convention in Gold Coast, Australia. In June 2019 President Dahlin and IBU Interim Secretary General Alf Koksvik attended the 134th IOC Session as well as the opening of the Olympic House, the new IOC Headquarters, in Lausanne.

At the beginning of July 2019 President Dahlin and IBU Sports Director Felix Bitterling joined the IOC Coordination Commission for Olympic Winter Games Beijing 2022 and visited the venue for biathlon and nordic disciplines in Zhangjiakou. President Dahlin and Secretary General Niklas Carlsson have regularly joined the commission in the following months.

After the Extraordinary IBU Congress in Munich in October 2019, the IBU continued its endeavour to promote the new era of the organisation to most important stakeholders of the Olympic Movement. IBU President Dahlin was invited to the EOC General Assembly in Warsaw, Poland where the Polish Olympic Committee also marked its 100th anniversary. Dahlin and at that time IBU Executive Board member Dagmara Gerasimuk used the opportunity to meet with at that time Poland's Sport and Tourism Minister Witold Banka who was confirmed as the fourth WADA President during the World Conference on Doping in Sport in Katowice a week later. Dahlin and Carlsson also participated at the IF Forum in Lausanne, Switzerland, the world's most prominent yearly gathering of key decision makers in sport.

In November 2019, IBU President Dahlin addressed the WADA World Conference 2019, highlighting the need to ensure greater independence of anti-doping programmes.



He was accompanied by IBU Secretary General Niklas Carlsson and at that time IBU EB Member Dagmara Gerasimuk.

Also in November 2019, the IBU Communications Director Christian Winkler joined the representatives of other winter and summer IFs, NOCs and Olympic OCs for a workshop held by the IOC in Lausanne.

At the start of the 2020, President Dahlin participated at the 135th IOC Session in Lausanne, and attended the meeting of the IOC Sustainability and Legacy Commission where he has been a member since May 2019. He also attended the Opening Ceremony of YOG Lausanne 2020 and met with they IOC President Thomas Bach and Olympic Champion Anastasiya Kuzmina.

Throughout the year the IBU has worked closely with its AIOWF colleagues especially on COVID-19 related issues.





# ATHLETES COMMITTEE

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ATHLETES COMMITTEE

ABOUT

The Athletes’ Committee is composed of five members. Four – two female and two male athletes – are elected by the IBU World Cup athletes in Olympic years and confirmed by the IBU Executive Board. The fifth member is appointed by the Athletes’ Committee and also sits on the Technical Committee. The Athletes’ Committee is intended to act as a link between the active athletes and the IBU bodies, and acts in full autonomy.



CLARE EGAN  
CHAIR

CLARE EGAN  
CHAIR ATHLETES COMMITTEE

MARTIN FOURCADE  
ATHLETES COMMITTEE MEMBER

AITA GASPARIN  
ATHLETES COMMITTEE MEMBER

ERIK LESSER  
ATHLETES COMMITTEE MEMBER

HENRIK L'ABEE-LUND  
ATHLETES COMMITTEE MEMBER  
TECHNICAL COMMITTEE MEMBER

MANY POSITIVES FOR THE ATHLETES

EXTRAORDINARY IBU CONGRESS 2019

The Athletes’ Committee (AC) celebrated the passage of the new IBU Constitution, which contains many provisions important to athletes, such as:

- Formal inclusion of an athlete representative on the Executive Board and Technical Committee;
- The right of the Athletes’ Committee to call an Extraordinary Congress with support from three National Federations;
- Terms of Reference for the Athletes’ Committee;
- The establishment of the Biathlon Integrity Unit to independently manage anti-doping and ethics matters;
- Term limits for members of the Executive Board;
- Strengthened sanctions against National Federations with multiple anti-doping rule violations; and
- Minimum gender quotas for the Executive Board, Technical Committee, and Athletes’ Committee.

The AC also supported the adoption of strategic plan Target 26, which incorporated athlete feedback from two in-person meetings held during the 2019 Ruhpolding World Cup. Erik Lesser and Daniel Böhm (formerly the AC’s representative on the Technical Committee) attended the 2019 Congress on behalf of the AC.

ATHLETE INVOLVEMENT IN IBU COMPETITION SCHEDULING

A survey conducted in summer 2019 by the AC found that most athletes did not support the proposed addition of a fourth World Cup stage to the first trimester of the 2020-2021 season. Many felt that the regular competition schedule was already overly demanding. The survey results were presented to the EB and TC, with the conclusion that the 20-21 schedule should be conducted as a ‘test’ format, to be reviewed before further implementation in future seasons. Most importantly, following these discussions,

the AC coordinated with the IBU to become fully and officially integrated in the event scheduling process, so that athlete opinion will from now on be considered during the planning phase rather than after schedules have already been finalised.



ANNUAL OPEN ATHLETE MEETING

Our second annual Open Athlete Meeting took place on Monday 2 December 2019 at the Ostersund World Cup. It was well-attended, featuring:

- 59 athletes from 16 countries
- Guests: Franz Steinle (IBU EB) and Lauren Page (IBU External Review Commission)

SNOW CAPACITY IMPROVEMENTS IN OBERHOF

Following unsatisfactory snow conditions at the Oberhof World Cup, which resulted in many damaged skis, exceptional course distances, and an increase in crashes, the AC wrote a letter to

the Oberhof Organizing Committee (OC) citing data about ski damage and calling for better course preparation. We were very satisfied with the Oberhof OC’s serious response, which included a significant commitment of resources towards increased snowmaking capacity with attention to environmental sustainability in preparation for future World Cups and the 2023 World Championships.

INCREASE OF WORLD CUP PRIZE MONEY

The EB approved the AC proposal to grow the overall amount of World Cup prize money and to increase the distribution to 20th place.

NEW ATHLETE REPRESENTATIVE ON THE TECHNICAL COMMITTEE: HENRIK L’ABEE-LUND

In January 2020, our former athlete representative on the Technical Committee, Daniel Böhm, took a job with the IBU Sports & Event Department and therefore needed to be replaced. Henrik L’Abee-Lund accepted our nomination and now serves as the fifth member of the Athletes’ Committee and the only Norwegian member of the Technical Committee.

COOPERATION WITH THE BIU

AC Members Aita Gasparin, Erik Lesser, and Clare Egan met with members of the Biathlon Integrity Unit Board during the IBU World Championships in February to discuss how to best educate athletes about the BIU’s work. AC Chair Clare Egan has continued to work with new Head of Unit, Greg McKenna, to ensure the BIU website is user-friendly for athletes and to implement a social media strategy to educate athletes about the BIU. All members of the AC were vetted by the BIU.

WORKING TOGETHER TO COMPLY WITH THE EU’S LAW

Since the beginning of 2020, the AC has been working closely with the IBU Sports & Event department to gain more knowledge related to the new EU legislation in regard to a ban of a specific type of fluorine used in ski waxes, coming into effect in 2020. TC representative Henrik L’Abee-Lund and AC Chair Clare Egan have participated in meetings of the IBU Rules Working Group to ensure that athlete input is considered at every stage of the process. The ban poses a challenge for athletes as well as team technicians and IBU staff, but it will promote a healthier environment for all and a sustainable future for biathlon.

CORONAVIRUS EVENT TASK FORCE

With the 2019-2020 season ending early due to the growing Coronavirus pandemic, the AC took part in the decisions to adapt or cancel races at the final World Cup stages and the Junior European Championships, in line with the local regulations.

A MEMORABLE MEDAL CEREMONY

Representing the IBU EB, Clare Egan had the honor of awarding the 2020 World Championship Medals to the Men’s Relay winners, which included both her elected AC colleagues, Martin Fourcade (France, Gold) and Erik Lesser (Germany, Bronze).





# TECHNICAL COMMITTEE

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TECHNICAL COMMITTEE

ABOUT

The IBU Technical Committee (TC) consists of eleven members. Ten are elected for a period of four years by the Congress after having been nominated by NF full members (1 candidate per NF) and one is appointed by the Athletes' Committee. The current TC was elected at the IBU Congress 2018 and now includes its very first female member. The TC is led by a chairman elected from among its members. The role of the TC is clearly defined in the IBU Constitution and is fully integrated in the strategic plan Target 26 adopted at the last IBU Congress. It mainly acts in areas closely linked to the technical aspects of the sport of biathlon. Event & Competition rules, equipment, biathlon venue licensing, referees, liaising with coaches and athletes, and drafting the competition calendars are the main areas of responsibility. To work the most efficiently in all those areas, the TC establishes working groups, and the Chairman nominates one leader for each of them. The TC has the following working groups: Rules (competition/OC guide), Referees (education,

tests, seminars, Technical Delegates and International Referees, assignments at IBU Events), equipment/material, summer biathlon, development (coach seminars), licenses for venues (inspections, homologations, prolongations), liaison with coaches/athletes. The TC meets twice a year for three to four days of meetings and remains in constant contact throughout the year.



**CHRISTOPHE VASSALLO**  
CHAIRMAN



WORKING TOGETHER

Right after the competition season 2018-2019, the TC met for its spring meeting in Saalfelden (AUT) from 8 to 12 May 2019.

The first part of the meeting was devoted to reports from each of the Race Directors on the past competition season and on the preparation status of the next season's IBU events (summer and winter). These reports are important for bringing certain issues to the attention of the TC. We also heard reports from the Technical Delegates on the EYOF held in Sarajevo (BIH) and the University Games in Krasnoyarsk (RUS). Then came reports from each of the working groups, especially material/equipment, IBU license issues (inspections, new licenses, prolongations), updates on the Organizer's Guide and reports on the Coaches/Athlete Committee meetings held in each series. The second part of the meeting was devoted to preparing the competition rules changes in connection with the new IBU Constitution to be proposed to the Executive Board for adoption at the Extraordinary Congress in the fall of 2019. In regard to IOC Events, the TC drafted the qualification system for the Olympic Winter Games Beijing 2022 and received an update on the preparation status of the YOG Lausanne 2020. Finally, the TC prepared the final draft of the extraordinary Technical Delegates exam, which was scheduled to be held right after the TC meeting (adaptation due to the Congress 2018 decisions to set the age limit at 65) and on the final preparation of the coach seminar scheduled to be held in Copenhagen (DNK) from 13 to 16 June 2019.

EXTRAORDINARY TECHNICAL DELEGATE EXAM

The TC Chief of Referees, TC Chairman, Race Directors and IBU Sport Director organized and held the TD exam on 12-13 May 2019 in Saalfelden (AUT). 9 candidates took the exam, representing 7 different NFs. All of them passed the exam.

EXTRAORDINARY IBU CONGRESS 2019

TC Chairman was present on behalf of the Technical Committee to present the rule changes to be adopted by the Congress together with the IBU Sport Director.

FALL TC MEETING

The TC met for its fall meeting in Munich (GER) from 8 to 10 November 2019. This TC meeting mainly went to reporting on the Extraordinary Congress decisions and to confirm the schedule and TDs/IBU Referees appointments in the coming competition season. In addition, the TC received reports on activities from the spring meetings of each of the working groups, and started its work on preparing the upcoming seasons.

DURING THE COMPETITION SEASON 2019-2020

The constant contact with the Race Directors of each series enabled the TC to continually monitor the season, and especially to follow through on the last-minute decisions that needed to be made when faced with challenging snow conditions, when certain events needed to be reallocated. Despite this challenge with obtaining snow and the COVID 19 situation, which required the season to be ended prematurely, the competition season offered events and competitions of a high standard and showed that our competition rules are working very well.



# COMPETITIONS 2019/2020

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# A BATTLE OF THE SMALLEST MARGINS

The BMW IBU World Cup 2019/2020 was packed with outstanding sporting achievements and, unfortunately, developments beyond anybody's control – the season was drawn to a halt in Kontiolahti, Finland due to the quickly spreading COVID-19 pandemic a week before the planned finals at Holmenkollen in Oslo, Norway. This did nothing to detract from Dorothea Wierer of Italy and JT Boe of Norway, who each won their second consecutive Total Score titles at the last shooting bout of the last competition. Wierer was the most consistent of all women, fighting hard to withstand the attacks of Norway's mercurial Tiril Eckhoff, who managed to link four wins in a row between Hochfilzen, Austria and Annecy/Le Grand Bornand, France and had seven wins to Wierer's four, only to suffer a few daily lapses that cost her dearly at the end. Boe skipped two full weeks due to paternal leave and still managed to compensate

for that with impeccable performance in (almost) all the competitions he took part in, clinching the title two points ahead of his great rival, France' Martin Fourcade. Out of 21 competitions in the 2019/202 season, the two have won 17 between them (Boe 10, Fourcade 7); the two have collectively won 126 times in their careers at the BMW IBU World Cup (Fourcade 79, Boe 47), such was their dominance over the last seasons. Emilien Jacquelin was the breakthrough athlete of the year; for his first ever win, he won gold in the pursuit at the IBU World Championships 2020 and added another seven podium placings. Norway was the best in the relays, across the board. The women completed their undefeated sweep in Nove Mesto na Morave in the Czech Republic, while the men won 4 of the 6 relays. The Norwegian singled mixed and mixed relay teams were also the best when it mattered the most. While Norway and France dominated in the men's field, winning 19 out of 21 individual competitions and all relays among them, and while both had four athletes in the Top 10 Total Score standings, there were women from five nations who finished in the Top 10 at the end of the season. Germany finished third in the men's Nations Cup Score and second in the women's Nations Cup Score. Overall, men from 27 nations and women from 26 nations won World Cup points. The IBU The Rookies of the Year were Elvira Oeberg of Sweden and Nikita Porshnev of Russia.



BMW IBU WORLD CUP 1  
**ÖSTERSUND** SWE  
29 NATIONS 146 MEN 129 WOMEN  
SPECTATORS TOTAL: 16.800



BMW IBU WORLD CUP 2  
**HOCHFILZEN** AUT  
30 NATIONS 111 MEN 105 WOMEN  
SPECTATORS TOTAL: 30.400



BMW IBU WORLD CUP 3  
**ANNECY-LGB** FRA  
28 NATIONS 99 MEN 103 WOMEN  
SPECTATORS TOTAL: 63.000



BMW IBU WORLD CUP 4  
**OBERHOF** GER  
30 NATIONS 145 MEN 130 WOMEN  
SPECTATORS TOTAL: 60.000



BMW IBU WORLD CUP 5  
**RUHPOLDING** GER  
32 NATIONS 149 MEN 136 WOMEN  
SPECTATORS TOTAL: 80.000



BMW IBU WORLD CUP 6  
**POKLJUKA** SLO  
32 NATIONS 141 MEN 126 WOMEN  
SPECTATORS TOTAL: 18.000



BMW IBU WORLD CUP 9  
**OSLO-HOLMENKOLLEN** NOR  
CANCELLED



BMW IBU WORLD CUP 8  
**KONTIOLAHTI** FIN  
31 NATIONS 122 MEN 113 WOMEN  
SPECTATORS TOTAL: NOT ALLOWED



BMW IBU WORLD CUP 7  
**NOVÉ MĚSTO NM** CZE  
29 NATIONS 139 MEN 129 WOMEN  
SPECTATORS TOTAL: NOT ALLOWED





THE ROAD TO WORLD CUP  
TOTAL SCORE



MARTIN FOURCADE FRA  
601 WORLD CUP POINTS



TIRIL ECKHOFF NOR  
524 WORLD CUP POINTS



JOHANNES T. BOE NOR  
913 WORLD CUP POINTS



DOROTHEA WIERER ITA  
793 WORLD CUP POINTS

AFTER TRIMESTER 2

BMW IBU WORLD CUP BIATHLON 1  
OESTERSUND SWE

BMW IBU WORLD CUP BIATHLON 3  
ANNECY LGB FRA

BMW IBU WORLD CUP BIATHLON 5  
RUHPOLDING GER

IBU WCH BIATHLON 2020  
ANTHOLZ ITA

BMW IBU WORLD CUP BIATHLON 7  
NOVE MESTO NM CZE

BMW IBU WORLD CUP BIATHLON 9  
OSLO NOR

DECEMBER 2019

JANUARY 2020

FEBRUARY 2020

MARCH 2020

BMW IBU WORLD CUP BIATHLON 2  
HOCHFILZEN AUT

BMW IBU WORLD CUP BIATHLON 4  
OBERHOF GER

BMW IBU WORLD CUP BIATHLON 6  
POKLJUKA SLO

BMW IBU WORLD CUP BIATHLON 8  
KONTIOLAHTI FIN

AFTER TRIMESTER 1



JOHANNES T. BOE NOR  
374 WORLD CUP POINTS



DORO WIERER ITA  
374 WORLD CUP POINTS

RETIREMENTS 2020

MEN

Martin Fourcade FRA  
Dominik Landertinger AUT  
Michal Slesingr CZE  
Mario Dolder SUI  
Thierry Chenal ITA

WOMEN

Kaisa Makarainen FIN  
Veronika Vitkova CZE  
Synnøve Solemdal NOR  
Celia Aymonier FRA  
Emily Dreissigacker USA  
Terezia Poliakova SVK  
Urška Poje SLO



GLOBE WINNERS MEN

IBU WORLD CUP TOTAL SCORE Johannes Thingnes Boe NOR  
INDIVIDUAL CUP SCORE Martin Fourcade FRA  
SPRINT CUP SCORE Martin Fourcade FRA  
PURSUIT CUP SCORE Emilien Jacquelin FRA  
MASS START CUP SCORE Johannes Thingnes Boe NOR  
RELAY CUP SCORE NORWAY NOR  
MIXED RELAY CUP SCORE NORWAY NOR  
NATIONS CUP SCORE NORWAY NOR

GLOBE WINNERS WOMEN

IBU WORLD CUP TOTAL SCORE Dorothea Wierer ITA  
INDIVIDUAL CUP SCORE Hanna Oeberg SWE  
SPRINT CUP SCORE Denise Herrmann GER  
PURSUIT CUP SCORE Tiril Eckhoff NOR  
MASS START CUP SCORE Dorothea Wierer ITA  
RELAY CUP SCORE NORWAY NOR  
MIXED RELAY CUP SCORE NORWAY NOR  
NATIONS CUP SCORE NORWAY NOR



# IT WAS SIMPLY MONUMENTAL

Dorothea Wierer was brilliant at the IBU World Championships 2020 in Antholz-Anterselva, Italy, winning the pursuit and the individual and four medals altogether and becoming the first biathlete ever to win a gold in the individual competitions in her place of birth. While JT Boe won gold in the mass start and six

medals altogether, it was the French men who celebrated the most: Martin Fourcade won the individual and his 11th gold in the individual competitions at the IBU World Championships to equal Ole Einar Bjoerndalen's record; the French relay won gold after 19 years of waiting, and Emilien Jacquelin won the pursuit, outwitting Boe in the last 500 meters of great tactical battle. Despite Wierer's, Boe's and Fourcade's excellence, it was Marte Olsbu Roeseland of Norway who was The Queen of Antholz, winning the medal in all seven scheduled competitions, five of which were gold. Clearly capable of going for the Total Score title, Olsbu Roeseland planned her season with an absolute focus on Antholz, for she felt exhausted in Oestersund 2019 and failed to win an individual medal. Despite the biathlon's public opinion in Norway being against it, Olsbu Roeseland took a break from the competitions in the Annecy-Le Grand Bornand week to recharge. She won gold in the mixed relay, sprint, single mixed relay, women relay and mass start, with two bronzes coming in the pursuit and in the individual (her first podium placing ever in this competition).



SEVEN OF SEVEN  
MARTE OLSBU ROEISELAND - NOR



IBU WORLD CHAMPIONSHIPS BIATHLON 2020  
**ANTHOLZ-ANTERSELVA** ITA  
39 NATIONS 168 MEN 155 WOMEN  
SPECTATORS TOTAL: 168.000

## MEDAL STANDINGS

NATION	GOLD	SILVER	BRONZE	TOTAL
1. NORWAY	6	3	2	11
2. FRANCE	3	2	3	8
3. ITALY	2	2	-	4
4. RUSSIA	1	-	1	2
5. GERMANY	-	4	1	5
6. USA	-	1	-	1
7. CZECH REPUBLIC	-	-	2	2
8. AUSTRIA	-	-	1	1
9. SWEDEN	-	-	1	1
10. UKRAINE	-	-	1	1



11  
MARTIN FOURCADE  
TIES OLE EINAR  
BJOERNDALEN'S  
RECORD





# HOEGBERG AND FRATZSCHER PREVAILED AT THE END

Throughout the season, which saw three events relocated because of a rather moody winter, Lucas Fratzscher of Germany was the most consistent athlete despite only managing to win one competition. The men's IBU Cup Total Score winner was decided in the last competition. Just 13 points separated

Fratzscher and Norway's Endre Stroemsheim before the pursuit in Minsk Raubichi. Stroemsheim gave his all on the track to reduce

the gap, but four penalties proved too much and he finished fifth, not enough to get the better of his German rival, who had the same shooting result and finished 13th but kept one point lead!

"I am really happy with my season; I had a powerful start. Most of my results were good, with just a few not really strong competitions, which were just at the end of the season. So, I guess this kind of consistency was the main key for winning the Total Score and it means a lot to me," said the happy lucky winner.

Elisabeth Hoegberg's six wins, by far the most in the women's field, proved decisive in the battle for the IBU Cup Total Standings trophy. Hoegberg also had seven podium placings, one more than Ekaterina Glazyrina who managed to win one competition only to end 39 points behind her Swedish rival. Anastasia Porshneva had three podium placings in the season, finishing third, 133 points behind Hoegberg.

"Starting the season, I was not thinking about winning the Total Score title at all. It really came as a surprise to me to climb up and to see that I had a chance to take the Big Globe with just one event left. That was insane, because that was not something I had seen coming, so I am super happy I managed to do it," said the Swedish veteran who also spent three weeks of the season at the BMW IBU World Cup level.



**6**  
**ELISABETH HOEGBERG** SWE  
MOST PODIUMS

## RETIREMENTS 2020

### MEN

**Alexey Volkov** RUS  
**Anton Pantov** KAZ  
**Dominic Reiter** GER

### WOMEN

**Nadine Horchler** GER  
**Alexia Runggaldier** ITA  
**Myrtille Begue** FRA  
**Chardine Sloof** SWE  
**Marie Heinrich** GER  
**Fabienne Hartweger** AUT



**7**  
**LUCAS FRATZSCHER** GER  
MOST PODIUMS

## GLOBE WINNERS WOMEN

**IBU CUP TOTAL SCORE** Elisabeth Hoegberg SWE  
**INDIVIDUAL CUP SCORE** Stefanie Scherer GER  
**SPRINT CUP SCORE** Elisabeth Hoegberg SWE  
**PURSUIT CUP SCORE** Elisabeth Hoegberg SWE  
**MASS START CUP SCORE** Anastasiia Porshneva RUS  
**SUPER SPRINT CUP SCORE** Ingela Andersson SWE  
**MIXED RELAY CUP SCORE** NORWAY NOR  
**NATIONS CUP SCORE** RUSSIA RUS

## GLOBE WINNERS MEN

**IBU CUP TOTAL SCORE** Lucas Fratzscher GER  
**INDIVIDUAL CUP SCORE** Endre Stroemsheim NOR  
**SPRINT CUP SCORE** Lucas Fratzscher GER  
**PURSUIT CUP SCORE** Endre Stroemsheim NOR  
**MASS START CUP SCORE** Lars Helge Birkeland NOR  
**SUPER SPRINT CUP SCORE** Lars Helge Birkeland NOR  
**MIXED RELAY CUP SCORE** NORWAY NOR  
**NATIONS CUP SCORE** NORWAY NOR



 <b>IBU CUP 1</b> <b>SJUSJOEN</b> NOR	 <b>IBU CUP 2</b> <b>RIDNAUN</b> ITA	 <b>IBU CUP 3</b> <b>OBERTILLIACH</b> AUT	 <b>IBU CUP 4 + 5</b> <b>BREZNO-OSRBLIE</b> SVK <small>IBU CUP 5 <b>DUSZNIKI ZDROJ</b> - POL RELOCATED</small>	 <b>IBU CUP 6 + 7</b> <b>MARTELL</b> ITA <small>IBU CUP 6 <b>ARBER</b> - GER RELOCATED</small>	 <b>IBU CUP 8</b> <b>MINSK-RAUBICHI</b> BLR
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**IBU OEC 2020**  
**MINSK-RAUBICHI** BLR  
IBU OEC **OTEPÄÄ** - EST  
RELOCATED





HOPP SCHWIIZ!

In the past 2019/2020 IBU Junior Cup season, many things have stood under the red flag with the big white cross: Niklas Hartweg (452 points) and Amy Baserga (438 points) were crowned Total Score winners. The highlight of the season also took place in Switzerland, with around 500 athletes put in strong performances at the Youth and Junior World Championships in Lenzerheide. Norway's Martin Nevland in particular made an impressive showing, with three gold medals in the youth men competitions and a visibly dominant skiing performance.

Once again, some of the juniors also competed in the BMW IBU World Cup. Slovenia's Alex Cisar, Sebastian Stalder or Tommaso Giacomel are just a few of the names who have already gained experience on the big stage. The example of the Italian Didier Bionaz shows just how fast things can sometimes go in biathlon. At the first stage of the season in Pokljuka he won his first competition in the IBU Junior Cup, while he led the Italian World Cup relay into sixth place as anchor-man in Nove Mesto Na Morave.

The growing enthusiasm for biathlon around the world can also be seen in the IBU Junior Cup. In the single mixed relay in Pokljuka, 29 teams participated - the #biathlonfamily is getting bigger!

**AMY BASERGA**  
TOTAL SCORE  
WINNER  
4 x WINS  
7 x PODIUM



**NIKLAS HARTWEG**  
TOTAL SCORE  
WINNER  
5 x WINS  
8 x PODIUM

GLOBE WINNERS MEN

- IBU JUNIOR CUP TOTAL SCORE **Niklas Hartweg** SUI
- INDIVIDUAL CUP SCORE **Max Barchewitz** GER
- SPRINT CUP SCORE **Niklas Hartweg** SUI
- PURSUIT CUP SCORE **Niklas Hartweg** SUI
- RELAY CUP SCORE **FRANCE** FRA
- NATIONS CUP SCORE **FRANCE** FRA

GLOBE WINNERS WOMEN

- IBU JUNIOR CUP TOTAL SCORE **Amy Baserga** SUI
- INDIVIDUAL CUP SCORE **Amy Baserga** SUI
- SPRINT CUP SCORE **Lisa Maria Spark** GER
- PURSUIT CUP SCORE **Amy Baserga** SUI
- RELAY CUP SCORE **FRANCE** FRA
- NATIONS CUP SCORE **FRANCE** FRA



BIATHLON AT THE YOG PROVED TO BE A BIG SUCCESS

Les Tuffes, France every day welcomed up to 6000 spectators at the YOG biathlon competitions. The young fans saw the Russian youth biathletes leaving the YOG as the most decorated team winning three golds and three silvers. The French team waived its flag in front of its home crowd, taking four medals in total, including gold in the single mixed relay. Italy's youngsters showed their best in the mixed events while Austria was the only other country making it to the podium twice.



IBU JUNIOR CUP 1  
POKLJUKA SLO



IBU JUNIOR CUP 2  
MARTELL ITA



IBU YJWCH 2020  
LENZERHEIDE SUI



IBU JUNIOR CUP 3  
ARBER GER



IBU JOECH 2020, JUNIOR CUP 4  
HOCHFILZEN AUT



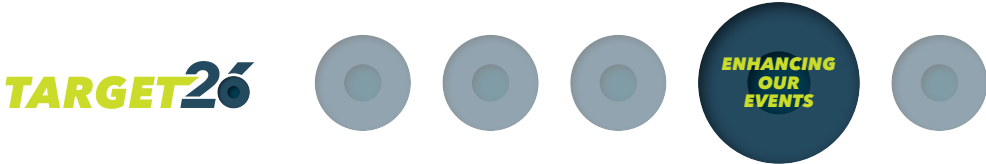
# SPORTS & EVENT

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SPORTS & EVENT

ABOUT

The IBU Sports Department was renamed as the IBU Sports & Event Department on 01 May 2020 to embrace its expanded scope of activities and responsibilities, focusing on enhancing the IBU events and extending biathlon’s reach by implementing the objectives set in Target26. It manages and supervises the BMW IBU World Cup, IBU Cup, IBU Junior Cup, IBU World Championships, IBU Open European Championships, IBU Youth/Junior World Championships, and IBU Summer Biathlon World Championships. Its general tasks comprise season planning (including venue allocation and schedule planning for the running calendar), ordering and distributing medals and certificates, communicating with the organising committees, travel and accommodation for all those travelling on behalf of the IBU. It also involves management of supplying partners and other partnerships, licensing of the venues, administering and close

cooperation with the Technical Committee, dealing with TV issues such as start times and also production questions with the media rights holders, and close cooperation with the IBU Marketing Partners.



**FELIX BITTERLING**  
SPORTS & EVENT DIRECTOR



A SEASON LIKE NO OTHER

The 2019/2020 was an extraordinary season for more than one reason. From a purely sporting perspective it was one of the finest seasons ever, full of historical achievements and crowned with the highlight of the 2020 IBU World Championships in Antholz-Anterselva, Italy.

COVID-19

It was also the season greatly affected by the coronavirus pandemic rapidly spreading worldwide, which demanded governments around the world to take unprecedented decisions, sometimes several in one day. The IBU had to comply with governmental decisions and react swiftly. The organising committee of the BMW IBU World 7 Cup in Nove Mesto na Morave, Czech Republic, had to hold an event without spectators although there were more than 100,000 tickets sold. The OC



organised transfers from Nove Mesto na Morave to Prague international airport for all the teams and the IBU booked charter flights to Joensuu, Finland which was very helpful, especially in this pandemic situation. The situation got progressively more uncertain and the organising committee of the BMW IBU World 8 in Kontiolahti, Finland had to send home 2,000 spectators who were already at the venue on the first day of the scheduled competitions, after the government of Finland decided to limit attendance at the events to no more than 500 people. The IBU Executive Board decided to cut the programme short in Kontiolahti and cancel the finals, scheduled for Holmenkollen, Oslo, Norway. The decision was taken after discussion with all the affected parties and after all issues – particularly the health and well-being of all event participants –







had been carefully considered. The IBU also organised charter flights to Munich and Oslo for all the teams that had either already booked in advance or were no longer able to fly home directly due to the coronavirus situation.

RELOCATIONS CAUSED BY CHANGING SNOW CONDITIONS

The logistical capabilities of all three series as well as the flexibility of the decision-makers and other staff were tested like never before in the IBU’s 26-year history. Challenging snow conditions particularly affected the schedule of the IBU Cup, where three events had to be relocated: Breznno-Osrbliie, Slovakia hosted IBU Cup 5 scheduled for Duszniki-Zdroj, Poland; Martell-Val Martello, Italy hosted IBU Cup 6 scheduled for Arber, Germany; and Minsk-

**BORUT NUNAR**  
BMW IBU WORLD CUP  
RACE DIRECTOR



“From a sporting point of view we have seen one of the best seasons ever. It was, however, at times very challenging because of the unstable snow conditions and warm weather. Coronavirus pandemics threw all the plans of the rails, we had to adapt schedules and decisions daily and at the end literally hourly. I can’t thank enough all the athletes, teams, technical delegates, referees as well as numerous volunteers who made the 2019/2020 season not only possible but above all remarkable.”

**KRISTJAN OJA**  
IBU CUP  
RACE DIRECTOR



“The 2019/2020 IBU Cup season was challenging for the IBU, OCs and for teams. Warm weather and lack of snow were a problem in many regions in Europe. Snow production was interrupted, and consequently venue preparation was very difficult, and we had to relocate three events. During the season, there were two live-streaming productions: from Ridnaun-Ridanna and from Martell-Val Martello. They were well received.”

**ARNE EIDAM**  
IBU JUNIOR CUP  
RACE DIRECTOR



“The IBU Junior Cup 2019/2020 season set yet another record in the participating nations, with 44 NFs sending men’s and 41 NFs sending women’s teams to the competitions. Almost all the teams showed progress compared to the season before. The new competition formats such as Single Mixed Relay and Mixed Relay gave smaller NFs the possibility to achieve very good results. Overall, the IBU Junior Cup proved to be a platform for the development and the training for next-level IBU events such as the IBU Cup and World Cup.



Raubichi, Belarus hosted the IBU Open European Championships scheduled for Otepaeae, Estonia. Relocations, especially at short notice, are logistically very complex and demanding. The IBU needs to consider the following facts before the final decision is made: is the ‘new’ venue close to the scheduled one, is there enough snow or enough capacity for snow production, are there enough volunteers on hand who can be deployed at very short notice, is there enough accommodation capacity available, and how complicated and time consuming is it for the travelling teams to obtain visas (if needed) and to prepare all the documentation needed to import and export the rifles.

FURTHER (NEW/NEWER) FORMAT TESTS

In the course of the season we held several more tests of new competition formats: the Super Sprint (on three occasions), Short Individual (on two occasions) and Mass Start 60 (three times). The Super Sprint was scheduled to have its premiere IBU World Cup showcasing at the at the finals in Oslo-Holmenkollen, Norway. However, after evaluation meetings, the IBU Technical Committee - with input from the Athletes Committee - pro-



posed several rule changes to the Super Sprint, and there will be further testing before presenting this discipline in the elite series, hopefully in 2021/22.

WORKING GROUPS FOR FLUORINE AND LEAD RELATED ISSUES

The IBU EB discussed during its Meeting on 26 November 2019 among other things topics related to the new EU legislation which foresaw a ban of a specific type of fluorine used in ski waxes coming into effect in 2020 as well as potential ban of lead in small bore bullets. The EB expressed its support for the legislation and acknowledged the apparent health risk and environmental concerns connected to fluorine waxes. It then formed two working groups to gain more knowledge with the help of external experts. Group working on the fluorine issues consists of Max Cobb (Chair), Franz Steinle (EB Member), Christophe Vassallo (TC Chairman) and Felix Bitterling (Sports & Event Director). Group working on the lead ban issues consists of Felix Bitterling (Sports & Event Director / Chair), Tore Boygard (EB Member), Franz Berger (TC Member) and Borut Nunar (RD WC).

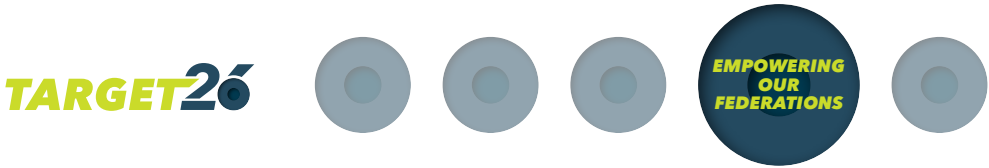


# DEVELOPMENT

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DEVELOPMENT

ABOUT

The IBU development department started its operations on 01 March 2020. It is focused on empowering the NFs by implementing the objectives set in Target26. It is thus working to develop NF skills and capacities and to build systems, structures, and pathways for athletes to develop their full potential from beginners to the elite level. It also provides educational resources and development support to reinforce the delivery of structured development systems, projects, and activities. Its concept is based on the following four pillars under the umbrella of IBU Academy:

- popularisation (creating tools that engage children to practice biathlon and enhancing growth of global participation in entry-level biathlon competitions);
- education (developing resources and courses for providing qualifications for the coaches, increasing the expertise at all levels of biathlon as well as increasing the impact of scientific research and innovation in biathlon);

- athletes development (supporting athletes to combine their careers with a sports career and to prepare for life after sport);
- NF development (increasing the capacity of existing NFs to better regulate, promote, and develop the sport on a national level).



**DAGMARA GERASIMUK**  
DEVELOPMENT DIRECTOR

**DAGMARA GERASIMUK**  
DEVELOPMENT DIRECTOR

**RIIKKA RAKIC**  
SENIOR PROJECT MANAGER

**THERESA JOST**  
PROJECT COORDINATOR DEVELOPMENT

UNLOCKING THE POTENTIAL

GENDER EQUALITY SEMINAR  
**IMPORTANT STEPS DONE, STILL ROOM FOR IMPROVEMENT**  
24-26 MAY 2019; WARSAW, POLAND

For the first time, the IBU organised a seminar on gender equality in sports leadership in the Polish capital of Warsaw. During lectures, workshops, and discussion panels, over 40 participants from 34 countries focused on the problematic shortage of women in exposed positions within sports organisations. There is no doubt that, at the level of competition, the IBU has a balance between men and women, but when it comes to the appropriate gender balance in decision-making bodies, training staff, or technical teams, there is still a room for improvement.

Among the main demands of the conference were the number of delegates to the IBU Congress, the introduction of provisions, and gender equality in legal acts regarding the adoption by Congress. Gender equality is one of the biggest challenges facing us. It is desirable for women to be more and more visible in sport management. The aim of the seminar was not only to exchange experience and knowhow, but also to create a platform for communication. It is only by working together that we are able

to inspire the entire future generation of leaders.

In October 2019, the IBU Congress adopted new regulations and took its first steps towards gender equality in the future. In practical terms, this means that if an NF Member nominates two or more Congress delegates, there must be at least one male delegate and at least one female delegate. Starting from the IBU Executive Board elected at the 15th Regular IBU Congress 2022, the Board must consist of at least two females and at least two males (if there are at least two candidates for election of each gender). The Athletes' Committee consists of five members, consisting of four elected members, including at least two female members and at least two male members. Moreover, the Technical Committee must have at least two male members and at least two female members.







IBU COACH SEMINAR 2019  
**SUITABLE CONTENT FOR ALL LEVELS**  
13-16 JUNE 2019; COPENHAGEN, DENMARK

The IBU Coach Seminar 2019 took place with 63 participants from 12 A & B development level NFs (AUT, BLR, CZE, EST, FIN, GER, KAZ, POL, ROU, SLO, SVK, USA) and 19 C & D development level NFs (AUS, BEL, BiH, BRA, BUL, CRO, DEN, ESP, GBR, GEO, GRL, HUN, KGZ, LAT, LTU, MDA, MKD, NED, SRB) participating in the seminar. To provide suitable content appropriate to each coach's level, the seminar was divided between A & B and C & D nations. Lecturers such as e.g. Benjamin Wirthgen, Dr Laurent Schmitt or Andreas Küttel gave the participants on topics such as rifle care, low-intensity endurance training or successful careers in sport and life beyond. The session about IBU Rules – hosted by two IBU TC members – and the anti-doping seminar held by the NADA of Denmark was held on the last day of the seminar attended, with all the participating NFs attending. All sessions of the seminar were simultaneously translated into Russian and German. The seminar was rounded off with social activities in the city of Copenhagen, where the NFs also had the chance to exchange ideas with the other participants. At the end of this seminar a questionnaire was distributed to all participants, which TC Member Olga Nazarova subsequently evaluated.

**Material Distribution, Hochfilzen, AUT  
December 2019**

**18<sup>th</sup> IBU Supplying Partner Meeting  
27 June 2019 in Ried, AUT**

SUPPLYING PARTNERS  
**MATERIAL DISTRIBUTION**  
09 -12 DECEMBER 2019; HOCHFILZEN, AUSTRIA

The IBU provides equipment contributions to all national federations, but the strongest five, through cooperations with the IBU's supplying partners. Each year the IBU distributes biathlon equipment needed to develop biathlon at a national level. The distribution is based on the wishes and requirements stated by the NFs and is organised in December. In the 2019/2020 season, the IBU distributed equipment to the value of over EUR 1 million during the week of BMW IBU World Cup 2 in Hochfilzen, Austria on 12- 15 December 2019.



IBU-IOC DEVELOPMENT CAMPS 2019  
**THEORETICAL AND PRACTICAL HELP**

In the season 2019/2020, six IBU/IOC Development Camps were organised to help developing nations to further educate their athletes and coaches in contemporary training methodology and help them to develop their shooting skills and skiing technique. Four regional camps were organised in Australia, China, Croatia and Turkey, attended by a total of around 80 athletes and coaches. A highlight was the Junior Cup Camp, which was organised in Ruhpolding, Germany with in total 40 participants joining. The athletes and coaches were brought up to date in classroom sessions on topics such as e.g. ski preparation, rifle care or How to become a successful senior biathlete, and through practical training sessions including video analysis of their shooting and skiing technique. A number of social



activities and a final single mixed competition rounded off the camp. The last camp held in the 2019/2020 season was the overall winter camp in Pokljuka, Slovenia with 11 different NFs and a total of 32 athletes and coaches participating. The camp focused on how to improve shooting and skiing technique, and on how to prepare properly for the upcoming winter season.

- Camp 1 Oceania:** Mt Hotham, AUS, July 2019
- Camp 2 Central Asia:** Park of Jilin, CHN, July 2019
- Camp 3 Eastern Europe:** Erzurum, TUR, September 2019
- Camp 4 Central Europe:** Delnice, CRO, September 2019
- Camp 5 Overall Wintercamp:** Pokljuka, SLO, December 2019
- Camp 6 Junior Camp:** Ruhpolding, GER, August 2019



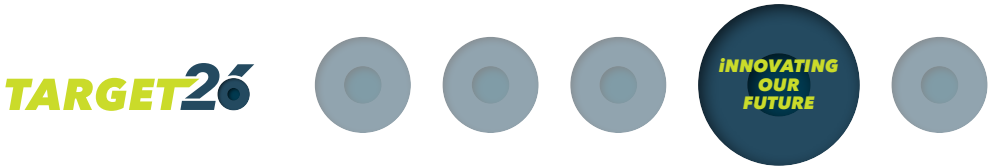


# SUSTAINABILITY

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IBU TO BECOME  
A LEADER IN SUSTAINABILITY

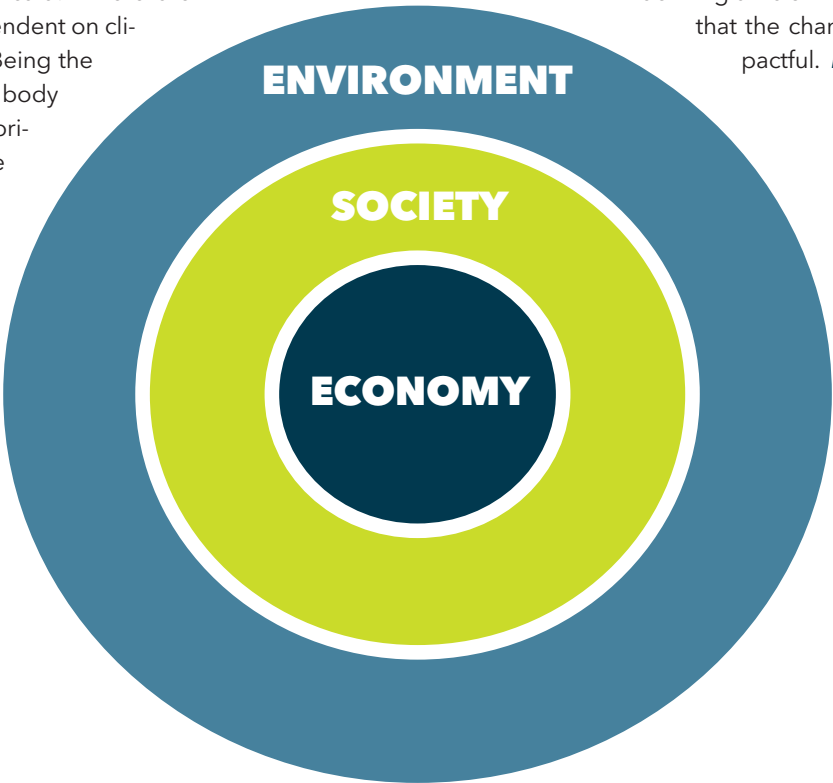
The IBU’s new strategy Target 26 identifies sustainability as one of the key issues in sport. As a snow sport, biathlon is directly affected by climate change. Accordingly, Target 26 sets an ambitious goal of establishing biathlon as a leader in promoting sustainability in sport. Going forward, the IBU aims to become an increasingly sustainable and environmentally-friendly sport and a thought leader among the International Federations (IFs).

IBU JOINS UN CLIMATE ACTION INITIATIVE FOR SPORTS

As its first sustainability initiative under Target 26, the IBU announced in June 2020 that it has joined the United Nations (UN) Sports for Climate Action Framework. IBU President Olle Dahlin said: “There are few sports that are as dependent on climate as snow sports are. Being the international governing body for biathlon, it is appropriate for the IBU to assume responsibility to fight climate change and help pave the way for a carbon neutral future.” The Executive Board also extended a recommendation to all the 59 national mem-

ber federations to join the Sports for Climate Action Framework. By working together, the global biathlon family will be able to minimise the environmental impact of biathlon and engage its millions of global fans in the fight against climate change.

**SETTING THE VISION FOR 2030** While addressing climate change and reducing the sport’s carbon footprint are important areas to focus on, the IBU considers there to be several dimensions to sustainability. Its future sustainability strategy will adopt a broad view of sustainability, also incorporating the social and economic perspectives. The strategy will furthermore adopt an evolutionary approach, setting long-term goals and defining a vision for 2030, in order to ensure that the change is lasting and truly impactful. **I**



EXPERT  
REFERENCE  
GROUP

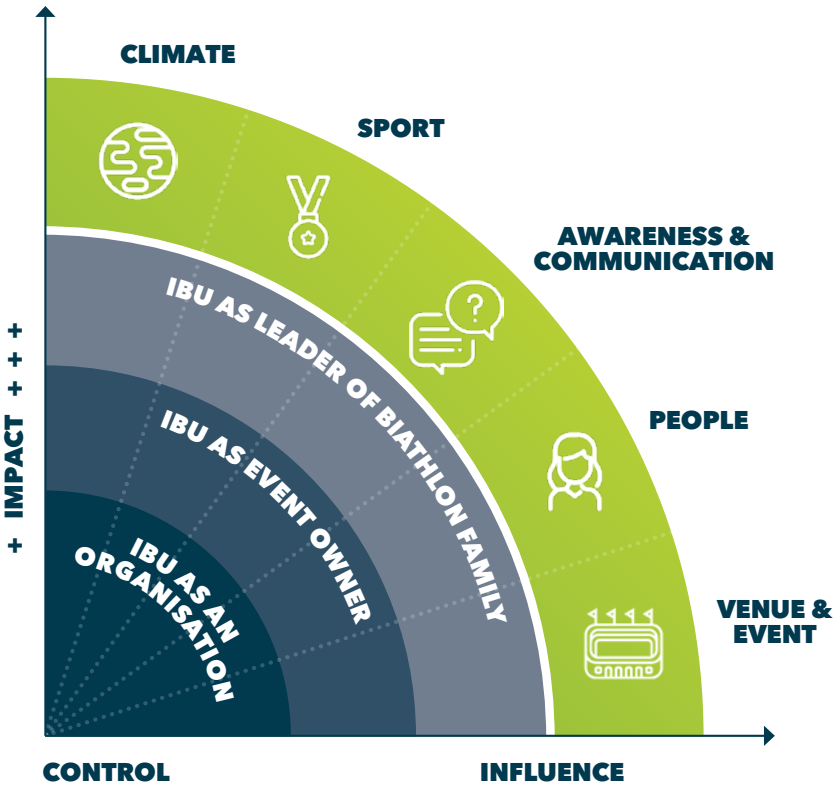
To ensure that its approach is sound and reasonable, the IBU has also set up an advisory expert reference group, currently consisting of nine IBU internal and external sustainability professionals or practitioners, who will help steer the development of the sustainability strategy and related action plans. A series of consultations will also take place with the national federations, organising committees and other stakeholders to allow for feedback and discussion before presentation of the final strategy at the 14<sup>TH</sup> IBU Congress 2020.

MEMBERS 2020

- Yannick Aujouannet FRA
- Denis Bochatay SUI
- Franck Choquard SUI
- Laura Dahlmeier GER
- Erik Melin Söderström SWE
- Daniel Osterauer AUT
- Marisa Schlenker USA
- Brita Staal NOR
- Diego Züger SUI

CONCERNS  
AND OPPORTUNITIES

As a first step towards Vision 2030, the IBU project team has identified a number of sustainability related concerns and opportunities within biathlon to be included as part of the overall programme. Ranging from transport and travel to waste management, ventilation and diversity, these sustainability issues were grouped into five focus areas: Climate, Venue & Event, Sport, People and Awareness & Communication. For each, specific goals and future actions will be developed to be implemented either by the IBU itself, the IBU event series or the wider biathlon family, respectively.



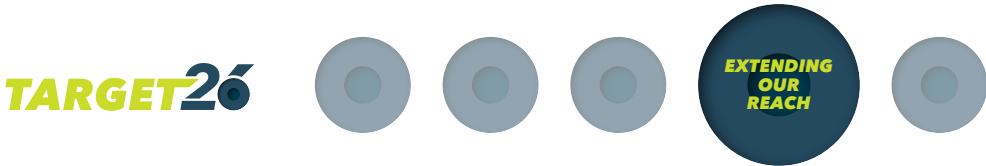


# COMMUNICATIONS

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COMMUNICATIONS

ABOUT

The Communications Department is responsible for all official communications of the IBU with its internal and external stakeholders and fans. Three permanent staff members are supported by freelance experts, delivering on a wide range of tasks. The team produces the complete content for all our IBU-owned and -operated digital channels including IBU TV videos, social media posts and photos. We plan, manage, and oversee the media operations from accreditation, to mixed zone management and media centre set-up to the press conferences for all IBU events in close cooperation with our organising committees, broadcasters and partners. All institutional communications such as newsletters, press releases, stakeholder information and print products are developed in the Communications Department. Together with our media partner, Eurovision Sports, we are dedicated to constantly extending the reach of our sport and improving the content of our broadcasts. The IBU Communications Department works across all other management func-

tions and is involved in all other IBU departments' workflows to guarantee the best possible communications for our common projects under Target 26. The communications team's strategic focus lies on the development and implementation of an IBU digital strategy as mandated by our federation's Strategic Plan.



CHRISTIAN WINKLER  
COMMUNICATIONS DIRECTOR

CHRISTIAN WINKLER  
COMMUNICATIONS DIRECTOR

JAKA LUCU  
SENIOR COMMUNICATIONS  
MANAGER

RENÉ DENFELD  
DIGITAL MEDIA MANAGER

MARIYA OSOLODKINA  
WORLD CUP MEDIA MANAGER

CHRISTIAN MANZONI  
PHOTO MANAGER

A SEASON OF RECORDS

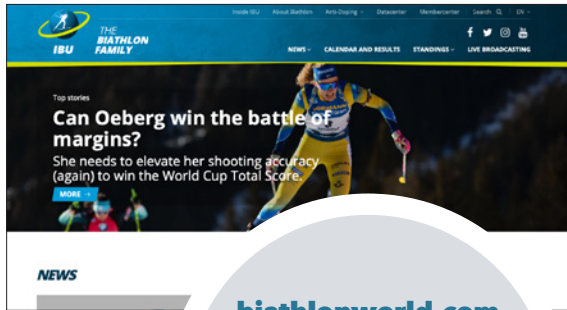
2019/2020 was another record-breaking season for biathlon and the IBU, even though we lost eight competitions to COVID-19 related measures. The IBU World Championships 2020 in Antholz-Anterselva had the highest ever live audiences and media impact of any IBU Biathlon World Championships. The live broadcasts reached massive market shares in core markets such as Scandinavia, Germany, and Russia. Biathlon is a premium product amongst winter sports and its value for all sponsors – the IBU's and those of the National Federations – just keeps growing.

Over 2 million users visited our website biathlonworld.com in the past season to get the latest information on competitions, results and the biathlon stars. Published content on facebook and Instagram accounts cumulatively appeared 32.4 million times on the screens of our fan's different devices, with relevant content triggering very strong engagement rates. Online me-

dia wrote more than 10,000 articles about our sport and federation. Biathlon stars' GIFs generated more than 20 million views (gify.com), another record.

In a representative fan survey which was conducted online during the World Championships in Antholz-Anterselva, we learned more about what our core fans love about our sport, what they want to see on our digital channels, and what they see as important challenges for our sport. Over 4,000 fans from more than 70 countries completed the survey.

These high numbers and the input from our loyal audience, which stands at 43% above the sports average, is the basis and guideline for what we want to achieve in the future when we develop our digital channels and broadcasts together with our partners.



184  
GIF Uploads

20.5M  
GIF Views

Adding more biathlon content for you to embed, use on twitter and instagram.

www.biathlonworld.com

Follow on:



biathlonworld.com

MORE THAN

2M

VISITORS





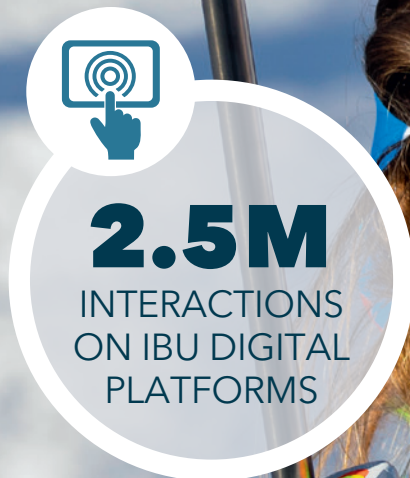
## IBU WORLD CHAMPIONSHIPS, ANTHOLZ-ANTERSELVA 2020

- Over **800** hours of TV coverage globally
- Reach of **610** million across TV (without news coverage), online and social media
- **230** journalists on site
- **23** broadcasters with over **500** TV staff on site

## SOCIAL MEDIA

- High level of activity - over **15.000** posts across the season.
- Relevant content - **95%** of traffic is earned.
- High engagement - over **2.5 million** interactions
- Record breaking **20.5 million** Athlete GIFs views

**f** **135.000** followers (+4%)  
**t** **57.000** followers (+15%)  
**i** **113.000** followers (+27%)  
**y** **23.000** followers (+31%)



## TV DATA BMW IBU WORLD CUP 2019/2020

- Coverage in more than **60** markets globally
- Each World Cup reached an average of **36.5** million individuals
- Live audience: average over **7** million viewers per competition
- The global media impact increased by **15%** this season.

## FAN SURVEY RESULTS

- Fans are excited about our events: exceptional net promoter score of **+79**. The IBU has far more loyal and avid fans than the average sport (**+43%**)
- High demand for an IBU app - **81%** of respondents would use it.
- Climate change is biggest challenge for biathlon, **78%** believe.







BIATHLON INTEGRITY UNIT

ABOUT

On 08 May 2019 the International Biathlon Union (IBU) Executive Board decided that a new, operationally independent Biathlon Integrity Unit should be set up as part of the Federation’s ongoing commitment to implementing the highest standards in good governance, transparency and anti-doping rules as provided for in Target26. This was later ratified during the October 2019 IBU Extraordinary Congress in Munich. The Biathlon Integrity Unit has now been established, providing a central management function for all biathlon integrity-related matters, including anti-doping, ethical breaches, safeguarding matters, betting-related issues and any kind of results manipulation.

Operationally independent of the IBU, the Unit includes its own oversight body in the guise of the Biathlon Integrity Board. This Board consists of three voting members – each of whom are experts in sports governance with limited previous connection to

biathlon – and two non-voting members. One of the non-voting members is a member of the IBU Executive Board and her/his role is to act as a liaison between to the two Boards. The final non-voting Board member is the head of Integrity Unit.



GREG McKENNA  
HEAD OF BIU



THE STRUCTURE

PREVENTION/TESTING AND COMPLIANCE

Overseen by Prevention Manager, Lucie Rothauer, and supported by the Anti-Doping Coordinator, Carlos Kammerlander, these areas will cover education, safeguarding, anti-doping and communications. Although the Unit is well equipped to investigate wrongdoing, a significant role of the Integrity Unit is the prevention of such wrongdoing. The Unit has and will devote significant resources to education and other initiatives that support and inform the biathlon family about corruption and other rules breaches.

As we strive for excellence, our anti-doping processes are under continuous review. We are now linking in with other sports integrity units to share information on working practices and develop an understanding of how doping activity found within other sports could affect biathlon. These relationships have allowed and will allow us to collect quality data, which we will analyse and use to inform and refine our anti-doping testing regime. Between April 2019 and March 2020, the Unit and its predecessor carried out 1,209 blood and urine tests.

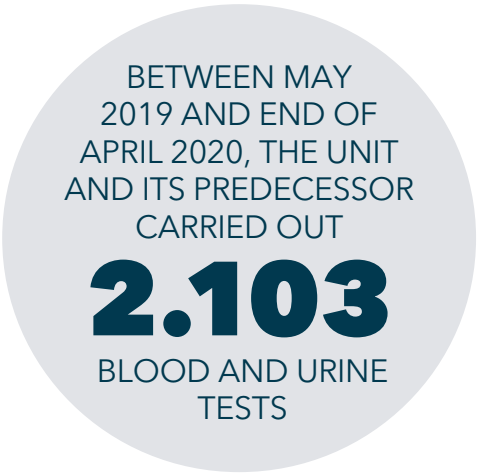
INVESTIGATION AND INTELLIGENCE / CASE MANAGEMENT

It is of vital importance that the Integrity Unit be able to identify and mitigate any risks to integrity within biathlon. For example, this includes the ability to identify not just those athletes who may cheat by using prohibited substances, but also those who may enable or encourage such behaviour. In order to achieve this and build the required level of knowledge, they must be capable of processing all types of information in the most effective and efficient way. To assist with this, the Unit has employed Greg McKenna, a former Head of Investigation and Intelligence from the United Kingdom’s National Crime Agency. The Unit is now developing strategies and policies to support these efforts, whilst testing technological aids such as electronic case management and data analysis tools.

The Biathlon Integrity Unit’s vision is “to protect the integrity of Biathlon and ensure a clean and trusted sport”. In order to assist the IBU in developing strong integrity foundations, one of the Biathlon Integrity Unit’s first tasks has been to carry out background research or vetting on all those people working within or supporting biathlon. Once individuals have been subjected to background research, they have an ongoing responsibility to report any matters that may affect their ability to act in the best interests of biathlon. Once this first stage of the vetting process is complete, we will have researched over 130 individuals.

We hope this approach will provide an assurance to the biathlon family; those operating in trusted positions are subject to independent scrutiny.

In support of the Integrity Unit is Sandra Giglmayr. Sandra is the Office Administrator and is responsible for the day-to-day activities within the Unit’s office, financial budgets and human resources. Her role requires working closely with support staff within the IBU.



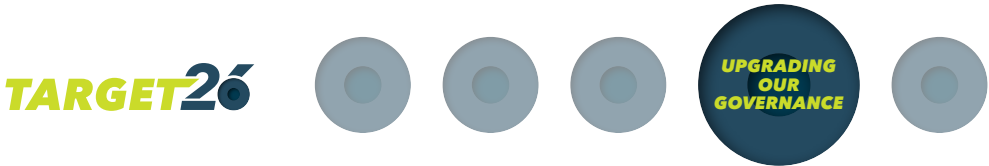


# FINANCE & ADMINISTRATION

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FINANCE & ADMINISTRATION

ABOUT

The IBU Finance & Administration Department manages accounting, transfers, securities, controlling, policy creation, payroll, personnel processing, time recording & holidays, control of all contracts with consultants & freelancers, IT & TC, insurance, office administration, visa administration, IBU Handbook creation, implementation and compliance with the EU GDPR, coordination of contracts and payments with the Sports Director and Communications Director.



MARGIT EIDENHAMMER  
HEAD OF FINANCE & ADMINISTRATION

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HEAD OF FINANCE & ADMINISTRATION

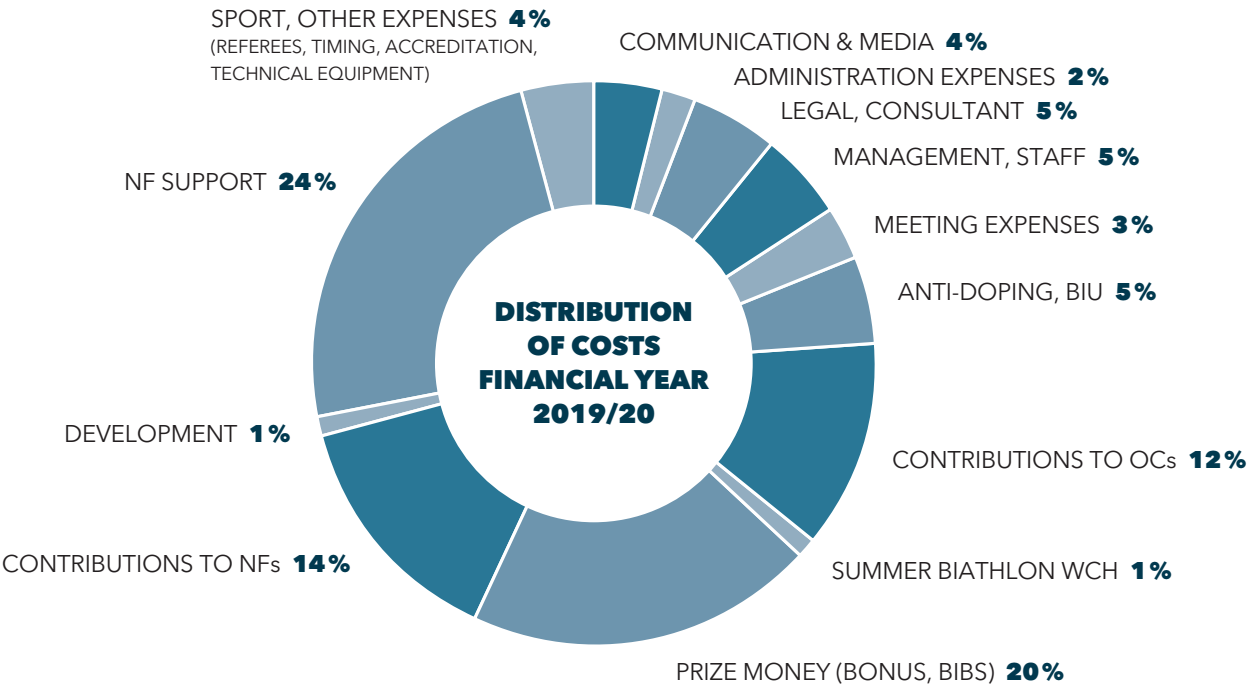
MARTINA PERENDI  
ADMINISTRATION  
SUPPORT MANAGER

BEATRIX KRUMBÖCK  
ACCOUNTING AND PAYROLL

INGRID LACKNER  
ACCOUNTING

LUCA SCHWENTNER  
TRAINEE

REPORT FOR FINANCIAL YEAR 2019/2020



The financial activities in 2019/20 were dominated by the additional support of the national federations, and by additional funds allocated to the nations affected by COVID-19 at the end of the season.

- Since the end of the season could not be fully carried out due to COVID-19, additional funds in the amount of EUR 765.000,00 were paid to the affected NFs and OCs.

- In the last financial year, the decision was made to grant additional funds (EUR 1.1 million) previously not planned in the budget to the NFs. (Comparison costs: FY 18/19 and FY 19/20, position NF support)
- At the Extraordinary IBU Congress in Munich, Germany in October 2019, the importance of transparency was again emphasised and the BIU foundation was provided with an additional budget of EUR 500.000,00.
- In the financial year 2019/2020, the overall costs increased by around EUR 115.000,00 compared to the financial year 2018/2019.

AUDITOR

The financial statements for the year ending 30 April 2020 were audited by comptroller KPMG.

Summary of auditor's report by KMPG: "In our opinion, the financial statements present fairly, in all material respects, the financial position of the Association [the IBU] as at 30 April 2020 and its financial performance for the year then ended, in accordance with Austrian Generally Accepted Accounting Principles and other legal requirements set forth in the Vereinsgesetz (short: VerG = Austrian Associations Act)."

Last year the cornerstone for greater financial support in the field of sports development was set, and consequently the budget for the coming year was increased substantially. Despite the additional expenses, the 2019/2020 financial year ended on a positive note. According to the decision of the Congress in 2012 the restricted net assets of the IBU increased from EUR 40 million EUR to EUR 48 million. Due to the increased popularity of biathlon and related strengthened commercial success of the IBU, the requirements of the Congress were met. We are confident that this sum represents a good basis for dealing with crises.



COMPARISON: BUDGET 19/20 VS. RESULTS FINANCIAL YEAR 19/20

	Budget 19/20 according EBM 148	Financial Year 19/20	Change in %
Income	32,642 TEUR	33,457 TEUR	+ 2,5%
Central	7,721 TEUR	8,985 TEUR	+ 16,4%
Admin & Finance	1,242 TEUR	718 TEUR	- 42,2%
Sports & Event	20,410 TEUR	19,462 TEUR	- 4,6%
Development	670 TEUR	293 TEUR	- 56,4%
Communications	1,217 TEUR	1,187 TEUR	- 2,5%
Anti-Doping BIU	1,375 TEUR	1,725 TEUR	+ 25,5%

The comparison of planned and actual figures shows substantial savings in the Admin & Finance department and increased spending for the BIU and Anti-Doping related activities. Sports & Event Department spent less than planned due to COVID-19 related shortening of the season.

COMPARISON: LIABILITIES FINANCIAL YEAR 19/20 VS. LIABILITIES FINANCIAL YEAR 18/19

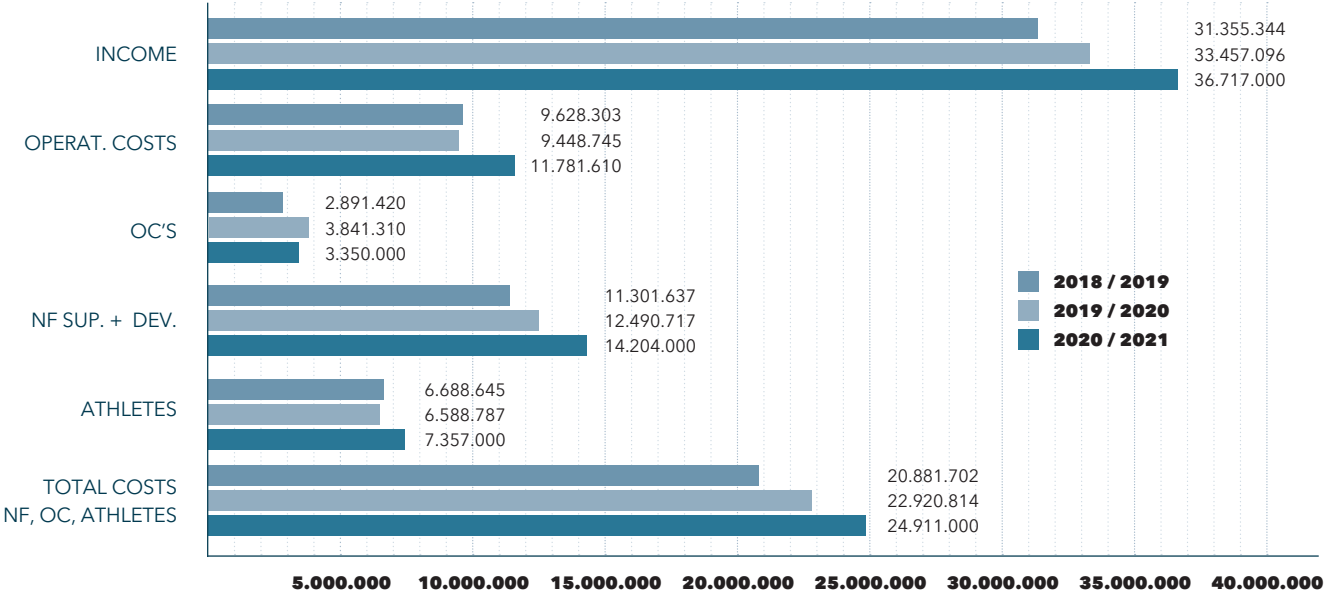
	Financial Year 19/20	Financial Year 18/19	Change in %
Net assets restricted acc. Congress	48,000 TEUR	40,000 TEUR	+ 20 %
Net assets temp. restricted	10,000 TEUR	15,000 TEUR	- 33 %
Accumulated surplus	3,193 TEUR	10,106 TEUR	- 68 %
Other provisions	658 TEUR	1,159 TEUR	- 43 %
Liabilities	2,185 TEUR	965 TEUR	+ 126 %
Deferred Income	5,000 TEUR	0 TEUR	
TOTAL LIABILITIES	69,036 TEUR	67,230 TEUR	+ 3 %

PLANNED ACTIVITIES FOR THE FY 2020/2021

Due to the restructuring within the IBU, the accounting and reporting will be completely redesigned. The new department structures will be retained. The same expenses will be booked in an account as before, but entered under the respective department. This means that, at the end of a financial year, the costs of each department (including staff salaries, depreciation of fixed assets, etc.) can be precisely determined. The reports will be adapted so as to reflect the usual structures of a conventional company. In the new reports you will be able to see all the precise costs – for instance, costs for administration – for each department. In the past, costs were recorded for one specific department only, even if the costs were generated by another

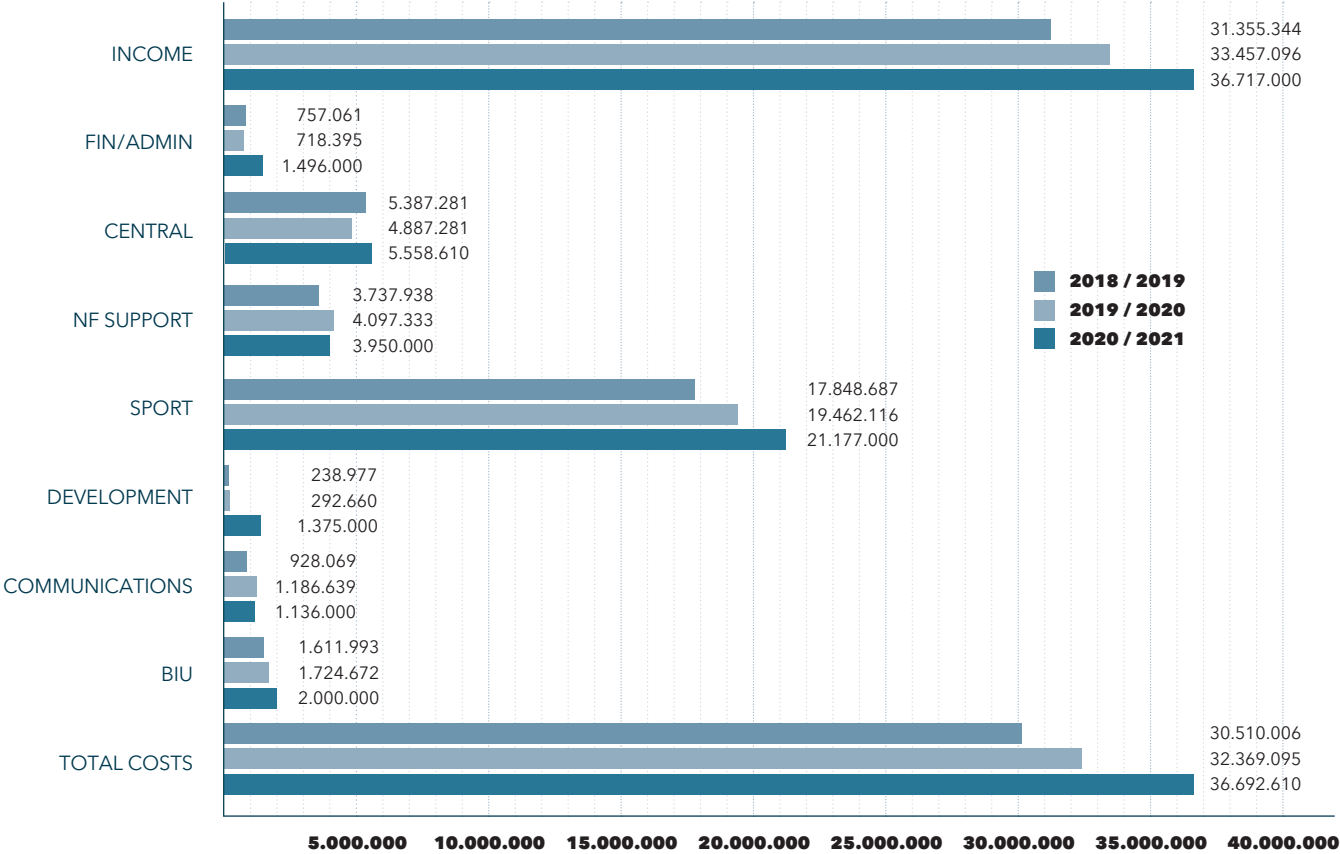
department. NB: the budget for the financial year 2020/21 was based on the old accounting system. In the first year, the accounting data will thus only be comparable to a limited extent, as there will be shifts within the different departments. These changes are not only essential, but also urgently necessary in order to establish a modern accounting system. The new system guarantees that the costs per department will be recorded with precision and outgoings will be able to be clearly stated as individual expenditures. The introduction of a modern accounting system will, in particular, allow economic decisions to be made more easily in the future.

3-YEARS COMPARISON: FY18/19 VS. FY 19/20 VS. BUDGET FY 20/21



The comparison of figures for the financial years 18/19 and 19/20 as well as for the planned budget for the 20/21 shows substantial increase of costs for sport related operations.

3-YEARS COMPARISON: FY 18/19 VS. FY19/20 VS. BUDGETS FY 20/21



Administrative costs breakdown for the financial years 18/19 and 19/20 as well as for the planned budget for the 20/21.





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