

# CONGRESS HANDBOOK



**IBU**

## 15<sup>TH</sup> ORDINARY **IBU** CONGRESS

15 SEP - 18 SEP 2022 | **SALZBURG** AUT

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[www.biathlonworld.com](http://www.biathlonworld.com)

**01 Opening and welcome by the chairperson, the IBU President****02** Confirmation of duly called Congress**03** Roll call and first announcement of voting strength of the NF Members**04** Adoption of the Agenda**05** Approval of the minutes of the previous Ordinary Congress meeting**06** Congress procedure, appointment of Election Committee, and appointment of tellers**07** a. Motions relating to NF status  
- Motions regarding the Russian Biathlon Union and the Biathlon Federation of Belarus

## b. Second announcement of voting strength

**08** Receipt and approval of the annual reports of the Executive Board

## - Activity Reports 2020/2021 and 2021/2022

## - Strategic Plan Target 26, follow-up

**09** Presentation of the audited financial statements and the Auditors' report for the preceding two financial years**10** Discharge of the Executive Board for the financial years 2020/2021 and 2021/2022**11** Receipt and approval of the annual reports from the Vetting Panel and the BIU Board**12** Presentation of updated Budget proposal for 2022/2023 and Budget frames 2023/2024, 2024/2025, 2025/2026**13 Biathlon World Championships 2027**

## a. Presentations of the candidates for the World Championships 2027

## b. Motion for appointing the host of the Biathlon World Championships 2027

**14 Elections**

## a. Procedure for elections presented by the chair of the Election Committee

b. Candidate(s) presentation for President  
- Election of the Presidentc. Candidate(s) presentation for Vice President  
- Election of the Vice Presidentd. Candidates presentation for Treasurer  
- Election of the Treasurere. Candidates presentation for Executive Board  
- Election of the other Executive Board Members

## f. Election of the Members of the Technical Committee

**15** Approval of the members of the BIU Board**16** Appointment of the Auditors, on the recommendation of the Executive Board**17 Motions**

## a. Motions proposing amendments to the Constitution

## b. Motions seeking approval of Reserved Rules

## c. Motions seeking amendment or annulment of any other Rules

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**18** Honours**19** Presentation and decision of the host of the next Ordinary Congress 2024**20** Information from Organising Committees on upcoming events**21** Other items and closing



## WORDS OF WELCOME BY THE PRESIDENT

Dear Biathlon Family,

It is my pleasure to welcome you to Salzburg – the home of the IBU – for the 15th Ordinary Congress.

Our Congress is always a very important occasion in the IBU calendar as it provides an opportunity to reflect on the past years and look ahead to the future. An Election Congress further has the critical task to empower a new Executive Board to take our sport forward over the next four years.

This year's Congress is also the first Congress where we can be together in person since the Extraordinary Congress in 2019 and so will be a chance to look at what we have achieved together since we adopted our new Constitution and our strategic plan Target 26.

This year has concluded what has been a very challenging but successful three years for biathlon and the IBU.

Working together with National Federations, Organising Committees and all our stakeholders we were able to host an excellent biathlon season which once again showcased the excitement, drama and spectacle of our sport and our wonderful athletes.

As we come to live with COVID-19 and move from pandemic to endemic, we were able to work with our Organising Committees to stage safe but highly entertaining biathlon events.

The biathlon season was made even more special by the fact it was an Olympic year, and the Olympic Games Beijing 2022 further reinforced our sport's position as one of the leading Winter Olympic sports.

Away from the sport, we continued with the implementation of Target 26 as we aim to achieve our enormous potential.

We introduced our new IBU app and website to bring fans closer to the action and increase engagement.

We also continued to work towards our objective of being climate neutral by 2030 and net zero by 2040 as we implemented sustainability initiatives and published our first Sustainability Report.

Of course, it has not all been positive this year and we have sadly seen a worsening of geopolitics. Our thoughts remain with our friends and colleagues in Ukraine and as a unified biathlon family we will continue to support them as best we can. We hope a peaceful resolution can be found.

As the new Olympic motto says we are stronger together and as we look ahead it will be important that we continue to work together and use sport as a powerful tool to unite people and contribute to a more peaceful future.

There is much to discuss at this Congress and as ever we encourage and welcome you all to get involved.

I wish you a pleasant stay in Salzburg and look forward to a productive Congress.



A handwritten signature in blue ink, which appears to read 'Olle Dahlin'. The signature is fluid and stylized.

**Olle Dahlin**  
IBU President

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**CONFIRMATION OF DULY-CALLED CONGRESS**

DATE	ACTION
18 May 2022	• Invitation sent to all National Federations
17 June 2022	• Deadline for registration of NF delegations
16 August 2022	• Congress Agenda and Handbook sent to the NF Members

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03

Roll call and first announcement of voting strength of the NF Members

NO.	NATIONAL FEDERATION	HEAD OF DELEGATION	OFFICIAL REGISTRATION
<b>FULL MEMBERS</b>			
01	<b>ARG</b> Argentina		<input type="checkbox"/>
02	<b>ARM</b> Armenia		<input type="checkbox"/>
03	<b>AUS</b> Australia	CULLEN Paul	<input checked="" type="checkbox"/>
04	<b>AUT</b> Austria	SCHERER Christian	<input checked="" type="checkbox"/>
05	<b>BEL</b> Belgium	HECK Philippe	<input checked="" type="checkbox"/>
06	<b>BIH</b> Bosnia and Herzegovina	DOJCINOVIC Jelena	<input checked="" type="checkbox"/>
07	<b>BRA</b> Brazil	PETTERSSON Karl Anders	<input checked="" type="checkbox"/>
08	<b>BUL</b> Bulgaria	FURNADSHIEV Atanas	<input checked="" type="checkbox"/>
09	<b>CAN</b> Canada	McLEOD Lyle	<input checked="" type="checkbox"/> *
10	<b>CHI</b> Chile		<input checked="" type="checkbox"/>
11	<b>CHN</b> China	DONGYAN Li	<input checked="" type="checkbox"/>
12	<b>CRO</b> Croatia	VUKELIC Lucian	<input checked="" type="checkbox"/>
13	<b>CYP</b> Cyprus	SHIAMPANIAS Panayiotis	<input checked="" type="checkbox"/> *
14	<b>CZE</b> Czech Republic	VLCEK Libor	<input checked="" type="checkbox"/>
15	<b>DEN</b> Denmark	BORCH Christian	<input checked="" type="checkbox"/>
16	<b>ESP</b> Spain	PEUS ESPAÑA José María	<input checked="" type="checkbox"/> *
17	<b>EST</b> Estonia	KÄRSNA Tarmo	<input checked="" type="checkbox"/>
18	<b>FIN</b> Finland	LÄHDESMÄKI Kalle	<input checked="" type="checkbox"/>
19	<b>FRA</b> France	SAGUEZ Fabien	<input checked="" type="checkbox"/>
20	<b>GBR</b> Great Britain	WEIGHILL Robert	<input checked="" type="checkbox"/>
21	<b>GEO</b> Georgia	BUDZISHVILI Nikoloz	<input checked="" type="checkbox"/>
22	<b>GER</b> Germany	BITTERLING Felix	<input checked="" type="checkbox"/>
23	<b>GRE</b> Greece	NIKITIDIS Geroge	<input checked="" type="checkbox"/>
24	<b>GRL</b> Greenland	SLETTEMARK Uiloq Helgesen	<input checked="" type="checkbox"/>
25	<b>HUN</b> Hungary	PETRAHN Barbara	<input checked="" type="checkbox"/>
26	<b>IND</b> India	VARMA Jagmohan	<input checked="" type="checkbox"/>
27	<b>IRL</b> Ireland	BOLGER Derek	<input checked="" type="checkbox"/>
28	<b>ITA</b> Italy	RINALDI Massimo	<input checked="" type="checkbox"/>
29	<b>JPN</b> Japan	DEGUCHI Hiroyuiki	<input checked="" type="checkbox"/> *
30	<b>KAZ</b> Kazakhstan	USSENOV Manas	<input checked="" type="checkbox"/>
31	<b>KGZ</b> Kyrgyzstan	MAZIKINA Olga	<input checked="" type="checkbox"/>
32	<b>KOR</b> Korea	PARK ChulSung	<input checked="" type="checkbox"/>
33	<b>LAT</b> Latvia	SAKNIŅŠ Kaspars	<input checked="" type="checkbox"/>
34	<b>LIE</b> Liechtenstein		<input type="checkbox"/>
35	<b>LTU</b> Lithuania	DAUGIRDAS Arunas	<input checked="" type="checkbox"/>

\* Late registration



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36	<b>MDA</b> Moldova	TORNER Dmitri	<input checked="" type="checkbox"/>
37	<b>MGL</b> Mongolia	BATMUNKH Naran-Ilder	<input checked="" type="checkbox"/>
38	<b>MKD</b> North Macedonia	KIRACA Kocho	<input checked="" type="checkbox"/>
39	<b>NED</b> Netherlands	STOFFELSEN Marianne	<input checked="" type="checkbox"/>
40	<b>NOR</b> Norway	HORTEN Arne	<input checked="" type="checkbox"/>
41	<b>NZL</b> New Zealand	THOMSON Phillip	<input checked="" type="checkbox"/>
42	<b>POL</b> Poland	BERNAT Tomasz	<input checked="" type="checkbox"/>
43	<b>ROU</b> Romania	TOMA Andrea Carletta	<input checked="" type="checkbox"/>
44	<b>SLO</b> Slovenia	ULE Boštjan	<input checked="" type="checkbox"/>
45	<b>SRB</b> Serbia	VUKADIN Velimir	<input checked="" type="checkbox"/>
46	<b>SUI</b> Switzerland	LEHMANN Urs	<input checked="" type="checkbox"/>
47	<b>SVK</b> Slovakia	KRISTLÍK Patrik	<input checked="" type="checkbox"/>
48	<b>SWE</b> Sweden	DOMEIJ Sofia	<input checked="" type="checkbox"/>
49	<b>TPE</b> Chinese Taipei		<input type="checkbox"/>
50	<b>TUR</b> Turkey	UZUN Talip	<input checked="" type="checkbox"/> *
51	<b>UKR</b> Ukraine	BONDARUK Roman	<input checked="" type="checkbox"/>
52	<b>USA</b> USA	STUDEBAKER-HALL Sara	<input checked="" type="checkbox"/>
53	<b>UZB</b> Uzbekistan		<input type="checkbox"/>
<b>PROVISIONAL MEMBERS</b>			
	<b>AND</b> Andorra		<input type="checkbox"/>
	<b>DOM</b> Dominican Republic		<input type="checkbox"/>
	<b>ISL</b> Iceland	BJARNASON Bjarni Theodor	<input checked="" type="checkbox"/> *
	<b>LEB</b> Lebanon	KEIROUZ Fredy	<input checked="" type="checkbox"/>
	<b>MEX</b> Mexico	PRUNEDA FERNANDEZ Carlos	<input checked="" type="checkbox"/>
	<b>THA</b> Thailand	SUEB Tarasiri	<input checked="" type="checkbox"/> *
<b>SUSPENDED MEMBERS</b>			
	<b>BLR</b> Belarus		
	<b>RUS</b> Russia		

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INTERNATIONAL  
**BIATHLON**  
UNION

**CONGRESS  
MINUTES**

# **14<sup>TH</sup> ORDINARY IBU CONGRESS**

14 NOV 2020 | VIRTUAL CONFERENCE



## **MINUTES OF THE 14<sup>TH</sup> ORDINARY IBU CONGRESS**

### **VIRTUAL MEETING, 14 NOVEMBER 2020<sup>1</sup>**

- 
- 01** Words of Welcome by the President
  - 02** Confirmation of duly-called Congress
  - 03** Roll Call and First Announcement of Voting Strength of the NF Members
  - 04** Adoption of the Agenda
  - 05** Approval of the Minutes of the Extraordinary IBU Congress 2019
  - 06** Receipt and Approval of the Activity Report of the Executive Board
  - 07** Report of the Certified Auditing Firm, KPMG
  - 08** Approval of 2019/2020 Financial Statements
  - 09** Discharge of the Executive Board for the financial year 2019/2020
  - 10** Report of the External Review Commission (ERC)
  - 11** Receipt and approval of the annual reports from the Vetting Panel and the BIU Board
  - 12** Motions by the IBU Executive Board and the Member Federations
    - a. Motions proposing amendments to the Constitution**
      - a.1** Executive Boards motion for adaptations of the Constitution Part 1 Paragraph 2, 3 and 4
      - a.2** Executive Boards Motion to Amend Art. 6.1.9 NF Changes
    - b. Motions seeking approval of Reserved Rules**
      - b.1** Executive Boards Motion to amend Event and Competition Rules
      - b.2** Executive Boards Motion to amend Special Event and Competitions Rules - Covid-19 Season 2020/2021
    - c. Motions seeking amendment or annulment of any other Rules**
      - c.1** Slovenia's motion for adaption of the Event and Competition Rules paragraph 15.8.2.2 regarding World Cup Nations Cup Points.
    - d. Any other motions**
      - d.1** Executive Boards motion for adaption of decision regarding restricted reserves
- 

<sup>1</sup> According to the IBU Constitution (2019), Congress sessions are open to the public. The Congress was thus livestreamed and a link was sent to IBU stakeholders and media.



- 
- 13** Presentation of financial Forecast 2020/21 and updated Budget proposal for 2021/2022 and Budget frame 2022/ 2023
- 
- 14** Appointment of Certified Auditing Firm, on the Recommendation of the Executive Board
- 
- 15** Appointment of the host for the IBU World championships 2024 and 2025
- 
- 16** Other items
-

## **01 WORDS OF WELCOME BY THE PRESIDENT**

IBU President Olle DAHLIN opened the 14th Ordinary Congress 2020 on 14 November 2020 at 02:11 p.m., welcoming the Congress delegates, all participants, guests including representatives from IBU's media partner Eurovision Sports and marketing partner Infront at the first-ever IBU virtual Congress.

After his words of welcome, the IBU President presented a video message of IOC President, Thomas Bach.

The IBU President then continued his speech, stressing on the main topics like the impact of Covid-19, state of the IBU, key decisions for the Congress and outlook for the future.

## **02 CONFIRMATION OF DULY-CALLED CONGRESS**

The invitation for the 14<sup>TH</sup> Ordinary IBU Congress has been sent out by IBU Secretary General Niklas CARLSSON on 6 July 2020 with the update that the Congress will be held virtually on 28 September 2020.

→ **The Congress confirmed that it was duly-called.**

## **03 ROLL CALL AND FIRST ANNOUNCEMENT OF VOTING STRENGTH OF THE NF MEMBERS**

The SG informed the Congress that the Executive Board propose the Congress to accept late entries because of the venue change due to the pandemic situation.

He then performed the roll call of nations, naming the National Federation, the Head of the Delegation and their voting strength. SG confirmed that 46 voting members were registered in the Lumi system, which was used for voting during the virtual Congress.

**According to the roll call on 14 November 2020, the following IBU member federations were present from the start of the session and entitled to vote** (\*late entries):

ARG\* | AUS | AUT | BLR | BEL | BIH | BRA | BUL | CAN | CHN | TPE\* | CRO | CYP | CZE | DEN | ESP | EST | FIN | FRA | GEO | GER | GBR | GRE | GRL | HUN | IND | IRL | ITA\* | JPN\* | KAZ | KOR | KGZ | LAT | LTU | MDA | MKD | NED\* | NOR | POL | ROU | SRB | SVK | SLO | SUI | SWE | TUR\* | UKR | USA

The provisional members AND\*, ISL, MEX\* and RUS were also present; however, as provisional members, they were not entitled to vote.

→ **Late entries from seven member federations and two provisional members were accepted by the Congress.**

For a list of the head of delegation of IBU member federations attending, please refer to **ANNEX 1**.

## **04 ADOPTION OF THE AGENDA**

→ **The Congress approved the agenda without any amendments.**

**05 APPROVAL OF THE MINUTES OF THE EXTRAORDINARY IBU CONGRESS 2019**

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→ The minutes of the Extraordinary Congress 2019 were unanimously adopted.

**06 RECEIPT AND APPROVAL OF THE ACTIVITY REPORT OF THE EXECUTIVE BOARD**

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The President presented to the Congress the Activity report that handled the activities during the IBU's financial year (1 May 2019 - 30 April 2020), however, he also mentioned some other important activities that have been carried out after that period.

The President started with one of the key focuses for the IBU - the implementation of Target 26, the first-of-its-kind strategic plan that has established a clear roadmap for the future. He pointed out the good progress that has been made, including the adaptation to Covid-19 situation and hosting virtual regional workshops for NFs.

During the last year, the IBU strengthened its management team with Dagmara Gerasimuk taking a position of the Development Director and Margit Eidenhammer responsible for Finance and Administration. The IBU has not only created a new strong management team, but also moved to a new modern Headquarters.

The President informed the delegates that the federation has renewed the media agreement with Eurovision Sport and marketing partnership with Infront, which will help to secure the long-term future. Moreover, many positive steps have been taken for the integration of the IBU in the wider Olympic and international sports movement.

SG continued the report, pointing out that the adoption of the new Constitution brought many new important provisions for athletes within the IBU with the Athletes Committee fully and officially integrated into the event scheduling process. The AC was also actively involved in BIU and worked with the Sports & Events Department.

The Sports Department, which was renamed to Sport & Events Department, continued to be actively represented on the Working Group Fluorinated Waxes Prohibition. The ban on all fluorine wax was delayed until the 2021/2022 season, meaning that the IBU allows the use of fluorine waxes in line with EU regulations, at its events in the season 2020/21. The department has also played a central role in coordinating everyone's input before assembling the guidelines for the 2020/21 season with many different scenarios planned to ensure the readiness for the unpredictability of COVID-19.

The President continued the report, noting that during the year the IBU continued its mission to empower National Federations development through the Coach seminars, IBU/IOC Development Camps and a distribution €1 million worth of equipment to NFs based on their wishes and requirements. An important step in this direction was also an establishment of the Development Department that started its operations on 1 March 2020.

In the area of sustainability, the IBU made significant strides during the year. The IBU President was appointed as a member of the IOC Sustainability & Legacy Commission, the IBU was recognised by the IOC for taking concrete action in the fight against climate change, a Sustainability Expert Reference Group was established which advised in the development of the sustainability policy/strategy. This sustainability policy was published in October.

The President also highlighted some record numbers in the communication field from the last season, where the coverage and fans engagement have significantly increased. He also informed that the EB has decided to invest in a IBU App and a new website. The project is in an initial phase and the launch is planned in connection to the start of the season 2021/22.

SG then reported about the work of the Biathlon Integrity Unit (BIU), which became fully functional this year with Greg McKenna appointed as the Head of the Unit.



He finished the report with another important area - the finance and administration, pointing out that its staff was strengthened, accounting and reporting structure was improved to have transparency and present relevant numbers, while the process of moving to a digital setup is still under the way.

The NF FIN thanked for the good presentation and the first edition of a printed Activity Report and for the information of what has been done during the last year.

→ **The President thanked for the comment, after what the IBU Activity Report was unanimously accepted by the Congress<sup>2</sup>.**

The presentation can be found as **ANNEX 2**.

**07****REPORT OF THE CERTIFIED AUDITING FIRM, KPMG**

Chartered accountant Johannes Bauer gave an overview of the audit, informing the Congress that finance were done within the legal framework, with the financial statements and usage of funds complying with the Austrian Code of Associations, the IBU Constitution and the decisions of the Congress. He also explained the audit and accounting principles, which include international standards of auditing, Austrian Generally Accepted Accounting Principles and tax impact.

KPMG evaluated a work of the new management team in the Finance and Administration Department, noting that the quality of the received information was very good, the budgeting process was accurate, speed of the reporting was high, delivery of all the documents was on time and the financial statements were prepared in a very professional way.

Bauer then continued with the main audit focus areas, which included the financial assets, cash positions, liabilities, revenue recognition, expenditures on sponsorship, committees and sport, general administration costs, compliance and fraud. All of the checked areas met the requirements, while received information was correct with no errors detected.

Based on the results of the review of the accounting records for the financial year from 1 May 2019 to 30 April 2020, KPMG concluded that the financial conduct was correct in all material respects and the funds were used in accordance with the articles of the Association. Unusual revenues or expenses, particularly any cases of self-dealing, did not occur.

Bauer then presented some main numbers in the financial statement for the years 2018/2019 and 2019/2020.

After the report was finished, NF BRA asked the KPMG to define what was meant under financial success.

Bauer explained that when the audit has started, it was expected that IBU would lose a lot of value, however, the IBU could hold a book value and did not have to impair the investments.

For further information, please refer to the KPMG presentation including the financial statement in **ANNEX 3**.

**08****APPROVAL OF 2019/2020 FINANCIAL STATEMENTS**

→ **The financial statements for the fiscal year 2019/20 were unanimously approved by the delegates.**

<sup>2</sup> The full IBU Activity Report 2020 can be found on

[http://res.cloudinary.com/deltatre-spa-ibu/image/upload/fl\\_attachment/jhy8tk2esdleaykeqqa.pdf](http://res.cloudinary.com/deltatre-spa-ibu/image/upload/fl_attachment/jhy8tk2esdleaykeqqa.pdf)

## **09 DISCHARGE OF THE EXECUTIVE BOARD FOR THE FINANCIAL YEAR 2019/2020**

The actions and decisions of the Executive Board in the fiscal years 2019/20 were unanimously approved by the Congress.

→ **The Executive Board was formally discharged.**

## **10 REPORT OF THE EXTERNAL REVIEW COMMISSION (ERC)**

The Chairman of the IBU's External Review Commission (ERC), Jonathan Taylor, reported to the 14<sup>TH</sup> Ordinary IBU Congress that the ERC has completed its investigation and has drafted a detailed report.

Taylor noted the ERC has concluded that the IBU did not transfer any 'dirty' Athletes Biological Passport profiles to the Russian Biathlon Union or RUSADA to be buried. However, the ERC has made a number of provisional findings that certain individuals have cases to answer for breaches of the IBU rules in the period 2008-2018. Those individuals have now been given a chance to comment on the draft report, and once their comments (if any) have been considered, the ERC will finalise and publish its report, most likely in December. Moreover, criminal investigations in Austria and Norway against former IBU officials are still ongoing.

Taylor further congratulated the IBU on its efforts in strengthening its governance systems and institutional integrity, namely through the adoption of a state-of-the-art Constitution and the establishment of the Biathlon Integrity Unit in 2019.

Where the ERC's final report concludes that individuals have cases to answer for breach of the IBU rules, it will be up to the Biathlon Integrity Unit to conduct the necessary follow-up, including determining whether disciplinary action should be taken against those individuals. The Integrity Unit will also take over the responsibility of supporting the criminal authorities as necessary from the IBU's side, as the mandate of the ERC ends with the publication of its final report.

During its two year-long investigation the independent ERC worked closely with the WADA I&I department and criminal authorities in Austria and Norway. The commission collected and reviewed over 70,000 documents and electronic files including criminal files, WADA investigation files, IBU internal documents, documents provided by RBU and RUSADA, and analytical data from IBU testing and WADA-accredited analysis of doping samples. In addition, the commission interviewed approximately 60 people.

Taylor also underlined that the final report will likely be presented in December 2020.

The report of the External Review Commission can be found in **ANNEX 4**, the report will also be published on [biathlonworld.com](https://biathlonworld.com).

## **11 RECEIPT AND APPROVAL OF THE ANNUAL REPORTS FROM THE VETTING PANEL AND THE BIU BOARD**

The Chair of the BIU Board Louise Reilly started the first annual report of the BIU by presenting the Unit, which was established as part of the major governance reform undertaken by the IBU in response to the crisis in its sport in October 2019 and with Greg McKenna, the head of the BIU, appointed in July 2020.

McKenna introduced himself, explaining the main goals of the BIU and also informing the delegates that the Unit has launched their own website and social media channels.

Reilly continued, pointing out that the main aim of the BIU is to ensure clean sport and that the athletes can be confident that the sport is safe.

The BIU Chair informed the Congress that the € 2 Million budget of the Unit is set down to 5 major core centers: Prevention, Anti-Doping Case Management, Testing & Compliance, Operations, Human Resources. The majority of the expenses, around 90%, are spent on antidoping purposes and obligations.

With the first case brought to CAS ADD by the BIU in January 2020 against Evgeny Ustyugov, the Integrity Unit is currently pursuing several cases based on evidence disclosed by the McLaren report and LIMS data, alongside a number of other potential rule violation. As the future steps in the work, the BIU will follow up on the ECR report, when it is finalised and published. It will be the sole and exclusive right and responsibility of the BIU to decide whether to undertake any further investigations and whether to bring sanctions for any breaches of the IBU rules that were in place at the relevant time.

Presenting the annual report of the Vetting panel, Reilly stressed that any person who wants to become or remain an IBU official must now go through a vetting process. The Vetting panel, which is made up of the three individual BIU members, determines whether the person is eligible to become or stay the IBU official. The target of the panel for 2020 is to process the vetting applications from 115 IBU officials with the expected completion by mid-December.

→ **The annual reports of the BIU Board and Vetting Panel were approved unanimously by the Congress.**

**12****MOTIONS BY THE IBU EXECUTIVE BOARD AND THE MEMBER FEDERATIONS**

The IBU Secretary General presented the motions that were proposed by the Executive Board and NF SLO. All motions with reasoning can be found in **ANNEX 5**.

**a. Motions proposing amendments to the Constitution****a.1** Executive Boards motion for adaptations of the Constitution Part 1 Paragraph 2, 3 and 4

SG explained that the reason for the changes is to fulfill requests from Austrian authorities to ensure that the IBU is compliant to the regulations to keep the status of a Non-Governmental Organisation under Austrian Federal Law. He also informed this motion requires the support of a two-thirds (2/3) majority of the votes cast.

→ **The Congress unanimously approved the motion.**

**a.2** Executive Boards Motion to Amend Art. 6.1.9 NF Changes

SG explained the reasons for the adaption of Article 6.1.9, noting that in order to protect those NFs that are investing extremely high amounts of money in the education and training of young athletes it is necessary to tighten the possibilities for acquiring athletes on alternative ways. Nationality/NF changes with the provision of reasonable and transparent reasons shall still be possible. But the constant acquisition of foreign athletes shall not be possible in the future – for a healthy and fair development of the biathlon sport.

→ **The Congress unanimously approved the motion.**

**b. Motions seeking approval of Reserved Rules**

SG explained that the changes in the Reserved Rules, which are marked in red, should be passed by Congress.

**b.1** Executive Boards Motion to amend Event and Competition Rules

SG informed the delegates about the amendments, which were made in the Event and Competition Rules, pointing out that there were also a few minor updates and editorial changes.

→ **The Congress unanimously approved the motion.**

**b.2 Executive Boards Motion to amend Special Event and Competition Rules – COVID-19 Season 2020/2021**

SG gave an overview for the Special Event and Competition Rules, stressing that the amendments are exceptional due to the COVID-19 impact and to be used only during the season 2020/2021.

→ **The Congress unanimously approved the motion.**

**c. Motions seeking amendment or annulment of any other Rules****c.1 Slovenia's motion for adaption of the Event and Competition Rules paragraph 15.8.2.2 regarding World Cup Nations Cup Points**

NF SLO presented the motion, providing the delegates with the main reasons for the amendment.

NF GER spoke against the motion asking delegates to keep the existing rule.

→ **The Congress rejected the NF SLO motion with a vote of 7 in favor and 38 against.**

**d. Any other Motions****d.1 Executive Boards motion for adaption of decision regarding restricted reserves**

SG informed the Congress that Executive Board proposes to change congress decision from 2012 from the financial year 2022/2023, pointing out that the current decision lacks procedure on how the restricted reserves can be used, so the proposal is to clarify the procedures under what conditions this can be done.

→ **The Congress unanimously approved the motion.**

**13****PRESENTATION OF FINANCIAL FORECAST 2020/21 AND UPDATED BUDGET PROPOSAL FOR 2021/2022 AND BUDGET FRAME 2022/2023**

SG presented the financial forecast 2020/21, pointing out that the EB decided to do an additional investment in order to secure the delivery of the upcoming season because of the COVID-19 pandemic. Due to these changes, there is a forecast negative result in the amount of € 2.8 Million. EB acknowledged to use more reserves to support NFs, OCs and stakeholders to deliver the season. SG stressed that taking into account the situation, the forecast can have even a more negative result, however, he also confirmed that the level of reserves would return according to the congress decision end of the fiscal year 2022/23.

After that, the SG presented updated budget for 2021/22, which is expected to be on the same level of the income, however, for the budget 2022/23 will see an increase of revenues to the amount of € 44 Million based on existing contracts.

SG ended his report stressing on the importance of the dialogue with the IBU Biathlon Family, where the future priorities should be discussed. Therefore, it was decided by the EB to host a President's meeting in September 2021 in order to talk over the important topics, related to the budgeting.

NF NOR supported the budget, agreeing that more resources have to be spent due to the COVID-19 situation to help the biathlon family to get through the season.

The President then informed the delegates that the Finance and Administrations Department works now on the more structured procedures and plans to make a financial forecast every quarter, which will also be sent to the EB meetings in connection with these reports.

The detailed report can be found in **ANNEX 6**.

→ **The Congress unanimously confirmed the financial Forecast 2020/21, updated Budget proposal for 2021/22 and Budget frame 2022/23.**

**14****APPOINTMENT OF CERTIFIED AUDITING FIRM, ON THE RECOMMENDATION OF THE EXECUTIVE BOARD**

SG proposed the recommendation of the Executive Board, to continue the work with Certified Auditing Firm KPMG for the fiscal year 2020/2021. He also voiced a proposal of the EB to make a tender for 2021/2022 and to give the EB the authority to appoint a potential new Certified Auditing firm. The reason for the procedure is not to wait until Congress 2022, when for the EB this is an important question in relation to good governance.

→ **The Congress unanimously approved the procedure of the appointment of Certified Auditing Firm on the recommendation of the Executive Board.**

**15****APPOINTMENT OF THE HOST FOR THE IBU WORLD CHAMPIONSHIPS 2024 AND 2025**

The President explained that according to a new process that was agreed in the new IBU Constitution, it is the IBU Executive Board that is proposing a candidate for hosting World Championships to the IBU Congress, which then approves the Executive Board's proposal for the award of the right to host the Biathlon World Championships.

Before the EB proposals for the WCH hosts were made to the Congress, each candidate (Nove Mesto na Morave / CZE bid for WCH 2024; Minsk-Raubichi / BLR and Lenzerheide / SUI bids for WCH 2025) presented their plans and vision for the IBU flagship event.

After the presentations were over, the President informed the Congress about the EB arguments in a favour of **Nove Mesto na Morave / CZE** as the host of the **IBU WCH 2024**:

- With the IBU WCH 2013 (followed by the hosting of many lower level IBU events in the years before) a biathlon fairy tale has started in Czech Republic that continues until today
- Every biathlon fan knows the amazing atmosphere at the events in NMNM which is without any doubt extraordinary in winter sports
- The venue will be once more upgraded and consequentially will be one of the most impressive winter sports arenas in the world
- But NMNM stands for so much then only an experienced and very skilled OC team and a great venue, it is a synonym for real biathlon festivals

→ **The Congress unanimously approved the proposal of the EB to appoint NMNM as the host of the IBU WCH 2024.**

The President then announced that the EB proposes **Lenzerheide / SUI** as the host of the **IBU WCH 2025**:

- Lenzerheide is well known with a long history in organizing international snow sports events, such as alpine and cross country
- As a biathlon organizer Lenzerheide is a relatively new member of the Biathlon Family, that nevertheless has gone through a rapid and impressive development within the last years by organizing multiple IBU Junior Cups, IBU Cups and finally the IBU YJWCH 2020
- The current WCH application for 2025 is an extremely professional one with an impressive integration of all national stakeholders, such as the state government, the region, the touristic union, the hosting town, Swiss Ski and last but not least their athletes.

In addition it is embedded prominently in the Swiss sports network.

- The application does not only include another improvement of the venue's infrastructure but also shows a big commitment to IBU's strategy Target 26, follows a sustainable "green" event approach by still providing a top level snow management system.

An already fixed legacy fund for the next generation of young biathletes that would be generated from the hosting of the WCH, rounds off this impressive application.

→ **The Congress unanimously approved the proposal of the EB to appoint Lenzerheide/SUI as the host of the IBU WCH 2025.**

**16****OTHER ITEMS**

The President finished the first-ever IBU virtual Congress by thanking the delegates for their contributions and participation. He admitted that the COVID-19 pandemic had a significant impact on many areas, however, despite the challenges, the progress in the sport will continue.

He invited all NF Presidents to a meeting during the WCH in Pokljuka/SLO, as well as to a Presidents' meeting on 11-12 September 2021 in Munich/GER.

**The President closed the Congress at 05:17 p.m. on 14 November 2020**



**Olle DAHLIN**  
IBU President



**Niklas CARLSSON**  
IBU Secretary General



## Attendance Details

Page: 1  
Date: 14 Nov 2020  
Time: 15:36

<b>Meeting: IBU</b>		
<b>12 November 2020</b>		
	<u>Attendees</u>	<u>Votes</u>
Voting Delegate	51	48
Non-Voting Delegate	52	
<b>Total</b>	<b>103</b>	<b>48</b>

<u>Voting Delegate</u>	<u>51</u>	<u>48</u>		<u>Votes</u>	<u>Representing / Accompanying</u>	<u>Voting Card</u>
ARG, FANTI, GASTÓN			1	ARG, FANTI, GASTÓN	GATOTRAINER@YAHOO.COM.AR, 7633	364478
AUS, FLANAGAN, GRANT			1	AUS, FLANAGAN, GRANT	AUSBIATHLON-PRESIDENT@IINET.NET.AU, 6836	623742
AUT, SCHERER, CHRISTIAN			1	AUT, SCHERER, CHRISTIAN	SCHERER@OESV.AT, 7887	876643
BEL, HECK, PHILIPPE			1	BEL, HECK, PHILIPPE	PHILIPPE.HECK@HECK.BE, 4624	828747
BIH, DOJCINOVIC, JELENA			1	BIH, DOJCINOVIC, JELENA	SKIBIH@BIH.NET.BA, 7374	868846
BLR, TSYBULSKI, ANDRIAN			1	BLR, TSYBULSKI, ANDRIAN	TSB@TUT.BY, 7466	744473
BRA, PETTERSSON, ANDERS			1	BRA, PETTERSSON, ANDERS	A.PETTERSSON@UOL.COM.BR, 4872	346762
BUL, DAFOVKA, EKATERINA			1	BUL, DAFOVKA, EKATERINA	BFBIATHLON@INTECH.BG, 4788	773332
CAN, AMBERY, HEATHER			1	CAN, AMBERY, HEATHER	HAMBERY@BIATHLONCANADA.CA, 3872	737237
CHI, GONZALEZ, NORMAN ARTURO			1	CHI, GONZALEZ, NORMAN ARTURO	NORMAN405@GMAIL.COM, 4837	887367
CHN, LIU, HAO			1	CHN, LIU, HAO	CHINESEBIATHLON@SPORT.ORG.CN, 3262	832676
CRO, BRAJDIĆ, DEJAN			1	CRO, BRAJDIĆ, DEJAN	DBRAJDI@GMAIL.COM, 3773	376267
CYP, HADJIJOSEPH, STELIOS			1	CYP, HADJIJOSEPH, STELIOS	STELIOSHAD@CYTANET.COM.CY, 6874	664367
CZE, VLCEK, LIBOR			1	CZE, VLCEK, LIBOR	VLCEK@BIATHLON.CZ, 4882	824232
DEN, BORCH, CHRISTIAN			1	DEN, BORCH, CHRISTIAN	CHRISTIAN@MBORCH.DK, 2624	647368
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EST, JOEPERA, ASSAR			1	EST, JOEPERA, ASSAR	ASSAR.JOEPERA@BIATHLON.EE, 8367	244227
FIN, LÄHDESMÄKI, KALLE			1	FIN, LÄHDESMÄKI, KALLE	KALLE.JOHANNES.LAHDESMAKI@GMAIL.COM, 7287	267324
FRA, SAGUEZ, FABIEN			1	FRA, SAGUEZ, FABIEN	FSAGUEZ@FFS.FR, 4634	787646
GBR, WEIGHILL, ROB			1	GBR, WEIGHILL, ROB	CHAIRMAN@BRITISHBIATHLON.COM, 3673	337387
GEO, BUDZISHVILI, NIKOLOZ			1	GEO, BUDZISHVILI, NIKOLOZ	NIKOLAZ76@MAIL.RU, 3427	746846
GER, ORGELDINGER, KARIN BEATE			1	GER, ORGELDINGER, KARIN BEATE	KARIN.ORGELDINGER@DEUTSCHERSKIVERBAND.DE, 7647	487346
GRE, TSOUREKAS, TIMOLEON			1	GRE, TSOUREKAS, TIMOLEON	TTSOUREK@GMAIL.COM, 2344	638322
GRL, SLETTEMARK, UILOQ			1	GRL, SLETTEMARK, UILOQ	GREENLANDBIATHLON@GMAIL.COM, 6884	262728
HUN, FÜRSTNER, JÓZSEF			1	HUN, FÜRSTNER, JÓZSEF	JFURSTNER@GMAIL.COM, 4774	633783
IND, VARMA, JAGMOHAN			1	IND, VARMA, JAGMOHAN	BRIGJAG@GMAIL.COM, 6837	867363
IRL, MORRISH, RORY			1	IRL, MORRISH, RORY	RORYMORRISH@YAHOO.CO.UK, 2336	476347
ISL, THORVALDSSON, JON VIDAR			1	ISL, THORVALDSSON, JON VIDAR	SKI@SKI.IS, 7434	872632
ITA, PIROIA, LORETTA			1	ITA, PIROIA, LORETTA	LORETTAPIROIA@FISI.ORG, 3444	646728
JPN, PRUCKER, UBALDO			1	JPN, PRUCKER, UBALDO	PRUCKERUBALDO@GMAIL.COM, 4683	284878
KAZ, USSENOV, MANAS			1	KAZ, USSENOV, MANAS	KZBIATHLONUNION@GMAIL.COM, 2647	447264
KGZ, LEVDANSKII, ALEKSANDR			1	KGZ, LEVDANSKII, ALEKSANDR	BIATHLONKGZ@MAIL.RU, 6632	366638
KOR, KIM, JONGMIN			1	KOR, KIM, JONGMIN	KORBIA@HOTMAIL.COM, 4244	624878
LAT, BROKA, BAIBA			1	LAT, BROKA, BAIBA	BAIBABROKA2013@GMAIL.COM, 6838	243487
LTU, DAUGIRDAS, ARUNAS			1	LTU, DAUGIRDAS, ARUNAS	INFO@BIATHLONLTU.COM, 4242	287233
MDA, FLOREAN, IVAN			1	MDA, FLOREAN, IVAN	BIATHLON@SKI.MD, 4734	284744
MEX, PRUNEDA, CARLOS			1	MEX, PRUNEDA, CARLOS	SKIMEXICO@GMAIL.COM, 2784	224348
MKD, SOKLE, VASIL			1	MKD, SOKLE, VASIL	BIATHLONMACEDONIA@HOTMAIL.COM, 7263	282347
NED, TIELMANN, HORST			1	NED, TIELMANN, HORST	INFO@HTIELMANN.DE, 4383	826767
NOR, HORTEN, ARNE			1	NOR, HORTEN, ARNE	ARNE.HORTEN@RENOROS.NO, 6386	664387
POL, WASKIEWICZ, ZBIGNIEW			1	POL, WASKIEWICZ, ZBIGNIEW	Z.WASKIEWICZ@BIATHLON.COM.PL, 8672	482272
RUS, MAYGUROV, VICTOR			1	RUS, MAYGUROV, VICTOR	MAIGUROV@MAIL.RU, 4262	237366
SLO, REPINC, BLAZ			1	SLO, REPINC, BLAZ	REPINC.BLAZ@GMAIL.COM, 4644	663247
SRB, VUKADIN, VELIMIR			1	SRB, VUKADIN, VELIMIR	VUKADIN@SRB-SMEASOC.ORG, 6888	377267
SUI, LEHMANN, URS			1	SUI, LEHMANN, URS	URS.LEHMANN@SWISS-SKI.CH, 6248	438843
SVK, VOZAR, PETER			1	SVK, VOZAR, PETER	PETER.VOZAR@BIATHLON.SK, 6673	732426

## Attendance Details

Page: 2  
Date: 14 Nov 2020  
Time: 15:36

SWE, GRIP, RIKARD	1	SWE, GRIP, RIKARD
TPE, LIAN, CHEN	1	RIKARD.GRIP@SKIDSKYTTE.SE, 3322
TUR, KAPLAN, NECATI	1	TPE, LIAN, CHEN
UKR, BRYNZAK, VOLODYMYR	1	MPB.TPE@GMAIL.COM, 6272
USA, STUDEBAKER-HALL, SARA	1	TUR, KAPLAN, NECATI
	1	KAPLANNECATI@YAHOO.COM, 7284
	1	UKR, BRYNZAK, VOLODYMYR
	1	WINTER.BVM@GMAIL.COM, 7437
	1	USA, STUDEBAKER-HALL, SARA
		SARA@USBIATHLON.ORG, 2343

376348  
837682  
863373  
236674  
424636

### Non-Voting Delegate 52

AND, ORGUE, LAURA  
AUS, BUCKLEY, RYAN  
AUT, FRANZ BERGER  
BEL, EMONTS, RALPH  
BEL, NIESSEN, RICARDA  
BLR, JESINA, ANGELINA  
BLR, LEOSH, DARYA  
BRA, CAVAZZONI, PEDRO  
BRA, GOBO DE FREITAS, CAMILA  
BUL, YANAKOV DIMITAR  
CAN, MCLEOD, LYLE  
CZE, JAKES, VLASTIMIL  
CZE, KUPILIKOVA, EVA  
EST, NIGOL AIVAR  
EST, ZAHKNA, HILLAR  
FIN, AIKIONIEMI, HELI  
FIN, PUKKI, TAPIO  
FRA, BOUTHIAUX, STÉPHANE  
FRA, VION, MICHEL  
GBR, CARRIER, CARL  
GBR, GREIG, SARAH  
GER, BAIER, HEINRICH NORBERT  
GER, EISENBICHLER, BERNHARD  
KONRAD  
GRE, GYROUSIS, DIMOSTHENIS  
HUN, BERECKZI, BRIGITTA  
HUN, SZŐCS, EMŐKE  
IND, BUHRIL, CHINGBAWI  
IRL, BOLGER, DEREK  
IRL, O'CONNOR ANNE  
KGZ, BRAGIN, SERGEY  
KOR, CHUL SUNG PARK  
LAT, UPENIEKS, GUNDARS  
LTU, GRIAZNOVAS, RICARDAS  
MDA, BRIA, PETRU  
MKD, DINESKI, GJOKO  
NED, CAROLINE VAN DEN BOOGARD  
NOR, FLATEBØ, STIG  
POL, BERNAT, TOMASZ  
POL, SEBBOUA, AGNIESZKA  
ROU, GASPAR, PUJUI  
RUS, BOYARSKIKH EKATERINA  
RUS, PAK, ALEXANDER  
SLO, JAKHEL, NINA  
SLO, OZBOLT, JANEZ  
SUI, AREGGER, BERNHARD  
SUI, SCHLÜCHTER, BETTINA  
SVK, LAUKOVA, JAROSLAVA  
SWE, DOMEIJ, SOFIA  
SWE, KORPELA, KARI  
TUR, KOYUNCU, OZKAN  
TUR, OREN, BAYRAM  
UKR, BONDARUK, ROMAN

### Votes Representing / Accompanying

### Voting Card

273768  
442467  
876323  
273248  
386626  
636888  
822478  
423232  
667282  
878842  
838246  
762722  
667382  
666863  
744368  
323672  
748223  
388282  
362648  
247442  
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686788  
687443  
724368  
626672  
324347  
362243  
323373  
232487  
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364462  
244337  
773328  
366434  
386882  
828474  
327742  
272464  
342862  
337282  
482844  
683843  
847868  
224224  
648628  
322623  
248872  
772447  
723883  
447244

**14<sup>TH</sup> ORDINARY IBU CONGRESS**  
14 NOV 2020 | VIRTUAL CONFERENCE

**RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD** **06**

**STRONG FOUNDATION**

- Approval of Target 26
- State-of-the-art Constitution
- Integrity Code
- Biathlon Integrity Unit
- Forefront of good governance
- Committed to further improvements



THE BIATHLON FAMILY

1

**14<sup>TH</sup> ORDINARY IBU CONGRESS**  
14 NOV 2020 | VIRTUAL CONFERENCE

**RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD** **06**

**TARGET 26**

OUR STRATEGY FOR FOCUSING  
HITTING AND MOVING - TOGETHER

- GOVERNANCE**  
Enhance the decision-making process by providing a clear and concise structure for the Executive Board and the Management Team.
- FINANCIAL**  
Ensure the financial stability of the IBU and the Biathlon Family by implementing a robust financial strategy.
- LEGAL**  
Strengthen the legal framework of the IBU and the Biathlon Family by implementing a robust legal strategy.
- MARKETING**  
Enhance the marketing and communication strategy of the IBU and the Biathlon Family by implementing a robust marketing strategy.
- TECHNOLOGY**  
Strengthen the technological infrastructure of the IBU and the Biathlon Family by implementing a robust technological strategy.



THE BIATHLON FAMILY

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14 NOV 2020 | VIRTUAL CONFERENCE

**RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD** **06**

**ORGANISATION**

- Strengthened Management Team
- Recruitment of Margit Eidenhammer
- Dagmara Gerasimuk to Development
- Moved to modern new HQ



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**RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD** **06**

**MEDIA AND MARKETING RIGHTS AGREEMENTS**

- Demonstrated huge demand for biathlon
- Eurovision Sport renewal: 2022-26
- Extension of marketing partnership
- Together helped secure long-term future



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**RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD** **06**

**INTERNATIONAL RELATIONS**

- Integration into Olympic Movement
- Representing biathlon's interests
- Attended:
  - SportAccord
  - IOC CoComm Beijing 2022
  - EOC General Assembly
  - WADA World Conference
  - IOC Session



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**RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD** **06**

**INCREASING ATHLETE VOICE**

- Athletes at the heart
- Integration of Athletes' Committee
- Consultation on scheduling
- Increase in prize money
- Active involvement in BIU



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**RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD** **06**

**A SEASON LIKE NO OTHER**

- Outstanding sporting achievements
- Unforgettable World Championships
- Consultation on scheduling
- History made



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7

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**RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD** **06**

**A SEASON LIKE NO OTHER**



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RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD **06**

### SPORTS & EVENTS

- ▶ Tested new competition formats
- ▶ Broadened event services
- ▶ Working Group Fluorinated Wax Prohibition
- ▶ Developed guidelines for 2020/21



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RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD **06**

### SUSTAINABILITY

- ▶ Significant progress in sustainability
- ▶ IOC Sustainability & Legacy Commission
- ▶ Recognised and awarded by IOC-Dow
- ▶ Launched Sustainability Policy / Strategy
- ▶ Sustainability Expert Reference Group
- ▶ Equip the whole biathlon family



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RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD **06**

### DEVELOPMENT

- ▶ Coach Seminars
- ▶ Distribution of €1m equipment
- ▶ Hosted 6 IBU / IOC Development Camps
- ▶ Developed guidelines for 2020/21
- ▶ IBU Development Department operational
- ▶ Hosted IBU Gender Equality Seminar



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RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD **06**

### COMMUNICATIONS

- ▶ Highest ever live audiences at World Chps
- ▶ 800 hours of TV coverage
- ▶ Reached 610 million
- ▶ Weekly reach of 36.5 million
- ▶ Over 2 million users visited IBU website
- ▶ Facebook & Instagram content
- ▶ 4,000 fans surveyed



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RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD **06**

### BIATHLON INTEGRITY UNIT

- ▶ Unit became full functional
- ▶ Greg McKenna appointed Head
- ▶ Launched new website
- ▶ Investigations & prevention of wrongdoing



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RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD **06**

### FINANCE AND ADMINISTRATION

- ▶ Strengthened staff
- ▶ Improved accounting and reporting structure
- ▶ Focus on cost reduction
- ▶ Digital setup



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RECEIPT AND APPROVAL OF THE ACTIVITY  
REPORT OF THE EXECUTIVE BOARD **06**

### CONCLUSION

- ▶ On track
- ▶ Eventful & productive year
- ▶ Great deal achieved
- ▶ Working together much more to be done



THE BIATHLON FAMILY

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## Agenda

- 1 Legal framework
- 2 Audit and accounting principles
- 3 Audit approach and general observations
- 4 Audit focus area
- 5 Audit results
- 6 Conclusions
- 7 Financial Statements

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1

## Legal and contractual environment Legal Framework

1

Financial Statements and usage of funds to be in compliance with

- Austrian Code of Associations
- the Constitution
- the decisions of the Congress

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2

## Legal and contractual environment

### Audit and Accounting Principles

2

#### International Standards on Auditing

- Responsibilities
- Audit planning process
- Audit evidence and conclusions

#### Austrian GAAP

- Financial Statements are prepared in accordance with Austrian Generally Accepted Accounting Principles (GAAPs)
- Austrian GAAPs follow the prudence principle

#### Taxes

- Compliance with the tax requirements

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## Audit Approach and general observations 1/2

3

### 1. Risk assessment & audit strategy

### 2. Systems & monitoring

### 3. Test of details & analysis

### 4. Audit certificate & report

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## Audit Approach and general observations 2/2

Area	Assessment	Comment
Quality of information	+	Quality of information is very good. Documentation is sufficient and reliable
Budgeting process and explanations	+	Budgeting is appropriate and follows a top-down approach. For our audit approach it does not have a big impact.
Budgeting accuracy	+	Accuracy of the budget has generally been good overall. Certain differences between budgeted and final figures have been incurred by the effects of COVID-19.
Speed of reporting	+	Speed of the reporting process has been good. In general a one-week audit in Salzburg is sufficient for us to audit the main focus areas of the IBU.
Management /finance competence	+	The competence of the new secretary general and finance team and new CFO is very good.

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#### 4 Audit focus areas

- Financial assets (valuation, investment)
- Cash positions (bank statements)
- Liabilities (confirmation, internal monitoring, process)
- Revenue recognition
- Expenditures on sponsorships, committees and sport
- General administration costs (travel expenses, advertising, commissions)
- Compliance
- Fraud

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#### 5 Audit results

- 1 Conservative Investments, Confirmations obtained
- 2 Bank confirmation received
- 3 Liabilities correctly stated
- 4 Revenue recognition correct
- 5 Expenditures on sport correct and in accordance with Constitution and decisions of Congress
- 6 No unusual income or expenditures, in particular no self-dealing
- 7 No compliance error detected
- 8 No fraud detected

Clean audit certificate

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#### 6 Conclusion

- Based on the results of our review of the accounting records for the financial year from 1 May 2019 to 30 April 2020 the financial conduct was correct in all material respects and the funds were used in accordance with the articles of the Association. **Unusual revenues or expenses, particularly any cases of self-dealing, did not occur.**

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#### 7 Statement of Activities for the years 2018/19 and 2019/20

	2020/19		2018/19	
	k EUR	in %	k EUR	in %
Revenues	27,987		43,145	
Release of reserves	5,000		2,802	
Allocation to reserves	0		-15,000	
<b>Available funds</b>	<b>32,987</b>	<b>100</b>	<b>30,947</b>	<b>100</b>
Other operating income	223	1	290	1
Promotion of members, Committees and sports	-26,804	81	-24,831	80
Staff and management	-1,267	4	-1,385	4
Depreciation on intangible and tangible assets	-222	1	-206	1
General administration and PR	-4,256	13	-4,360	14
Financial success	450	1	518	2
Capital gains tax	-23	0	-128	0
<b>Operating surplus</b>	<b>1,088</b>	<b>3</b>	<b>845</b>	<b>3</b>

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#### 8 Balance Sheet as of April 30, 2019 and 2020

Assets	April 30, 2020 k EUR	April 30, 2019 k EUR	
Fixed assets and securities	60,941	56,018	60,246 (55,351) k EUR securities in bank deposits
Receivables and other assets	1,364	727	
Cash and cash equivalents	6,672	10,413	
Deferred charges	59	72	
	<b>69,036</b>	<b>67,230</b>	
Liabilities and Net Assets	April 30, 2020 k EUR	April 30, 2019 k EUR	
Association net assets	61,193	65,105	48,000 (40,000) k EUR restricted Congress resolution
Provisions	658	1,159	
Liabilities	2,185	965	
Deferred income	5,000	0	
	<b>69,036</b>	<b>67,230</b>	

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Thank you!



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Wirtschaftsprüfungs- und  
Steuerberatungsgesellschaft





**Die internationale Biathlon Union (IBU),  
Salzburg, Austria**

Report on the Audit of the Financial  
Statements for the Year ended  
30 April 2020

10 July 2020

KPMG Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft  
10177487

## IBU EXTERNAL REVIEW COMMISSION

REPORT TO IBU CONGRESS  
14 November 2020

1

### Who is the IBU External Review Commission?

- Jonathan Taylor QC (Chair)
- Vincent Defrasne (nominated by IBU Athletes' Committee)
- Dr Christian Dorda
- Dr Tanja Haug
- Dr Anja Martin
- Lauren Pagé (Legal Secretary)

2

### What was the Commission's mandate?

1. Assist WADA and the criminal authorities with their investigations.
2. Support the updating and strengthening of the IBU governance system in accordance with best practice.
3. Determine whether anyone has a case to answer for breach of the IBU rules.

See Terms of Reference: [biathlonworld.com/about-ibu/inside-ibu/committees](https://biathlonworld.com/about-ibu/inside-ibu/committees)

3

### Mandate 1:

Assist WADA and the criminal authorities  
with their investigations

4

### Mandate 1:

- Allegations that triggered investigations:  
Anders Besseberg covered up ADRVs by Russian biathletes, with the assistance of Nicole Resch; vote in favour of 2021 IBU WCH Tyumen was corrupted.
- WADA handed over its investigation to the ERC, with close cooperation ever since.

5

### Mandate 1:

- ERC has provided support to Austrian criminal authorities, and offered its support to Norwegian criminal authorities regarding biathlon investigations.
- ERC has also been in contact with the German and Austrian authorities involved in 'Operation Aderlass' (blood doping in different sports).

6

### Mandate 1:

#### Austria

- Ended preliminary proceedings against 10 Russian team members for suspected ADRVs at 2017 IBU WCH Hochfilzen. Extended investigation to unknown suspects among Russian biathletes/team officials for 2012-2017.
- Investigation against Ms Resch ongoing.

#### Norway

- Accepted request from Austria to take over investigation of allegations that Mr Besseberg received and accepted gifts, money, and other benefits from IBU officials and others with interests in IBU business.
- Did not take over charges regarding doping offences and fraud.

7

### Mandate 2:

#### Next steps

- Criminal investigations in AUT/NOR are ongoing.
- Norwegian and Austrian authorities set up a Joint Investigation Team (JIT). Europol has joined JIT.
- Moving forward, Biathlon Integrity Unit will take over responsibility to support the criminal authorities as necessary from the IBU's side.

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 48

## Mandate 2:

Support the updating and strengthening of the IBU governance system

9

IBU External Review Commission, Report to IBU Congress, 14.11.20, page 49

## Mandate 2:

- Completed at 2019 IBU Congress.
- New Constitution adopted with:
  - eligibility criteria (assessed by Vetting Panel);
  - term limits for IBU officials;
  - new IBU Integrity Code;
  - new Biathlon Integrity Unit
- AIOWF independent assessment acknowledged significant improvement above changes made to IBU governance.

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 50

## Mandate 2:

### Biathlon Integrity Unit

- Operationally independent from the IBU.
- Responsible for investigating and prosecuting breaches of IBU Integrity Code, under supervision of Integrity Unit Board.
- Integrity Unit Board:
  - Louise Reilly (Chair, independent member)
  - Markus Hauptmann (independent member)
  - Alex Marshall (independent member)
  - Dr Franz Steinle (IBU EB member)
  - Greg McKenna (Head of the Integrity Unit)

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 51

## Mandate 3:

Determine if anyone has a case to answer for breach of the IBU rules

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 52

## Mandate 3:

What rules apply?

- **Substantive rules:** rules in place at the time (2008-2018).
- **Procedural rules:** new procedural rules apply.

13

IBU External Review Commission, Report to IBU Congress, 14.11.20, page 53

## Mandate 3:

- Test applied: is there admissible and credible evidence that would be sufficient, if accepted by the hearing panel, to prove each element of the rule breach charged to the requisite standard (comfortable satisfaction/balance of probabilities)?
- In corruption cases, unlikely to be much direct evidence, but use indirect/circumstantial evidence and inferences that strand together to create a strong enough 'cable' to sustain charge.

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 54

## Mandate 3:

### Prosecution of cases to answer

- Biathlon Integrity Unit may bring charges before the CAS.
- BUT a case to answer does not necessarily lead to a charge.

→ See Integrity Code Art E.3.5 (coordination with criminal authorities); Art E.4.2 (is bringing the charge necessary and proportionate to the achievement of the imperatives underlying the Integrity Code?).

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 55

## Mandate 3:

- Collected and reviewed over 70,000 documents/electronic files from Austrian criminal file, WADA investigation file, Dr Rodchenkov affidavits, IBU internal documents, IBU email archives, documents provided by RBU/RUSADA, and analytical data from IBU testing and WADA-accredited analysis of doping samples.
- Interviewed approximately 60 people
  - IBU EB members; current and former IBU staff and advisors; active and retired biathletes; Russian whistleblowers including Dr Rodchenkov; former RBU and RUSADA officials including Alexander Tikhonov; and representatives from WADA and WADA labs.

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 56

### Mandate 3:

Anders Besseberg declined interview while criminal investigation pending.

Nicole Resch unable to submit to interview within investigation timeline due to health reasons.

*[BUT, ERC has the statements AB/NR gave to the criminal authorities].*

Alexander Kravtsov (former RBU President) agreed to answer written questions but failed to do so (now under house arrest in Russia on suspicion of embezzling federal funds).

Sergey Kushchenko (former RBU CEO and IBU VP) agreed but then declined to submit to interview, citing data protection concerns.

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 57

### Mandate 3:

- Was there doping in Russian biathlon? YES (mainly rEPO and steroids)

- Alkhatova, Iouriya, Yaroshenko (rEPO, 2008)
- Prokunin and Timofeyeva (rEPO, 2009)
- Ustyugov (blood doping, 2010 and 2014) (CAS appeal expected)
- Pechenkin (chlortalidone, 2012)
- Sleptsova (ostarine and rEPO, 2013 – CAS appeal pending)
- Ustyugov (oxandrolone, 2013 – CAS appeal pending)
- Glazyrina (oxandrolone, 2013)
- Loginov (rEPO, 2013)
- Lapshin (tuaminoheptane, 2013) – pending
- Starykh and Iouriya (rEPO, 2013)
- Zaitseva (sample substitution, 2014)
- Chernysov (rEPO, 2014)

- Was there a conspiracy in Russia to cover up that doping? YES
  - 8 cases (in bold underline) were covered up and only resolved years after event.

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 58

### Mandate 3:

- ERC has concluded its investigation and drafted its report.
- Draft report is > 200 pages long
  - Addresses original allegations and other issues over 2008-2018;
  - Sets out the evidence;
  - Makes provisional findings of 'case to answer' or 'no case to answer'

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 59

### Mandate 3:

Provisional findings will address:

- whether AB and/or NR received benefits of any kind to favour Russian interests;
- whether AB and/or NR compromised the IBU anti-doping programme to favour Russian interests;
- whether AB and/or NR followed up properly on evidence of other Russian wrongdoing;
- whether adequate investigation of rEPO syringe found at 2015 IBU WC Antholz;
- award of the 2021 IBU WCH to Tyumen, Russia;
- whether IBU followed up properly on December 2016 McLaren Report; and
- IBU's response to Schmid Commission report (Dec 2017) and LIMS evidence (Dec 2017), including decision not to move 2018 IBU WC final event from Tyumen.

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 60

### Mandate 3:

- ERC has given those against whom provisional findings have been made a chance to comment on the relevant extracts of the report (in case of inaccuracies, errors or important omissions).
- Once any comments are received, ERC will:
  - (i) consider the comments;
  - (ii) finalise the report; and
  - (iii) provide a copy to IBU EB and Integrity Unit Board, who will publish it on their websites.

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IBU External Review Commission, Report to IBU Congress, 14.11.20, page 61

### Mandate 3:

#### Next steps:

- Expected publication: first half of December 2020.
- Once published, the ERC's mandate will be over.
- Then up to the Biathlon Integrity Unit to consider next steps.

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**MOTIONS BY THE IBU EXECUTIVE BOARD  
AND THE MEMBER FEDERATIONS**

---

**a. Motions proposing amendments to the Constitution**

### **12.2.1 Executive Boards motion for adaptations of the Constitution Part 1 Paragraph 2, 3 and 4**

The reason for the changes presented below is to fulfill requests from Austrian authorities to ensure that we are compliant to the regulations to keep the status of a Non-Governmental Organisation under Austrian Federal Law.

This motion requires the support of a two-thirds (2/3) majority of the votes cast.

1.4 The IBU is an association under the Austrian Law of Associations, registered in the Central Austrian register of Associations with number ZVR 291698201. The IBU also has the status of a Non-Governmental Organisation under Austrian Federal Law (Federal Law Gazette 174/1992),

The IBU headquarters is registered in Salzburg. Due to the move, the IBU headquarters must be registered in 5081 Anif, Sonystrasse 20.

## **2. Purposes and principles**

2.1. The fundamental purposes of the IBU (the Purposes) are to:

2.1.1 The International Biathlon Union develops the sport of biathlon and promotes it worldwide.

2.1.2 The IBU constantly aims to improve the conditions and fundamentals of the sport of biathlon and promote its cultural, sporting and humanitarian values worldwide.

~~2.1.3 act as the governing body for Biathlon worldwide;~~

~~2.1.4 play a leading role in the Olympic Movement, in particular by organising, supervising and officiating the Biathlon programme at the Olympic Games;~~

~~2.1.5 use competitions, events, programmes, and other activities to promote,~~

2.1.3 Develop and encourage participation in Biathlon throughout the world.

~~2.1.6 regulate Biathlon efficiently and effectively by developing Rules to be applied and enforced by the IBU and/or the NF Members wherever the sport is practised;~~

2.1.4 protect the integrity of Biathlon and the IBU by implementing the highest standards of good governance and by developing and enforcing a comprehensive and broadly applicable integrity code, as set out in Article 29.7;

~~2.1.8 establish and maintain an efficient administration to control, regulate and direct the affairs of the IBU and the sport of Biathlon;~~



~~2.1.9 control the organisation and scheduling of competitions (including "world" or "international" championships and other events purporting to be "world" or "international" events or otherwise purporting to determine "world" or "international" champions of Biathlon), so as to ensure that the sporting calendar is organised and scheduled in accordance with the best long term interests and priorities of the sport as a whole;~~

~~2.1.10 support and assist NF Members to promote and develop Biathlon in their respective Countries;~~

~~2.1.11 cooperate with other sport organisations (including the IOC and WADA), public and private organisations, state authorities, and other relevant bodies to promote the interests of sport generally, and Biathlon in particular, throughout the world; and~~

~~2.1.12 protect the right of the IBU (internationally) and its NF Members (nationally) to govern, regulate and administer the sport independently and autonomously, including by conducting democratic elections that are free from any outside influence to elect office holders.~~

### **3. Ideal Means**

3.1 The purposes should be achieved through the ideal means such as:

3.1.1 act as the governing body for Biathlon worldwide;

3.1.2 play a leading role in the Olympic Movement, in particular by organising, supervising and officiating the Biathlon programme at the Olympic Games;

3.1.3 use competitions, events, programmes, and similar activities to promote,

3.1.4 regulate Biathlon efficiently and effectively by developing Rules to be applied and enforced by the IBU and/or the NF Members wherever the sport is practised;

3.1.5 protect the integrity of Biathlon and included the IBU by implementing the highest standards of good governance

3.1.6 establish and maintain an efficient administration to control, regulate and direct the affairs of the IBU and the sport of Biathlon;

3.1.7 control the organisation and scheduling of competitions (including "world" or "international" championships and other events purporting to be "world" or "international" events or otherwise purporting to determine "world" or "international" champions of Biathlon), so as to ensure that the sporting calendar is organised and scheduled in accordance with the best long-term interests and priorities of the sport as a whole;

3.1.8 support and assist NF Members to promote and develop Biathlon in their respective Countries;

3.1.9 cooperate with other sport organisations (including the IOC and WADA), public and private organisations, state authorities, and other relevant bodies to promote the interests of sport generally, and Biathlon in particular, throughout the world

3.1.10 protect the right of the IBU (internationally) and its NF Members (nationally) to govern, regulate and administer the sport independently and autonomously, including by conducting democratic elections that are free from any outside influence to elect office-holders.

3.1.11 development of a set of Rules for biathlon sport.

3.1.12 we want to be the mouthpiece for the biathlon sport and want to do it in the interests of the whole.

#### **4. Exclusion of the intention to make a profit**

2.2 4.1 The IBU is a non-profit organization, and therefore pursues exclusively non-profit purposes and supports the non-profit purposes of its members. The IBU's funds will be used for the Purposes only, and not in any manner that is alien to its Purposes. To ensure compliance with this requirement, a clear and detailed record will be kept of the use of IBU funds.

**Art. 6.1.9 NF Changes****REASONS FOR PROPOSAL:**

*The past years have seen a hugely increasing number of nationality/NF changes. To protect those NFs that are investing extremely high amounts of money in the education and training of young athletes it is necessary to tighten the possibilities for acquiring athletes on alternative ways. If those NFs that have been and constantly are investing huge parts of their yearly budgets in such athletes' development are suddenly overtaken by others which don't the sport of biathlon will run into a big fairness problem.*

**CONCLUSION:**

*Nationality/NF changes with the provision of reasonable and transparent reasons shall still be possible. But the constant acquisition of foreign athletes shall not be possible in the future - for a healthy and fair development of the biathlon sport.*

6.1. Subject to this Constitution and the Rules, each full NF Member in Good Standing has the right to: [...]

6.1.9. enter Athletes in International Competitions, in accordance with the applicable Rules and subject to relevant quotas and other applicable constraints;

6.1.9.1 An NF Member may only be represented in International Competitions by Athletes **falling into one of the following categories:**

(a) **The Athlete who are has been a Citizens of the NF Member's Country since before the age of fifteen; or**

(b) **The Athlete became a Citizen of the NF Member's Country on or after the age of fifteen and is able to demonstrate a current, genuine, close, credible and established link to that Country (e.g., through marriage and/or through residence there) that has existed for at least:**  
**one (from 15 to 19 years of age: 1) year (if the Athlete is nineteen or younger); or**  
**two (from 20 to 23 years of age: 2) years (if the Athlete is twenty, twenty-one, or twenty-two); or**  
**three (23 years of age or older: 3) years (if the Athlete is twenty-three or older).**  
**three years (or, if the Athlete is under the age of 23, for at least two years).**

**6.1.9.2. Athletes who are Citizens of two or more Countries at the same time may choose which NF Member/Country to represent. However, hHaving represented one NF Member (or its Country) in the Olympic Games, in continental or regional Games, or in a world or continental Championship or other International Competition:**

(a) an Athlete who is under the age of **twenty-three 23** may not represent another NF Member unless (i) the Athlete is a Citizen of the Country that the other NF Member represents; and (ii) at least two years have passed since the Athlete last represented the original NF Member (or its Country); and

(b) an Athlete who is ~~twenty-three~~ 23 or older may not represent another NF Member unless (i) the Athlete is a Citizen of the Country that ~~the~~ other NF Member represents; (ii) the Athlete is able to demonstrate a ~~current~~, genuine, close, credible and established link to that Country (e.g., through marriage and/or through residence there); and (iii) at least three years have passed since the Athlete last represented the original NF Member (or its Country).

6.1.9.32 The periods in Article 6.1.9.1 and Article 6.1.9.2 may be reduced or even annulled by the Executive Board where the NF Members involved so agree and the Executive Board considers it appropriate.

6.1.9.43 The general rule is that an Athlete may only transfer allegiance from one NF Member to another pursuant to Article 6.1.9.24 once. The only exception to this general rule is that an Athlete who has already transferred allegiance from one NF Member to another pursuant to Article 6.1.9.24 (a) may transfer allegiance back to the original NF Member provided that ~~at least one year has passed since the Athlete last represented the second NF Member (or its Country). the a two-year waiting period of one (1) year was applied. applicable under Article 6.1.9.1(a) expires before the Athlete reaches the age of 23.~~

6.1.9.54 Any stateless Athlete may represent in International Competitions an NF Member assigned by the Executive Board with that NF Member's agreement.

6.1.9.65 The Executive Board may issue rules regulating the implementation of this Article 6.1.9, including specifying deadlines for receipt of applications for transfer of allegiance from one NF Member to another.

6.1.9.7 For ~~the~~ eligibility to participate in ~~the~~ Olympic Winter Games, including after a change of nationality as set ~~laid~~ out above, the ~~different rules/conditions might apply acc. To~~ set out in the rules and bye-laws of the ~~current~~ Olympic Charter shall govern.

**(Definition acc. to Appendix 1 of the Constitution)**

**Citizen** means a person who has legal citizenship of a Country under the laws of that Country; or (in the case of a territory or region that is not an independent state) a person who has legal citizenship of the Country of which the territory or region is a part, and the right to permanent residence in the territory or region.

**MOTIONS BY THE IBU EXECUTIVE BOARD  
AND THE MEMBER FEDERATIONS**

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**b. Motions seeking approval of Reserved Rules**



## EVENT AND COMPETITION RULES

- Color code red - to be confirmed by congress:

### • 1.3 Classes of Competitors

The IBU competition season runs from 1 November to 31 October. Age classes for the entire IBU competition season are based on the competitor's age in the calendar year. IBU competitions are held in the following age classes: Men/Women, Junior Men/Junior Women and Youth Men/Youth Women

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

#### • 1.3.1 Men and Women

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

#### • 1.3.2 Junior Men and Junior Women

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

#### • 1.3.3 Youth Men and Youth Women

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

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

#### • 1.3.1 Start in different age classes

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

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

*Reasons for proposed changes Art. 1.3 to 1.3.1:*

*To have a more clear and transparent rule. The always updated age table in Art. 1.3 provides all necessary information and clearly states the eligibility per class. The proposed change does not bring any content change - the age frames per class (youth, juniors, seniors) remain the same.*

- 1.5.3.4 IBU Qualifying Point Calculations

IBU qualifying points are calculated for each competitor's result in Sprint, Individual and Super Sprint competitions at IBU Cup, OECH, WC, WCH and OWG using the following formula:

IBU Qualifying Points = ((athlete's time/winner's time)-1) x Race Factor) + Race Penalty

Definitions: Race Factor: for Sprint and Individual competitions 800

Race Penalty: the sum of the points of the three highest ranked athletes in the top 10 divided by 3.75

The race penalty for all WC, WCH and OWG competitions is zero (0).

*Reasons for proposed change Art. 1.5.3.4:*

*Consequential inclusion of Super Sprint.*

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

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

*Reasons for proposed change Art. 2.4.1:*

*Small correction/clarifications as IBU EB members are not present at all IBU events.*

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

*Reasons for proposed change Art. 2.4.2:*

*With a wide range of possible start times that are very much related to TV wishes, there should be the basis for flexibility In favor of the NF teams and team-leaders.*

- 12.6.1.1 Maximum Registration and Entries

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

*Reasons for proposed change Art. 12.6.1.1:*

*Clarification to avoid misunderstandings.*

### • 15.6.1 Registration and Entry Quotas

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

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

\* Maximum 2 athletes per NF

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

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

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

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

### • 15.6.2 Relegation and Promotion **Wild-Cards**

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

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

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

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

*Reasons for proposed changes Art. 15.6.1 & 15.6.2:*

*The new wording provides a better, clearer structure or the respective procedures. In addition the Wild Card procedure is clarified but remain in praxis unchanged.*

- 17.2 Eligibility

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

- a. they have achieved the WC or IBU Cup qualification in the previous or current season or
- b. they have achieved at least one result among the top half of the finishers at the Youth or Junior WCH, Junior IBU Cup, WC, WCH, OECH, YOG or EYOF in the previous or current season. Athletes who have not earned the right to start in the respective IBU Cup trimester under Art. 16.2.1 may not compete at the OECH.

*Reasons for proposed change Art. 17.2:*

*Correction of article due to amended numbering at Congress 2019, therefore only an editorial change.*

- 17.3 Participants, Registration and Entry

Competitors must be members of an IBU NF. All NFs of the IBU may register up to seven competitors in each class to participate in the OECH. Six competitors from each NF may be entered to start in Individual, Sprint and Super Sprint competitions per class. Each NF may enter one relay team per class in the relay competition. The 60 best competitors from each class in the qualification competition will be eligible to start in the pursuit competition.

*Reasons for proposed change Art. 17.3:*

*Consequential Inclusion of Super Sprint.*

- 18.2 Events and Competitions

All IBU member federations may apply to host IBU Junior Cup events.

Venues with an IBU License are preferred, but a license is not required. The IBU EB will schedule IBU Junior Cup events for each season based on recommendations from the IBU TC. One of the IBU Junior Cups is conducted as the ~~Open~~ Junior Open European Championships (JOECH).

With the approval of the IBU, in exceptional cases, Regional Cups may be held at the same time and at the same host venue as IBU Junior Cup events. However, if this is the case, junior-class athletes will take priority to participants competing in the Regional Cup.

*Reasons for proposed change Art. 18.2:*

*Correction of event name.*

## **SPECIAL EVENT AND COMPETITION RULES - COVID-19 SEASON 2020/2021**

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

### **Registration:**

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

### **Qualification:**

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

- **1.5.3.5 IBU Qualifying Points List**

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

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

### **WC:**

Trimester 1:

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

From Trimester 2 onwards:

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

### **IBU Cup:**

Trimester 2:

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



From trimester 3 onwards:

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

### Start quota:

WC: no changes

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

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

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

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

NOTE: The normal start group system will apply

### Scoring:

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

- No minimum number of participating NFs to hold event but under the permanent review of the situation by the Event Task Force

- WC:

Total and Single Scores:	max. 4 dropped results
NC Score:	max. 6 dropped competitions

- IBU Cup + OECH:

Total Score and Single Scores:	max. 3 dropped results
NC Score:	max. 5 dropped competitions

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

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

Current Planning 2020/2021

Series	SCORE	
	NC	TOTAL
WC	28	24
IBU Cup	20	15

### Changes between WC and IBU Cup:

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

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

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

## **MOTIONS BY THE IBU EXECUTIVE BOARD AND THE MEMBER FEDERATIONS**

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### **c. Motions seeking amendment or annulment of any other Rules**

## **Slovenia's motion for adaption of the Event and Competition Rules paragraph 15.8.2.2 regarding World Cup Nations Cup Points.**

### **Existing Rule**

World Cup Nations Cup points are awarded separately for men and women. At each WC and WCH Individual, Short Individual, Sprint and Super Sprint Qualification competition, the following points are awarded:

1st place 160 points 2nd place 154 points  
3rd place 148 points 4th place 143 points  
5th place 140 points 6th place 138 points  
7th place 136 points 8th place 134 points  
9th place 132 points 10th place 131 points

and then decreasing by one point down to 80th place and then decreasing by 2 points thereafter with one point awarded for 110th place and higher.

For Relays at each WCH and WC Relay competition the following Nations Cup points will be awarded:

1st place 420 points 2nd place 390 points 3rd place 360 points  
4th place 330 points 5th place 310 points 6th place 290 points  
7th place 270 points 8th place 250 points 9th place 230 points  
10th place 220 points 11th place 210 points 12th place 200 points  
13th place 190 points 14th place 180 points 15th place 170 points  
16th place 160 points 17th place 150 points 18th place 140 points  
19th place 130 points 20th place 120 points 21st place 110 points  
22nd place 100 points 23rd place 90 points 24th place 80 points  
25th place 70 points 26th place 60 points 27th place 50 points  
28th place 40 points 29th place 30 points 30th place 20 points

For the Mixed Relay and the Single Mixed Relay, half the Relay Nations Cup points will be awarded to each gender.

### **b. New proposal**

World Cup Nations Cup points are awarded separately for men and women. At each WC and WCH Individual, Short Individual, Sprint and Super Sprint Qualification competition, the following points are awarded:

1st place 160 points 2nd place 154 points  
3rd place 148 points 4th place 143 points  
5th place 140 points 6th place 138 points  
7th place 136 points 8th place 134 points  
9th place 132 points 10th place 131 points

and then decreasing by one point down to 80th place and then decreasing by 2 points thereafter with one point awarded for 110th place and higher.

For Relays at each WCH and WC Relay competition the following Nations Cup points will be awarded:

1st place 420 points 2nd place 390 points 3rd place 360 points  
4th place 330 points 5th place 310 points 6th place 290 points  
7th place 270 points 8th place 250 points 9th place 230 points  
10th place 220 points 11th place 210 points 12th place 200 points  
13th place 190 points 14th place 180 points 15th place 170 points  
16th place 160 points 17th place 150 points 18th place 140 points  
19th place 130 points 20th place 120 points 21st place 110 points  
22nd place 100 points 23rd place 90 points 24th place 80 points  
25th place 70 points 26th place 60 points 27th place 50 points  
28th place 40 points 29th place 30 points 30th place 20 points

### **c. Reason for proposal**

Points for Mixed Relay and the Single Mixed Relay should not be awarded to Nations Cup points, half to each gender. Namely in this case one gender influences on the results and rankings of the opposite gender in Nations Cup ranking This it is no longer a Nations cup of one gender, but common Nations cup.

If points for Mixed Relay and the Single Mixed Relay are not awarded this is more fair. The ranking in the Nations Cup affects to the starting quotas and financial prizes for Nations cup.

### **Motion NOT supported by EB/TC, reasons:**

1. An amendment in the proposed way would definitely have a significant influence on the participation/composition of teams at competitions that are really a great asset for the sport. There would be a high risk of reducing the value of the affected competitions (MR, SMR) since without NC points to earn, the motivation of a top-level participation would decrease.

2. Gender equality is a general issue and involved in IBU's strategy „Target 26“, which is promoted and transported by Mixed gender competitions in a great way and therefore also the importance of those races should not be decreased.

Also from the side of the IOC mixed gender competitions have an increasing importance. Therefore it could be a really wrong signal to take away the main reason for most of the NFs to compete in this relay competition by not awarding NC points.

**MOTIONS BY THE IBU EXECUTIVE BOARD  
AND THE MEMBER FEDERATIONS**

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**d. Any other Motions.**



### **12.4.1 Executive Boards motion for adaption of decision regarding restricted reserves**

#### **Current Situation**

From the Congress 2012 in Merano (ITA) the following decision can be found in the minutes: "The congress also unanimously approved the proposal to build reserves of a minimum of 1,5 times the annual budget and make necessary amendments with the approved budget figures" The Executive Board have since then worked according to the decision, as can be seen in the Financial Statement for 2019/2020 we had costs of € 32 million and Restricted Reserves is now increased to € 48 million.

#### **Reasons for the motion**

For the upcoming period of time, we can for see a big increase of income up to the double, in the period from 2020 to 2030, already now can it be confirmed that the income for season 22/23 will be increased by a minimum of € 14 million, and we have a forecast for income 2030 that it will be around € 65-70 million.

The EB is of the opinion that the income for IBU should be used to support the Biathlon family, with the Target 26 and the appointment of a Development Director, we will need to invest for the future. The current decision lacks procedure on how the restricted reserves can be used. The proposal is to clarify the procedures under what conditions this can be done.

#### **Proposal**

The Executive Board propose to the Congress to change congress decision from 2012 from the financial year 2022/2023 to the following:

The Restricted Reserves must be at least as high as the total expenditure for the respective financial year from May 1st to April 30th.

In addition, the Executive Board proposes the following procedure for use of the Restricted Reserves:

In the event of financial bottlenecks caused by extraordinary circumstances the Executive Board can decide to use a part of the Restricted Reserves. This decision of the EB requires a special majority of 3/4.

With the same decision the executive board has to decide on a plan how the restricted reserves can be returned to the original level within a period of four years at the latest. The plan should be presented and approved by next Congress.

**This procedure will be implemented after an approval of this motion by the Congress.**

## **FINANCIAL FORECAST 2020/21, UPDATED BUDGET PROPOSAL FOR 21/22 AND BUDGET FRAMEWORK 22/23**

### **13.1 FINANCIAL FORECAST 2020/21:**

At the Executive Board meeting held in early June 2020 in Salzburg (EBM152), the Executive Board was presented with the figures from the 2019/2020 financial year and determined the budget for 2020/2021.

The situation at that time still permitted normal projections, since there was hope that a reasonably normal season could still be held.

The originally planned budget forecast revenues of EUR 36.717 million (including 5 million IOC) and total costs of EUR 36.693 million. A slightly positive result of around EUR 24,000 was projected for the 2020/2021 financial year.

The current **crisis surrounding Covid-19** and above all, the different guidelines laid out by the governments of many different countries prompted a review of the planned budget for 2020/2021.

The cancellation of events such as the Summer Biathlon and the Junior Cup recovered some costs, but advance payments to the nations and enormous costs such as those for carrying out the necessary Covid-19 tests not only required numerous discussions, but also a **new financial forecast for the 2020/2021 financial year**, which was first presented to the Executive Board members at the end of September and again including all details at the beginning of October 2020.

The **Financial Forecast 2020/2021** was created with the help of the newly introduced cost center structure and shows the following changes in connection with the **Covid-19 crisis**:

- Additional payments to the Organising Committees	in the amount of	- EUR 1,737,500
- Additional costs for travel planning and Covid-19 testing	in the amount of	- EUR 2,325,000
- Lower revenue in media rights	in the amount of	- EUR 125,000
- Savings due to cancelled events (Summer Biathlon, Junior Cup)	in the amount of	EUR 748,000
- Savings in the development and cancellation of seminars, etc.	in the amount of	EUR 372,000

The work required of the President of the IBU corresponds essentially to that of a full-time professional. The EB, excluding the President, acknowledges the full time commitment that Olle Dahlin is making to IBU and Therefore, the Executive Board is unanimous in its opinion that the remuneration for the President should be increased accordingly, in particular to preserve his independence. In this respect, the EB considers an annual amount of EUR 120.000.-, in a residual amount for EUR 75.000.- EUR for the 2020/2021 budget.

Due to these changes, there is a **forecast negative result** in the amount of **EUR 2,841,050**

The sports cost center shows a negative change of around **EUR 3 million**.

The movements and exchange rate differences in securities and their associated devaluations and revaluations were not taken into account at this point in time and in these figures.

## **13.2 UPDATED BUDGET 2021/2022 AND BUDGET FRAMEWORK 2022/2023:**

### **13.2.1 UPDATED BUDGET 21/22:**

Based on the assumption that the 2021/2022 financial year can be viewed as a normal financial year, the following budget was drawn up and presented to the Executive Board:

The **revenues** are projected at **EUR 36.787 million**. A budget has been earmarked to the **National Federations** and **sport development** will be supported with planned **EUR 13.570 million**, an incentive of **EUR 7.145 million** is budgeted for the **athletes** and **EUR 3.180 million** has been earmarked to support the **Organising Committees**.

The remuneration for the President is of the amount of € 120 000 in the budget.

The 2021/2022 financial year is forecast with a positive result of **EUR 642,000** which is to be used primarily to reduce the predicted negative result from the 2020/2021 financial year.

### **13.2.2 BUDGET FRAMEWORK 2022/2023:**

For the 2022/2023 financial year, **revenues in the amount of EUR 44.261 million** have currently been budgeted based on existing contracts. A detailed projection of expenses and costs is not yet available.





**INTERNATIONAL BIATHLON UNION**

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biathlon@ibu.at / [www.biathlonworld.com](http://www.biathlonworld.com)

- 01** Opening and welcome by the chairperson, the IBU President
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**18** Honours**19** Presentation and decision of the host of the next Ordinary Congress 2024**20** Information from Organising Committees on upcoming events**21** Other items and closing



## **IBU ELECTIONS PROCESS - SATURDAY 17 SEPTEMBER 2022**

Oversight of the forthcoming IBU elections will be the responsibility of the IBU Election Committee appointed by Congress upon the proposal of the Chairperson of the Congress. The Election Committee will be supported throughout by the Biathlon Integrity Unit (BIU). One member will be nominated as Chairperson of the Election Committee. For the 2022 IBU elections, it is proposed this function be carried out by the independent voting members, of the BIU Board, with the Chair of the BIU Board, Louise Reilly, performing the role of Chairperson of the Election Committee.

Once the Congress agenda reaches the election, the Congress Chair will hand over to the Chair of the Election Committee. The Chair of the Election Committee will then explain the voting procedures, including the criteria for a vote to be valid.

The elections will be conducted in the order stated in the agenda and in compliance with the IBUs Constitution and applicable Rules.

Elections will be conducted by secret ballot using ballot papers, save that if the number of candidates equals the number of positions to be filled, Congress may decide by Simple Majority to vote by a show of hands or by acclamation.

The voting system and the conduct of voting will be checked and monitored by the tellers of the votes. The Tellers will consist of staff members of the BIU and members of three National Federations who have not provided a nomination for the election.

Votes by ballot will be counted confidentially by the Election Committee and the tellers of the votes.

The results of the election will be announced by the Chair of the Election Committee, who will also endorse the results sheets. No succeeding vote will take place until the result of the previous vote is known and announced.

The number of votes polled for each candidate will be published on the IBU's website after the Election Congress meeting.

The signed result sheets will be preserved along with any ballot papers for 100 calendar days after the Election Congress meeting and then destroyed.

## **ELECTIONS SEQUENCE**

1. The President is to be elected first.
2. The Vice-President is to be elected next.
3. The Treasurer is to be elected third.
4. Executive Board Members forth.
5. Technical Committee will be the fifth ballot.
6. Location of the next IBU Congress.



**IBU PRESIDENT**

- a. The Chairperson of the Election Committee will present the Presidential Candidate and provide a brief history of his involvement with the sport.
- b. The Presidential Candidate will be given 5 minutes to make a presentation to the Congress on his credentials and vision and objectives for their term if elected. For this, PowerPoint and video may be used.
- c. Thereafter the Chair of the Election Committee will explain the voting procedures, including the criteria for a vote to be valid.
- d. As there is only one candidate nominated for President, he will be elected by Simple Majority.

**IBU VICE PRESIDENT**

- a. The Chairperson of the Election Committee will present the Candidate.
- b. The Vice President Candidate will be given 5 minutes to make a presentation to the Congress on his credentials and vision and objectives for their term if elected. For this, PowerPoint and video may be used.
- c. The Chair of the Election Committee will explain the voting procedures, including the criteria for a vote to be valid.
- d. As there is only one candidate nominated for Vice President, he will be elected by Simple Majority.

**IBU TREASURER - BALLOT**

- a. The Chairperson of the Election Committee will present the Candidates.
- b. There are three Candidates. Each Candidate for election to the role as Treasurer, who is present at the Congress meeting will be given an equal opportunity to make a presentation to Congress on their credentials and their vision and objectives for their term if elected. For the 2022 Congress they will be given 3 minutes for this. For this, PowerPoint and video may be used.
- c. Thereafter the chairperson of the Election Committee will explain the voting procedures, including the criteria for a vote to be valid.
- d. If no candidate receives a Simple Majority in the first ballot, a second ballot is to be held among the two candidates (including tied candidates) who received the most votes in the first ballot. The candidate who receives a Simple Majority in the second ballot is elected.
- e. In case of a tie in the second ballot, a third ballot is to be held.
- f. In case of a tie in the third ballot, the election will be decided by lot.

## **IBU EXECUTIVE BOARD MEMBERS - BALLOT**

- a. The Chair of the Election Committee will present the Candidates.
- b. The two candidates not elected IBU Treasurer will stand in the elections for the Executive Board alongside 13 other candidates bringing the total to 15 (7 women and 8 men).
- c. Apart from the Candidates who previously stood for the role of Treasurer, each Candidate for election to the Executive Board, who is present at the Congress meeting will be given an equal opportunity to make a presentation to Congress on their credentials and their vision and objectives for their term if elected. For the 2022 Congress this will be 3 minutes and PowerPoint and video may be used.
- d. Thereafter the chairperson of the Election Committee will explain the voting procedures, including the criteria for a vote to be valid.
- e. Subject to the Citizenship and gender requirements of the Constitution, the six (6) candidates who receive the most votes are elected. *For example, if the candidates elected as President and Vice-President and Treasurer and the four candidates for election to the Executive Board who receive the most votes are all from one gender, then (subject to the Citizenship requirements) the last two places on the Executive Board are to be filled by the two candidates of the other gender with the most votes.*
- f. In case of a tie for the last place or places, a second ballot is to be conducted among the tied candidates. In case of a tie in the second ballot, a third ballot is to be held. In case of a tie in the third ballot the election will be decided by lot.

**Note:** The tenth member of the Executive Board is an appointee of the Athletes' Committee, and the eleventh member is the Secretary General. Neither is elected by Congress.

## **IBU TECHNICAL COMMITTEE MEMBERS - BALLOT**

- a. The Chair of the Election Committee will present the Candidates and explain the voting procedures, including the criteria for a vote to be valid.
- b. Ten (10) members of the Technical Committee will be elected from a list of nominated 16 candidates (Swiss nomination withdrawn).
- c. Subject to citizenship and gender requirements, the ten (10) candidates who receive the most votes are elected for the ten positions on the Technical Committee. *For example, if the eight candidates for election to the Technical Committee who receive the most votes are all from one gender, then (subject to the Citizenship requirements of Article 26.2 of the Constitution) the last two places on the Technical Committee are to be filled by the two candidates of the other gender with the most votes.*
- d. In case of a tie for the last place or places, a second ballot is to be conducted among the tied candidates. In case of a tie in the second ballot, a third ballot is to be held. In case of a tie in the third ballot, the election will be decided by lot.
- e. The eleventh (11) member of the Technical Committee is the appointee of the Athletes' Committee nominee. They are not elected by Congress.

**Prior to the Congress, any concerns relating to the election process should be directed to Greg McKenna, the Head of the Biathlon Integrity Unit.**

## TERMS OF REFERENCE

### THE VETTING PANEL AND ELECTION COMMITTEE OF THE INTERNATIONAL BIATHLON UNION

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E. PURPOSE AND ROLE OF THE ELECTION COMMITTEE	4

### THE INTERNATIONAL BIATHLON UNION (THE IBU) - VETTING PANEL.

#### A. BACKGROUND TO THE VETTING PANEL

The Integrity of the sport of Biathlon is protected by implementing the highest standards of good governance and as such it requires a formal, rigorous and transparent procedure when vetting and electing new members to the International Biathlon Union Executive Board (**the IBU EB**). As such, In order to ensure that the process of appointing new IBU EB members is achieved whilst maintaining the highest standards of integrity and observing good governance practice, Article 28 of the International Biathlon Union Constitution (**the IBU Constitution**) established the International Biathlon Union Vetting Panel (**the Vetting Panel**).

The Vetting Panel is governed by the International Biathlon Union Vetting Rules<sup>1</sup> (**the Vetting Rules**) which set out how the Vetting Panel will be constituted and will conduct its activities. The Vetting Panel is comprised of three independent members of the BIU Board referenced in Article 30.3.1<sup>2</sup> of the IBU Constitution. The Vetting Panel is responsible for determining whether a person is Eligible to become or to remain an IBU Official (save that the Eligibility of the independent members of the inaugural BIU Board will be determined by an ad hoc screening panel made up of independent persons appointed by the Executive Board).

<sup>1</sup> [International Biathlon Union - Inside IBU Rules \(biathlonworld.com\)](https://www.biathlonworld.com/IBU-Rules), IBU Vetting Rules, Effective 19 October 2019.

<sup>2</sup> "Three Eligible persons (appointed by Congress in accordance with Article 13.2.8) who are independent of the IBU and of all IBU Members and are suitably experienced in matters of sports governance/ integrity, one of whom will be appointed as chair of the BIU Board, and each of whom will have one vote".

## **B. PURPOSE AND ROLE:**

### **Vetting of Candidates:**

The Vetting Panel<sup>3</sup> is independent of the IBU and comprised of experienced members in the areas of sports governance and integrity (one of whom is the appointed chair of the Biathlon Integrity Union Board) (**the BIU Board**). The Vetting Panel is defined in accordance with Part VII, Article 28 of the IBU Constitution, which states the following:

#### **Article 28.1:**

*"The Vetting Panel will be made up of the independent members of the BIU Board referenced in Article 30.3.1. It will be responsible for determining whether a person is Eligible to become or to remain an IBU Official (save that the Eligibility of the independent members of the inaugural BIU Board will be determined by an ad hoc screening panel made up of independent persons appointed by the Executive Board)".*

#### **Article 28.2**

*"The Technical Committee may ask the Vetting Panel to confirm the Eligibility of persons who apply for appointment as International Referees".*

#### **Article 28.3**

*"The Vetting Panel will conduct its activities in accordance with the Vetting Rules, and will report to Congress on its activities in accordance with Article 13.2.10".*

#### **Article 28.4**

*"A decision of the Vetting Panel (or of the ad hoc screening panel, where applicable) that a person is not Eligible may be appealed to the CAS in accordance with Article 32.1".*

Accordingly, the role of the Vetting Panel is to determine the Eligibility of a candidate as a pre-condition to acceptance of their candidacy or whether a person is eligible to remain an Official of the IBU or to determine the Eligibility of a National Federation Applicable Person in a reasonable and proportionate manner, based on the level of authority and influence exercised or to be exercised by the person in question. The Vetting Panel also liaises with the persons responsible for managing the process of election who refer such candidates to the Vetting Panel. All particulars of the Vetting Process and additional details regarding integrity checks are set out at Section 4, Articles 4.1- 4.14 of the Vetting Rules<sup>4</sup>.

<sup>3</sup> Part III Congress, Article 13.2.8, International Biathlon Union Constitution: Composition and Powers of Congress appoint the independent members of the BIU Board, upon the recommendation of a screening panel acting pursuant to Article 28.1 in the case of the inaugural BIU Board, and upon the recommendation of the Vetting Panel in the case of subsequent vacancies.

<sup>4</sup> [xx18rp5k579g5kztb0bk.pdf \(ctfassets.net\)](#)

## **C. CONDUCT OF BUSINESS**

In accordance with Section 5, Article 5.1 of the Vetting Rules, “the Vetting Panel will meet on an ad hoc basis as necessary to discharge its responsibilities. The chairperson of the Vetting Panel will chair all meetings, which may be held in person or by telephone or videoconference or other suitable means and will give as much notice as possible (usually at least one month) to the Vetting Panel members of the date, time and venue of the meeting, as well as distributing an agenda and any relevant papers. In between meetings, business may be conducted by the members of the Vetting Panel by telephone or email or other convenient means”.

In respect of any Decisions to be made by the Vetting Panel, this will be done by consensus. For example, if a consensus cannot be reached and a vote is required, each Vetting Panel member will have one vote, and at least two votes in favour are required for a decision to be made. In the event of a deadlock (e.g., due to an absence or an abstention), the chairperson will have the deciding vote.

The Minutes of each meeting of the Vetting Panel are recorded and finalised by the chairperson and sent to Vetting Panel members within a month of a Vetting Panel meeting. All meetings and the work of the Vetting Panel are confidential and as such all documents, information, discussion and determinations made at a Vetting Panel meeting or otherwise exchanged or agreed in connection with the work of the Vetting Panel will be held in accordance with applicable data protection and privacy requirements.

The IBU will provide the financial resources and any administrative resources required by the Vetting Panel to carry out its work, and will reimburse expenses, and provide any other allowances or service fees, for each member of the Vetting Panel in accordance with policies fixed by the Executive Board.

## **THE INTERNATIONAL BIATHLON UNION (THE IBU) - ELECTION COMMITTEE**

### **D. BACKGROUND TO THE ELECTION COMMITTEE**

In accordance with Part II Elections, Rule 14 of the International Biathlon Union’s Rules of Congress<sup>5</sup>, **(the IBU Rules of Congress)** a three-person committee known as the Election Committee is appointed by Congress on the proposal of the chairperson of Congress, with one member nominated as chairperson of the Election Committee. The Election Committee was established to ensure the conduct of elections is carried out correctly. Accordingly, the provisions outlined at Rule 14 of the International Biathlon Union’s Rules of Congress<sup>6</sup>, **(the IBU Rules of Congress)** sets out the correct conduct of the IBU Elections which is the responsibility of the Election Committee.

<sup>5</sup> International Biathlon Union Rules of Congress (Effective 19 October 2019)

<sup>6</sup> International Biathlon Union Rules of Congress (Effective 19 October 2019)

## **E. PURPOSE AND ROLE**

The purpose of such a Committee is to maintain responsibility for the correct conduct of the elections. Such responsibilities are detailed at Rule 14 of the IBU Rules of Congress, and include the following duties:

### **Rule 14.2**

*"Prior to the elections, (a) each candidate for election to the Executive Board who is present at the Congress meeting will be given an equal opportunity to make a presentation to Congress on their credentials and their vision and objectives for their term if elected; and (b) thereafter the chairperson of the Election Committee will explain the voting procedures, including the criteria for a vote to be valid".*

### **Rule 14.3**

*"The elections will be conducted in the order stated in the agenda and in compliance with the Constitution and these Rules".*

### **Rule 14.4**

*"Elections will be conducted by secret ballot using ballot papers or electronic voting devices that have been certified for this purpose, save that if the number of candidates equals the number of positions to be filled, Congress may decide by Simple Majority to vote by a show of hands or by acclamation".*

### **Rule 14.5**

*"The voting system and the conduct of voting are to be checked and monitored by the tellers of the votes. If more ballot papers or electronic votes are returned than were distributed, the vote is invalid and a new vote will be held".*

### **Rule 14.6**

*"Votes by ballot will be counted confidentially by the Election Committee and the tellers of the votes".*

### **Rule 14.7**

*"The results of the election will be announced by the chairperson of the Election Committee, who will also sign the results sheets. No succeeding vote should take place until the result of the previous vote is known and announced. The number of votes polled for each candidate will be published on the IBU's website after the Election Congress meeting".*

### **Rule 14.8**

*"The signed result sheets will be preserved along with any ballot papers for 100 calendar days after the Election Congress meeting and then destroyed".*



## **TERMS OF REFERENCE REVIEW**

This Terms of Reference will come into effect from 20th June 2022. The IBU shall conduct an annual review of this Terms of Reference. It shall evaluate the efficacy of the arrangements and measure the levels of transparency and openness. A new version shall come into effect on the date specified by the IBU after such review and update if necessary.

**Approved on** **20 June 2022**

**Approved by** **EB 162**

**Next review and approval due** **June 2023**

## **ELECTION TELLERS – IBU CONGRESS 2022**

During the IBU Congress 2022, the Biathlon Integrity Unit staff alongside delegates from three National Federations will support the election process by performing the role of Tellers.

They will be present on the day of the election, under the direction of the Election Committee and assist with the effective administration of the elections.

## **APPOINTMENT OF TELLERS OF THE VOTES**

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**NAME 1**

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**NAME 2**

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**NAME 3**

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**RESERVE**

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## **MOTIONS REGARDING THE RUSSIAN BIATHLON UNION AND THE BIATHLON FEDERATION OF BELARUS**

**Following the attacks on Ukraine, the IBU Executive Board took in particular the following decisions in relation to the Russian Biathlon Union and the Biathlon Union of Belarus:**

- On 1 March 2022,  
*"not to allow the participation of any Russian or Belarusian athletes or officials at its international events until further notice including non-sports events organised by the IBU for its members"* ("First Decision");
- On 28 March 2022:  
*"1. To suspend the Russian Biathlon Union (RBU) and the Biathlon Federation of Belarus (BiFB) until further notice.*  
*2. The above decision shall be reviewed in the event of a change of circumstances and in any event by the 2022 IBU Congress."* ("Second Decision")

The reasons for the First Decision are accessible on the following links:

[Russian and Belarussian biathletes banned from IBU events \(biathlonworld.com\)](https://biathlonworld.com/news/2022/03/01/ibu-executive-board-decides-to-suspend-russian-and-belarusian-athletes/)

and [Russian and Belarussian biathletes to compete as neutral athletes in IBU events \(biathlonworld.com\)](https://biathlonworld.com/news/2022/03/28/ibu-executive-board-decides-to-suspend-russian-and-belarusian-athletes/)

or alternatively in the [Minutes of the EB meeting 160](#).

The reasons for the Second Decision were sent to all IBU Member Federations by email of 7

April 2022 and are accessible on the following link: [https://assets.ctfassets.net/cz0vl36hcq0x/teq6XczBG109oJnaceygW/384ab8938cea50a99aae9a9a646cc71e/Minutes\\_EB\\_161\\_Appendix.pdf](https://assets.ctfassets.net/cz0vl36hcq0x/teq6XczBG109oJnaceygW/384ab8938cea50a99aae9a9a646cc71e/Minutes_EB_161_Appendix.pdf)

**In this context, the IBU Executive Board has decided to submit the following motions to the IBU Congress:**

- 1) Confirm the decision of the IBU Executive Board dated 1 March 2022 *"not to allow the participation of any Russian or Belarusian athletes or officials at its international events until further notice including non-sports events organised by the IBU for its members"*
- 2) Suspend the RBU and BiFB's membership of the IBU until they demonstrate their full commitment to support and promote the Purposes and principles of the IBU, for example by clearly distancing themselves from the war in Ukraine and ensuring that none of their officials or athletes are actively involved in their national military and/or take any part in the war effort. The IBU Executive Board will monitor the implementation of the conditions above and may provisionally lift the suspensions imposed until the next Congress if it considers in its absolute discretion that the above-mentioned conditions have been fulfilled by RBU and/or BiFB. The IBU Executive Board shall report back to the Congress with recommendations whenever appropriate.

The main reasons underlying both proposals are identical to those which supported the First and Second Decisions, as set out above. On that basis, the IBU Executive Board recommends that the proposals above be accepted by the Congress.

Both RBU and BiFB have been granted an opportunity to respond to the proposals: their responses (if any) will be provided to the IBU Member Federations upon receipt. In addition, they will both be granted an opportunity to be heard virtually at the Congress should they so request.

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## 15<sup>TH</sup> ORDINARY IBU CONGRESS

15 SEP – 18 SEP 2022 | **SALZBURG** AUT

**08**

- Receipt and approval of the annual reports of the Executive Board
- Activity Reports 2020/21 and 2021/22
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### **ACTIVITY REPORT 2020/2021**



### **ACTIVITY REPORT 2021/2022**



### **TARGET 26 2022 REPORT**



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**Die internationale Biathlon Union (IBU),  
Salzburg, Austria**

Report on the Audit of the Financial  
Statements for the Year ended  
30 April 2021

24 June 2021

KPMG Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft  
10191530

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## Annexes

### Annex

#### Financial Statements

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- Statement of Financial Position as at 30 April 2021
  - Statement of Activities for the year ended 30 April 2021
  - Notes to the Financial Statements for the year ended 30 April 2021

I

#### Other Annexes

- General Conditions of Contract

II

To the Members of the Management and Executive Board of  
Die internationale Biathlon Union (IBU),  
Salzburg, Austria

We have audited the financial statements and the financial conduct for the year ended 30 April 2021 of

**Die internationale Biathlon Union (IBU),**  
**Salzburg, Austria**  
(referred to as "the Association"),

and **report** on the result of our audit as follows:

## **1. Audit Contract and Scope of the Engagement**

In the XIII. Ordinary Congress of "IBU" ("die Internationale Biathlon Union") we were elected as auditors in accordance with Section 22 Paragraph 2 Vereinsgesetz (short: "VerG" = Austrian Code of Association) for the financial year from 1 May 2020 to 30 April 2021. According to Section 22 Paragraph 2 VerG our audit includes the procedures performed over financial conduct as comptroller ("Rechnungsprüfung").

The Association, represented by the management, concluded an **audit contract** with us to audit the financial statements of the Association as at 30 April 2021. Our audit also comprised the accounting system in accordance with Section 269 et seq Unternehmensgesetzbuch (short: "UGB" = Austrian Commercial Code) and the comptroller's procedures.

The Association is a **large association** in accordance with Austrian Code of Association. Large Associations have to comply with the regulations of Section 22 Paragraph 2 Austrian Code of Association under corresponding application of the provisions of the Austrian Commercial Code.

The audit is a **statutory** audit.

Our audit work complies with the principles specified in § 269 ff UGB and with the additional requirements set forth in the Austrian Code of Association.

The **audit includes** assessing whether the statutory requirements concerning the preparation of the financial statements and additional regulations as stipulated in the articles of association were adhered to.

The **assurance as a Comptroller** includes assessing whether financial conduct was correct in all material aspects and the funds were used in accordance with the articles of association. We are required to report on any identified accounting deficiencies or risks which could pose a

threat to the Association's ability to continue as a going concern and pay special attention to unusual revenues and expenses, particularly any cases of self-dealing.

Our audit was performed in accordance with the **legal requirements and Austrian Standards on Auditing** and independent assurance engagements. These standards require that we comply with International Standards on Auditing – (ISAs). We would like to emphasize that the goal of the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement. Absolute assurance is not attainable due to the test nature and other inherent limitations of an audit, together with the inherent limitations of any accounting and internal control system. There is an unavoidable risk that even material misstatements may remain undetected. Areas which are generally covered in special engagements were not included in our scope of work.

We performed the audit mainly at the Association's premises in Salzburg between May and June 2021. The audit was substantially completed at the date of this report.

**Engagement partner** of the engagement is Mr Johannes Bauer, Wirtschaftsprüfer (Austrian Chartered Accountant).

Our audit is based on the audit contract concluded with the Association. The "General **Conditions of Contract**" issued by the Chamber of Tax Advisers and Auditors (see Annex II), form an integral part of the audit contract. The conditions of contract do not only apply to the Association and the auditor, but to third parties as well. Our liability as auditors is guided under Section 275 UGB in accordance with Section 24 Paragraph 4 VerG.

## **2. Breakdown and Description of Significant Financial Statement Items**

The breakdown and description of all significant financial statement items are included in the notes to the financial statements. We refer to the respective disclosures made by management in the notes.

## **3. Summary of Audit Findings**

### **3.1. Compliance with Statutory Requirements of the Accounting System and Financial Statements**

We obtain evidence that the **accounting system** is in compliance with statutory requirements and the articles of association.

In line with our risk and controls based audit approach and to the extent we considered necessary for the purpose of expressing an opinion, we considered internal controls related to sub processes of the financial reporting process as part of our audit.

With regard to the compliance of the **financial statements** with all applicable statutory requirements we refer to the auditor's report.

### **3.2. Explanations and Evidence**

The President and the other members of the Board concern responsible for accounting and financial management have sufficiently provided all evidence and explanations requested by us as well as their signed management representation letter.

### **3.3. Reporting in accordance with section 273 paragraph 2 and 3 UGB**

During our audit we did not note any facts which indicate that there could be substantial doubt about the Association's ability to continue as a going concern nor indicate a material deterioration of the Association's performance. Neither did we note any indications of non-compliance with Austrian law or the articles of association. We did not note any material weaknesses in the internal controls over the financial reporting process. The criteria for reorganization per Section 22 Paragraph 1 Subsection 1 URG (Austrian Corporate Restructuring Act) were not met.



## **4. Auditor's Report**

### **Report on the Financial Statements**

We have audited the financial statements of

**Die internationale Biathlon Union (IBU),  
Salzburg, Austria,**

which comprise the Statement of Financial Position as at 30 April 2021, the Statement of Activities for the fiscal year then ended, and the Notes.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Association as at 30 April 2021, 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 Code of Association).

### **Basis for our Opinion**

We conducted our audit in accordance with Austrian Standards on Auditing. These standards require the audit to be conducted in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the "Auditor's Responsibilities" section of our report. We are independent of the Association, in accordance with Austrian Code of Association and professional regulations, and we have fulfilled our other responsibilities under those relevant ethical requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Responsibility Management's for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Austrian Generally Accepted Accounting Principles and other legal or regulatory requirements set forth in the Austrian Code of Association and for such internal controls as management determines are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Management is also responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

### **Auditors' Responsibility**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole, are free from material misstatements, whether due to fraud or error, and to issue an auditor's report that includes our audit opinion. Reasonable assurance represents a high level of assurance, but provides no guarantee that an audit conducted in accordance with Austrian Standards on Auditing (and therefore ISAs), will always detect a material misstatement, if any. Misstatements may result from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Austrian Standards on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit.

Moreover:

- We identify and assess the risks of material misstatements in the financial statements, whether due to fraud or error, we design and perform audit procedures responsive to those risks and obtain sufficient and appropriate audit evidence to serve as a basis for our audit opinion. The risk of not detecting material misstatements resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- We conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our audit report to the respective note in the financial statements. If such disclosures are not appropriate, we will modify our audit opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the financial statements, including the notes, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

## **Engagement Partner**

The engagement partner is Mr Johannes Bauer.

Vienna, 24 June 2021

KPMG Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

qualified electronically signed:  
Johannes Bauer  
Wirtschaftsprüfer  
(Austrian Chartered Accountant)

This document was signed with a qualified electronic signature and only this electronic version is valid. The financial statements together with our auditor's opinion may only be published if the financial statements are identical with the audited version attached to this report. Section 281 paragraph 2 UGB (Austrian Commercial Code) applies.

## 5. Comptroller's Report

We have performed an independent assurance engagement as Comptroller in connection with the financial conduct of the

**Die internationale Biathlon Union (IBU),  
Salzburg, Austria,**

for the financial year from 1 May 2020 to 30 April 2021.

### **Management's Responsibility**

Management is responsible for the correctness of the financial conduct and for the usage of the funds in accordance with the articles of association. Management is also responsible to establish an accounting system appropriate for the requirements of the Association and for the timely and adequate recognition of the Association's financial position.

### **Comptrollers' Responsibility**

Our responsibility is to state whether, based on our procedures performed, the accounting system and the financial conduct are correct in all material respects and whether the Association's funds were used in accordance with the articles of the association. We are required to report on any identified accounting deficiencies or risks which could pose a threat to the Association's ability to continue as a going concern and pay special attention to unusual revenues and expenses, particularly any cases of self-dealing.

Our engagement was conducted in conformity laws and regulations applicable in Austria and with Austrian Standards for independent assurance engagements. These standards require us to comply with our professional requirements including independence requirements, and to plan and perform the engagement to enable us to express a conclusion with reasonable assurance, taking into account materiality.

The procedures selected depend on the comptroller's judgement, including the assessment of the risks of material misstatement whether due to fraud or error. In making those risk assessments, the comptroller considers internal control relevant to the Association's accounting system in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an independent assurance conclusion on the effectiveness of the Association's internal control. The funds are used in accordance with the articles of Association, if the funds are used for the fulfillment of the objectives of the Association, particularly to finance the activities necessary for the realization of the Association's purpose. The assessment of the economy and efficiency of the management was not a subject of the audit.

The procedures that we performed do not constitute an audit or a review. Our engagement did not focus on revealing and clarifying of illegal acts (such as fraud), nor did it focus on assessing the efficiency of management.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our independent assurance conclusion.

## **Independent Assurance Conclusion**

Based on the procedures performed for the financial year from 1 May 2020 to 30 April 2021 the financial conduct was correct in all material aspects and the funds were used in accordance with the articles of association. Unusual revenues and expenses, particularly any cases of self-dealing, did not occur.

Vienna, 24 June 2021

KPMG Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

qualified electronically signed:  
Johannes Bauer  
Wirtschaftsprüfer  
(Austrian Chartered Accountant)

This document was signed with a qualified electronic signature and only this electronic version is valid. The financial statements together with our comptroller's report may only be published if the financial statements are identical with the audited version attached to this report. Section 281 paragraph 2 UGB (Austrian Commercial Code) applies.

**Financial Statements as of and  
for the Year ended 30 April 2021**

<b>Assets</b>	2021-04-30 EUR	2020-04-30 EUR
<b>A. Fixed Assets</b>		
I. Intangible Assets		
1. Software and Brand	233,043.08	468,262.34
II. Tangible Assets		
1. Buildings	147,268.87	29,768.15
<i>thereof fittings in third-party buildings</i>	<i>147,268.87</i>	<i>29,768.15</i>
2. Equipment	250,426.24	170,499.12
3. Assets under construction	18,000.00	26,796.70
	415,695.11	227,063.97
III. Financial Assets		
1. Securities holdings	51,176,161.32	60,245,964.81
	<b>51,824,899.51</b>	<b>60,941,291.12</b>
<b>B. Current Assets</b>		
I. Receivables and other Assets		
1. Accounts Receivables	1,556,673.17	1,200,368.08
2. Other Receivables	156,366.15	163,515.99
	1,713,039.32	1,363,884.07
II. Cash, Bank Accounts	6,746,698.19	6,671,712.87
	<b>8,459,737.51</b>	<b>8,035,596.94</b>
<b>C. Deferred Charges</b>	<b>96,355.94</b>	<b>58,737.75</b>
<b>Total Assets</b>	<b>60,380,992.96</b>	<b>69,035,625.81</b>



Liabilities	2021-04-30 EUR	2020-04-30 EUR
<b>A. Association net assets</b>		
I. Restricted acc. Congress		
1. Restricted acc. Congress	50,000,000.00	48,000,000.00
2. Temporarily restricted acc. Congress	5,000,000.00	10,000,000.00
	<u>55,000,000.00</u>	<u>58,000,000.00</u>
II. Accumulated surplus	194,929.23	3,192,983.07
<i>thereof result carried forward</i>	<i>3,192,983.07</i>	<i>10,105,447.51</i>
	<b>55,194,929.23</b>	<b>61,192,983.07</b>
<b>B. Provisions</b>		
1. Other provision	<b>751,058.00</b>	<b>657,860.04</b>
<b>C. Liabilities</b>		
1. Accounts payable	3,342,895.70	2,133,927.66
<i>thereof residual term up to 1 year</i>	<i>3,342,895.70</i>	<i>2,133,927.66</i>
2. Other liabilities	92,110.03	50,855.04
<i>thereof tax</i>	<i>39,988.42</i>	<i>25,281.30</i>
<i>thereof for social security</i>	<i>47,367.02</i>	<i>25,567.74</i>
<i>thereof residual term up to 1 year</i>	<i>92,110.03</i>	<i>50,855.04</i>
	<b>3,435,005.73</b>	<b>2,184,782.70</b>
<i>thereof residual term up to 1 year</i>	<i>3,435,005.73</i>	<i>2,184,782.70</i>
<b>D. Deferred income</b>	<b>1,000,000.00</b>	<b>5,000,000.00</b>
<b>Total Liabilities</b>	<b>60,380,992.96</b>	<b>69,035,625.81</b>

<b>Profit and loss statement</b>	2020/2021 EUR	2019/2020 EUR
<b>1. Revenues</b>		
a) Membership fee	16,950.00	16,950.00
b) Other income	32,630,934.76	27,970,351.84
	<b>32,647,884.76</b>	<b>27,987,301.84</b>
<b>2. Other operating income</b>		
a) Income from disposal of tangible assets excluding financial assets	1,366.29	0.00
b) Income from the reversal of accruals	136,556.24	133,692.00
c) other	46,217.22	89,143.65
	<b>184,139.75</b>	<b>222,835.65</b>
<b>3. Contributions to National Federations and Sports</b>		
a) Contributions to National Federations and Sports	<b>32,145,542.16</b>	<b>26,803,527.13</b>
<b>4. Staff and Management</b>		
a) Staff costs and Management expenses	1,535,283.85	1,036,767.80
b) Social Expenses	378,725.77	230,480.70
aa) Contribution to employee provision fund	26,391.69	13,812.97
bb) Payroll taxes and social contributions	352,334.08	216,667.73
	<b>1,914,009.62</b>	<b>1,267,248.50</b>
<b>5. Depreciation</b>		
a) on intangible and tangible assets	<b>291,724.89</b>	<b>222,026.00</b>
<b>6. General administration</b>		
a) other	<b>4,583,766.75</b>	<b>4,256,309.87</b>
<b>7. Subtotal 1-6</b>	<b>-6,103,018.91</b>	<b>-4,338,974.01</b>
<b>8. Income from securities</b>	<b>195,794.40</b>	<b>263,159.99</b>
<b>9. Interest earned</b>	<b>2,146.02</b>	<b>25,820.19</b>
<b>10. Income from sale of and addition to securities</b>	<b>657,229.87</b>	<b>208,792.59</b>
<b>11. Expense for Securities</b>	<b>746,975.41</b>	<b>48,124.44</b>
<i>Depreciation on securities</i>	746,975.41	48,124.44
<b>12. Interest expense</b>	<b>13.46</b>	<b>0.00</b>
<b>13. Subtotal 8-12</b>	<b>108,181.42</b>	<b>449,648.33</b>
<b>14. Capital gains tax</b>	<b>3,216.35</b>	<b>23,138.76</b>
<b>15. Earnings after taxes</b>	<b>-5,998,053.84</b>	<b>-3,912,464.44</b>
<b>16. Release of reserves</b>	<b>5,000,000.00</b>	<b>5,000,000.00</b>
<b>17. Allocation to reserves temporarily restricted</b>	<b>2,000,000.00</b>	<b>8,000,000.00</b>
<b>18. Profit of the year</b>	<b>-2,998,053.84</b>	<b>-6,912,464.44</b>
<b>19. Net Income carried forward</b>	<b>3,192,983.07</b>	<b>10,105,447.51</b>
<b>20. Accumulated surplus</b>	<b>194,929.23</b>	<b>3,192,983.07</b>

## Notes to the Financial Statements for the Financial Year 2020/2021

### 1. Accounting and valuation principles

#### 1.1. General principles

The Financial Statements were prepared under the Generally Accepted Accounting Principles, giving a true and fair view of the Company's financial position.

The principle of completeness was applied at preparation of the Financial Statements.

The evaluation of assets and liabilities was carried out considering the principle of individual items valuation and the going concern concept.

The principle of prudence was considered by showing only the realized gains at balance sheet date. All recognizable risks and possible future losses arisen in the fiscal year were taken into account.

Valuation principles remained unchanged compared to prior years.

After the Balance Sheet Date the following material subsequent events which have not been included in balance sheet or income statement occurred:

The spread of the COVID-19 coronavirus in early 2020 became a worldwide public health emergency with significant effects on the population and businesses. The global economy was and will be further on significantly affected by this COVID-19 pandemic. Though the actual extent as well as the duration of the crisis cannot be estimated at the time of the report.

Also financial statements of IBU show the impacts of the crisis: although revenues were increasing compared to last year, expenses rose disproportionate among other things due to COVID-19 measures. This extraordinary expense applies to additional financial support of the national federations and OCs in the amount of over EUR 4.1m and hygiene management amounting to EUR 2.6m. Bottom line a negative result for the financial year 2020/21 has to be presented. Not only due to sufficient equity reserves, from today's perspective management assumes that the continued existence of IBU ("Going Concern ") is secured, both from a liquidity and profitability point of view.

In financial year 2020/21 charitable tax-exempt status of IBU was confirmed again by the Ministry of Finance.

#### 1.2. Fixed Assets

##### Intangible Assets

Intangible assets are valued at acquisition cost reduced by straight-line depreciation.

Scheduled depreciation is based on the following useful lives:

Intangible assets	Useful life
Software	3
Homepage	5
Brand	10

### **Tangible Assets**

Fixed assets are valued at acquisition or manufacturing cost reduced by straight-line depreciation.

For calculating the depreciation, the following methods are used:

The systematic depreciation is calculated on a straight-line basis over their expected useful life (depreciation periods are shown together with the details to the respective items in the following). Low value assets up to EUR 400.00 each are completely written off in the year of acquisition. Assets acquired in the first half of a financial year are depreciated by an annual depreciation and additions to assets in the second half of a financial year are depreciated by semi-annual depreciation. Impairment losses are recognized at the reporting date if impairment is expected to be permanent. Neither in the fiscal year, nor in the previous year impairment losses have been recognized.

Scheduled depreciation is based on the following useful lives:

Fixed assets	Useful life
Fittings in third-party buildings	10
Equipment	3 - 10
Vehicles	5

Extraordinary depreciation is considered if the fair value is lower than the book-value.

### **Financial Assets**

Financial assets are valued at acquisition cost or at the lower market value.

Impairment losses are recognized at the reporting date if the market value at reporting date is lower than acquisition cost, irrespective of the impairment is expected to be permanent or not. If, in a later financial year, it becomes apparent that the reasons for the impairment no longer exist, the amount of the depreciation will be credited to the extent of the increase in value.

## **1.3. Current Assets**

### **Receivables**

Accounts receivable are valued at their nominal value. Recognizable risks are considered by individual allowances.

### **Cash and cash equivalents**

The evaluation is made at nominal value.

## **1.4. Provisions**

### **Other provisions**

Other provisions are made for all other uncertain liabilities. In accordance with the prudence principle all foreseeable risks during the preparation of the financial statements were provided for with the most probable value based on sound business judgment.

## **1.5. Liabilities**

Liabilities are valued at settlement value.

If the current value at closing date is higher than the amount repayable, the higher current value is accounted for.

**1.6. Foreign currency translation**

Foreign currency receivables are converted using the exchange rate at the date of initial recognition or at balance sheet date if lower.

Foreign currency liabilities are converted using the exchange rate of initial recognition or at balance sheet date if higher.

**1.7. Changes in accounting and valuation principles**

The presentation of the annual financial statements is unchanged compared to the previous year.

## 2. Details and Explanations to certain items of the balance sheet and the profit and loss account

### 2.1. Explanations to certain items of the balance sheet

#### Fixed assets

The development of fixed assets and details to the depreciation are shown in the attached schedule (Appendix 1).

#### Intangible Assets

The additions in the financial year relate to extension of software licences and investments in database management.

#### Tangible Assets

The additions in the financial year relate to investments in foreign buildings, office and IT equipment .

#### Financial Assets

	2021-04-30 EUR	2020-04-30 TEUR
<b>Securities</b>		
Deposit Spängler Bank	37,181,893.49	60,246
Deposit Capital Bank	13,994,267.83	0,000
	<u>51,176,161.32</u>	<u>60,246</u>

The calculation of the values as stated in the fixed assets schedule is computed as follows:  
The immediate write-off of low-value assets (below EUR 400.00) is included in the depreciation of the current year, but is deducted from the accumulated depreciation and stated separately again under column "additions" and "disposals".

In financial year 2020/21 impairment of financial assets amounted to EUR 746,975.41 (prior year: EUR 48,124.44).

#### Accounts receivable and other assets

	Total EUR	thereof residual term up to 1 year EUR
<b>Receivables and other Assets</b>		
Accounts Receivables	1,556,673.17	1,556,673.17
PY in 1000	1,200	1,200
Other Receivables	156,366.15	156,366.15
PY in 1000	164	164
Sum Receivables	<u>1,713,039.32</u>	<u>1,713,039.32</u>
PY in 1000	<u>1,364</u>	<u>1,364</u>

Accounts receivables nearly completely contain of receivables from national federations.

The following items are included in the balance sheet item "Other Receivables":

	2021-04-30 EUR	2020-04-30 TEUR
Deposit SPB Spängler	0.00	15
Interests	58,328.99	98
Membership fees	2,270.00	1
less allowance	-450.00	0
prepayment	95,487.95	49
Other	729.21	1
	<u>156,366.15</u>	<u>164</u>

EUR 0.00 (previous year: TEUR 0) has a maturity of more than one year, all other items have a maturity, as in the previous year, less than one year.

The balance sheet item "Other Receivables" contains revenues of EUR 59,058.20 (previous year: TEUR 98) which affect payment only after balance sheet date.

### Cash and cash equivalents

	2021-04-30 EUR	2020-04-30 TEUR
Cash	<u>3,122.87</u>	<u>6</u>

### Bank accounts

	2021-04-30 EUR	2020-04-30 TEUR
Bank accounts	<u>6,743,575.32</u>	<u>6,666</u>

### Deferred charges

	2021-04-30 EUR	2020-04-30 TEUR
Deferred charges	<u>96,355.94</u>	<u>59</u>

### Association net assets

	2021-04-30 EUR	2020-04-30 TEUR
Restricted Reserves	50,000,000.00	48,000
Temporarily restricted Reserves	5,000,000.00	10,000
Accumulated surplus	194,929.23	3,193
	<u>55,194,929.23</u>	<u>61,193</u>



	EUR
Unrestricted Reserves at 01.05.2020	3,192,983.07
Allocation to restricted Reserves	-2,000,000.00
Operating loss 01.05.2020-30.04.2021	-998,053.84
Unrestricted Reserves 30.04.2021	<u>194,929.23</u>

The dedicated reserves amounting to EUR 15.000.000,00 were built from the proceeds of the Olympic Winter Games in Pyeongchang in 2018 and are released equally until 2022. The proceeds, which were allocated in the amount of TEUR 15.000 and released for the budget of the period 2020/2021 in the amount of TEUR 5.000 (prior year TEUR 5.000), have been assigned to the temporarily restricted reserves for the period 2018/2019 until 2021/2022.

	2020-04-30 TEUR	Allocation TEUR	Release TEUR	2021-04-30 TEUR
Temporarily restricted reserves IOC	10,000	0.00	5,000	5,000

### Provisions

Other provisions have developed as follows:

	Status 2020-05-01 EUR	Usage EUR	Cancellation EUR	Allocation EUR	Status 2021-04-30 EUR
Other provision					
Accrued vacation days	146,200.00	146,200.00	0.00	169,891.18	169,891.18
Accrued time credits	3,100.00	3,100.00	0.00	20,438.30	20,438.30
Accrued vacation pay and christmas bonus	61,500.00	61,500.00	0.00	91,192.71	91,192.71
Accrued bonus	40,300.00	40,300.00	0.00	40,900.00	40,900.00
Accrued external advisory	130,000.00	0.00	130,000.00	31,100.00	26,100.00
Annual audit costs, external	45,900.00	44,090.58	1,809.42	44,400.00	44,400.00
Doping control expense	140,035.81	140,035.81	0.00	312,035.81	312,035.81
Others	90,824.23	86,077.41	4,746.82	41,100.00	41,100.00
	<u>657,860.04</u>	<u>521,303.80</u>	<u>136,556.24</u>	<u>751,058.00</u>	<u>751,058.00</u>

The external audit fee for current year's audit of financial statements amounts to EUR 28,798.58 (previous year: TEUR 24).

**Liabilities**

	Total EUR	thereof residual term up to 1 year EUR
<b>Liabilities</b>		
Accounts payable	3,342,895.70	3,342,895.70
PY in 1000	2,134	2,134
Other liabilities	92,110.03	92,110.03
PY in 1000	51	51
<i>thereof tax</i>	39,988.42	39,988.42
<i>PY in 1000</i>	25	25
<i>thereof for social security</i>	47,367.02	47,367.02
<i>PY in 1000</i>	26	26
<b>Total Liabilities</b>	<b>3,435,005.73</b>	<b>3,435,005.73</b>
<b>PY in 1000</b>	<b>2,185</b>	<b>2,185</b>

Accounts payable include:

	2021-04-30	2020-04-30
National Federations	2,694,850.00	941,250.00
Reimbursement refer to Covid-19	0.00	765,000.00
other accounts payable	648,045.70	427,677.66
	<u>3,342,895.70</u>	<u>2,133,927.66</u>

The balance sheet item "other liabilities" contains expenditure of EUR 91,810.03 (previous year: TEUR 51) which affect payment only after balance sheet date.

No liabilities are secured by property.

**Deferred income**

	2021-04-30	2020-04-30
Deferred income	<u>1,000,000.00</u>	<u>5,000,000.00</u>

This position contains the signing-fee from European Broadcasting Union (EBU) that has been received in financial year 2019/2020. The signing fee was accrued as deferred income and is released to income in financial years 2020/2021 and 2021/2022 according to time schedule.

**Obligations arising from the use of property, plant and equipment not shown in the balance sheet**

The obligations under rental agreements will amount to EUR 313,000.00 in the financial year 2020/2021 (previous year: TEUR 296) and in the following five financial years to EUR 1,389,000.00 (previous year: TEUR 1,480).

**Other contingencies and obligations**

There is a bank guarantee in favour of the lessor of IBU's premises amounting to EUR 69,810.00 instead of providing a cash deposit to the lessor.

## 2.2. Explanations to certain items of the profit and loss account

### Revenues

	2020/2021 EUR	2019/2020 TEUR
Membership fee	16,950.00	17
Other Revenues	32,630,934.76	27,970
	<u>32,647,884.76</u>	<u>27,987</u>

Other revenues include amongst other topics revenues from TV broadcasting rights, advertising, IOC sports development, IOC/OC revenues and reimbursements of expenditures.

### Other operating income

	2020/2021 EUR	2019/2020 TEUR
Income of the sale of fixed assets	1,366.29	0
Income from the reversal of provisions	136,556.24	134
other	46,217.22	89
	<u>184,139.75</u>	<u>223</u>

Other operating income contains particularly reimbursements (previous year: exchange rate differences).

### Contributions to National Federations and Sports

	2020/2021 EUR	2019/2020 TEUR
Support of National Federations	9,205,443.86	7,368
Prize Money	7,280,500.00	6,545
Contribution to IBU events	5,002,570.00	3,838
Contributions to National Fed. for participation	4,699,475.00	4,623
Extraordinary expense due to COVID-measures	2,579,885.72	0,000
Doping control expense	976,743.40	1,135
Other	2,400,924.18	3,294
	<u>32,145,542.16</u>	<u>26,804</u>

Contribution to IBU events and Support of National Federations includes compensations of EUR 4,149,200.00 concerning events affected because of COVID-19 coronavirus (previous year: EUR 765,000.00). This year additional EUR 2,579,885.72 (previous year: EUR 0.00) of expense are due to COVID-19 related measures like testing and hygiene management.

**Personnel expense**

	2020/2021 EUR	2019/2020 TEUR
a. Staff costs and Management expenses	1,535,283.85	1,037
b. Social Expenses	378,725.77	230
	<u>1,914,009.62</u>	<u>1,267</u>

The remuneration of Secretary General amounts to EUR 239,796.60 (prior year: EUR 151,328.38) including non-wage labour costs.

**Average number of employees**

	2020/2021	2019/2020
Employees IBU	16	12
Employees BIU	4	2
	<u>20</u>	<u>14</u>

In the Financial Year 2020/2021 18.8 full-time-equivalents (prior year: 12.2) were employed, thereof 2.9 (prior year: 1.1) within BIU.

**Other operating expenses**

	2020/2021 EUR	2019/2020 TEUR
Consultants and lawyers	1,606,660.51	1,621
Public relations	676,187.28	973
Travel costs	118,854.61	592
Safe custody fee	138,626.05	224
Rental expense	541,963.10	208
Office supplies	306,480.80	179
other	1,194,994.40	459
	<u>4,583,766.75</u>	<u>4,256</u>

The position Consultants and lawyers include cost for Russian Biathlon Union (RBU). As of 30th April 2021 IBU discloses receivables against RBU in the amount of EUR 1,504,333.17 and payables in the amount of EUR 1,587,600.00 which refer to on-hold-payments.

The receivables and payables arose in the financial years 2018/2019 and afterwards:

	until 2019/2020	2020/2021	Sum
receivables	1,102,718.08	401,615.09	1,504,333.17
payables	-941,250.00	-646,350.00	-1,587,600.00
open balance of the receivables against IBU			-83,266.83

Office supplies contain particularly IT expenses and translation fees. Other operating expenses include building maintenance, leasing fees for vehicles and insurance.

**Remuneration of IBU President**

The remuneration of IBU President, that is shown in other operating expense, amounts to EUR 75.000 (prior year: EUR 30,000.00). Due to full time commitment of the president to IBU the remuneration was increased accordingly via Executive Board resolution from EUR 30,000.00 to an annual amount of EUR 120,000.00 effective from November 2020.

**Income from sale of and addition to securities**

This position comprises realised income and expenditure from sale of the financial assets.

**Expenses for Securities**

In this position valuation effects including foreign exchange effects for financial assets are shown.

**3. Other mandatory declarations**

The financial statements have been prepared based on the respective laws and regulations.

Balance sheets, profit and loss statements and notes comply with legal requirements and give a true and fair view of the financial position in accordance with Austrian Generally Accepted Accounting Principles.

IBU is a large association ("großer Verein") according to § 22 VerG.

No loans or advance payments were granted to Executive Board and General Secretary.

**Information about the members of the Executive Board**

The Executive Board of IBU in financial year 2020/21 consists of the following members:

- Olle Dahlin, President
- Jiri Hamza, Vice President
- Dr. Klaus Leistner, Treasurer
- Max Cobb, Executive Board Member
- Tore Boygard, Executive Board Member
- Jim Carrabre, Executive Board Member
- Ivor Lehotan, Executive Board Member
- Franz Steinle, Executive Board Member
- Clare Egan, Executive Board Member (Athlete's representative)
- Niklas Carlsson, Secretary General (without right to vote)

**Events subsequent to Balance Sheet Date**

After the Balance Sheet Date the following material subsequent events which have not been included in balance sheet or income statement occurred:

After balance sheet date the Global COVID-19 pandemic is still significantly affecting people and economic

environment. Due to ongoing vaccination of the population and warmer climate in the summer month a preliminary improvement of the situation is expected from health experts. Nevertheless there is common uncertainty about further development of the crisis in autumn. As the actual extent as well as the duration of the crisis as a whole cannot be estimated at the time of the report, no statement of the concrete financial implications of IBU for the financial year 2021/22 can be made. From today's perspective management assumes that the continued existence of IBU ("Going Concern") is secured.

In addition no further material subsequent events occurred.

Anif, June 21, 2021

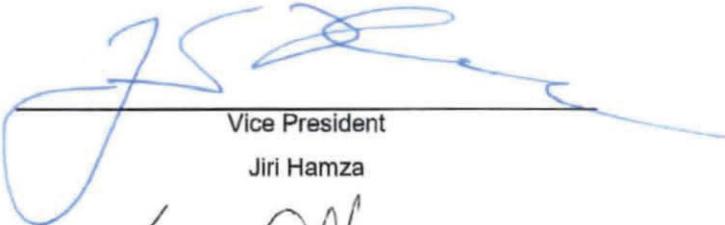
  
\_\_\_\_\_  
President  
Olle Dahlin


  
\_\_\_\_\_  
Treasurer  
Dr. Klaus Leistner


  
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Executive Board Member  
Tore Boygard

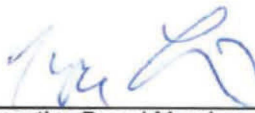
  
\_\_\_\_\_  
Executive Board Member  
Dr. Franz Steinle


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Executive Board Member  
Clare Egan

  
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Vice President  
Jiri Hamza

  
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Executive Board Member  
Max Cobb

  
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Executive Board Member  
Dr. James E. Carrabre

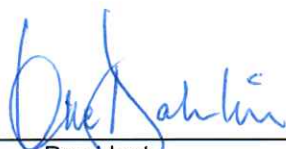
  
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Executive Board Member  
Ivor Lehotan

  
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Secretary General  
Niklas Carlsson

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In addition no further material subsequent events occurred.

Anif, June 21, 2021



President

Olle Dahlin



Treasurer

Dr. Klaus Leistner

Executive Board Member

Tore Boygard



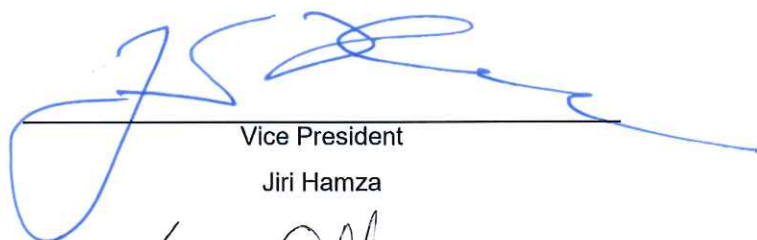
Executive Board Member

Dr. Franz Steinle



Executive Board Member

Clare Egan



Vice President

Jiri Hamza



Executive Board Member

Max Cobb



Executive Board Member

Dr. James E. Carrabre



Executive Board Member

Ivor Lehotan



Secretary General

Niklas Carlsson



**Internationale Biathlon Union**
**Fixed Assets Schedule as per 30.04.2021**
**Attachment**

	Acquisition Costs					Accumulated Depreciation						Book Value	
	01.05.2020	Additions	Transfer	Disposals	30.04.2021	01.05.2020	Depreciation	Impairment Reversal	Disposals	Transfer	30.04.2021	01.05.2020	30.04.2021
<b>Intangible Assets</b>													
Software and Trademark "IBU"	874 958,85	58 658,29	57 345,74	-402 216,00	588 746,88	406 696,51	190 336,89	0,00	-241 329,60	0,00	355 703,80	468 262,34	233 043,08
<b>Total Intangible Assets</b>	<b>874 958,85</b>	<b>58 658,29</b>	<b>57 345,74</b>	<b>-402 216,00</b>	<b>588 746,88</b>	<b>406 696,51</b>	<b>190 336,89</b>	<b>0,00</b>	<b>-241 329,60</b>	<b>0,00</b>	<b>355 703,80</b>	<b>468 262,34</b>	<b>233 043,08</b>
<b>Tangible Assets</b>													
Fitting in third-party building	29 768,15	56 518,38	76 995,40	0,00	163 281,93	0,00	16 013,06	0,00	0,00	0,00	16 013,06	29 768,15	147 268,87
Equipment	344 920,27	162 775,85	0,00	-17 063,39	490 632,73	206 710,10	73 329,92	0,00	-16 769,99	0,00	263 270,03	138 210,17	227 362,70
Vehicles	46 937,06	0,00	0,00	0,00	46 937,06	14 648,11	9 225,41	0,00	0,00	0,00	23 873,52	32 288,95	23 063,54
Low value assets	0,00	2 819,61	0,00	-2 819,61	0,00	0,00	2 819,61	0,00	-2 819,61	0,00	0,00	0,00	0,00
Assets under construction	26 796,70	125 544,44	-134 341,14	0,00	18 000,00	0,00	0,00	0,00	0,00	0,00	0,00	26 796,70	18 000,00
<b>Total Tangible Assets</b>	<b>448 422,18</b>	<b>347 658,28</b>	<b>-57 345,74</b>	<b>-19 883,00</b>	<b>718 851,72</b>	<b>221 358,21</b>	<b>101 388,00</b>	<b>0,00</b>	<b>-19 589,60</b>	<b>0,00</b>	<b>303 156,61</b>	<b>227 063,97</b>	<b>415 695,11</b>
<b>Financial Assets</b>													
Deposit Spängler Bank	45 177 941,17	0,00	0,00	-20 557 195,84	24 620 745,33	32 269,77	161 927,43	0,00	-13 982,69	0,00	180 214,51	45 145 671,40	24 440 530,82
Deposit Spängler Bank - USD	15 117 625,09	6 116 543,84	0,00	-7 909 569,22	13 324 599,71	17 331,68	580 013,62	0,00	-14 108,26	0,00	583 237,04	15 100 293,41	12 741 362,67
Capital Bank	0,00	13 999 302,19	0,00	0,00	13 999 302,19	0,00	5 034,36	0,00	0,00	0,00	5 034,36	0,00	13 994 267,83
<b>Total Financial Assets</b>	<b>60 295 566,26</b>	<b>20 115 846,03</b>	<b>0,00</b>	<b>-28 466 765,06</b>	<b>51 944 647,23</b>	<b>49 601,45</b>	<b>746 975,41</b>	<b>0,00</b>	<b>-28 090,95</b>	<b>0,00</b>	<b>768 485,91</b>	<b>60 245 964,81</b>	<b>51 176 161,32</b>
<b>Total</b>	<b>61 618 947,29</b>	<b>20 522 162,60</b>	<b>0,00</b>	<b>-28 888 864,06</b>	<b>53 252 245,83</b>	<b>677 656,17</b>	<b>1 038 700,30</b>	<b>0,00</b>	<b>-289 010,15</b>	<b>0,00</b>	<b>1 427 346,32</b>	<b>60 941 291,12</b>	<b>51 824 899,51</b>

**LONG-FORM AUDIT REPORT**  
on the  
**FINANCIAL STATEMENTS**  
as of 30 April 2022  
of  
**Die internationale Biathlon Union (IBU)**  
**5081 Anif**  
**Sonystraße 20**  
  
**(TRANSLATION)**

Vienna, 30 June 2022

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**NOTE ON ROUNDING:**

The aggregation of rounded amounts and percentages may result in rounding differences due to the use of automated computational aids.

To the Members of the Management and Executive Board of  
Die internationale Biathlon Union (IBU),  
Anif, Austria

We have completed the audit of the financial statements as of April 30, 2022 of

**Die internationale Biathlon Union (IBU),  
Anif,**  
(referred to as "the Company")

and report on the result of our audit as follows:

## **1. AUDIT CONTRACT AND PERFORMANCE OF THE ENGAGEMENT**

By the Management (authorized by the Congress) of die Internationale Biathlon Union (IBU) we were elected as auditors in accordance with Section 22 Paragraph 2 Austrian Code of Association VerG for the financial year from 1 May 2021 to 30 April 2022. According to Section 22 Paragraph 2 VerG our audit includes the procedures performed over financial conduct as comptroller ("Rechnungsprüfung").

The Association, represented by the management, concluded an audit contract with us to audit the financial statements of the Association as at 30 April 2022. Our audit also comprised the accounting system in accordance with Sections 269 et seqq. Austrian Company Code UGB and the comptroller's procedures.

The Association is a large association in accordance with Austrian Code of Association. Large Associations have to comply with the regulations of Section 22 Paragraph 2 Austrian Code of Association under corresponding application of the provisions of the Austrian Commercial Code.

The audit is a statutory audit. The audit as of 30. April 2021 was performed by another auditor. The present audit is a first-time audit.

Our audit work complies with the principles specified in § 269 ff UGB and with the additional requirements set forth in the Austrian Code of Association. The audit includes assessing whether the statutory requirements concerning the preparation of the financial statements and additional regulations as stipulated in the articles of association were adhered to. An auditor conducting an audit obtains reasonable assurance about whether the financial statements are free from material misstatement. Absolute assurance is not attainable due to the inherent limitations of any accounting and internal control system and due to the sample based test nature of an audit, there is an unavoidable risk that material misstatements in the financial statements remain undetected. Areas which are generally covered in special engagements were not included in our scope of work.

The assurance as a Comptroller includes assessing whether financial conduct was correct in all material aspects and the funds were used in accordance with the articles of association. We are required to report on any identified accounting deficiencies or risks which could pose a threat to the Association's ability to continue as a going concern and pay special attention to unusual revenues and expenses, particularly any cases of self-dealing.

We conducted our audit in accordance with the legal requirements and generally accepted standards on auditing as applied in Austria. These standards require that we comply with International Standards on Auditing. (ISA)).

We performed the audit, from May to June 2022 mainly at our office in Vienna. The audit was substantially completed at the date of this report.

The auditor responsible for the proper performance of the engagement is Mr. Bernd Spohn, Austrian Certified Public Accountant.

Our audit is based on the audit contract concluded with the Association. The "General Conditions of Contract" issued by the Chamber of Tax Advisers and Auditors (see Annex IV), form an integral part of the audit contract. The conditions of contract do not only apply to the Association and the auditor, but to third parties as well. Our liability as auditors is guided under Section 275 UGB in accordance with Section 24 Paragraph 4 VerG.

## 2. BREAKDOWN AND DESCRIPTION OF SIGNIFICANT ITEMS IN THE FINANCIAL STATEMENTS

The breakdown and description of all significant financial statement items are included in the notes to the financial statements. Therefore, we refer to

the respective disclosures made by the management in the notes to the financial statements.

## 3. SUMMARY OF AUDIT FINDINGS

### COMPLIANCE OF THE ACCOUNTING SYSTEM AND THE FINANCIAL STATEMENTS

During our audit, we obtained evidence that the statutory requirements as well as the regulations set forth in the Company's articles of association and generally accepted accounting principles in Austria have been complied with.

In line with our risk and controls based audit approach and to the extent we considered necessary for the purpose of expressing an opinion, we considered internal controls related to sub processes of the financial reporting process as part of our audit.

With regard to the compliance of the financial statements with all applicable statutory requirements we refer to the auditor's report.

### INFORMATION PROVIDED

The President and the other members of the Board concern responsible for accounting and financial management have sufficiently provided all evidence and explanations requested by us as well as their signed management representation letter.

The previous auditor granted access to relevant information about the audited company and about the last audit performed.

### REPORTING IN ACCORDANCE WITH SECTION 273 (2) AND (3) AUSTRIAN COMPANY CODE UGB (EXERCISING THE DUTY TO REPORT)

During our audit we did not note any facts which indicate there could be substantial doubt about the Association's ability to continue as a going concern, or which indicate a material deterioration of the Company's performance or a material offence of the Company's legal representative/s or its employees against Austrian law or the Association's articles of association. We did not note any material weaknesses in the internal controls over the financial reporting process. The financial statements do not meet the requirements for the assumed need of reorganization in accordance with Section 22 Paragraph 1 Subsection 1 URG (Austrian Corporate Restructuring Act).

## 4. AUDITOR'S REPORT

### REPORT ON THE FINANCIAL STATEMENTS

#### AUDIT OPINION

We have audited the financial statements of Die internationale Biathlon Union (IBU), Salzburg, Austria. These financial statements comprise the statement of financial position as of April 30, 2022, the income statement for the fiscal year then ended and the notes.

Based on our audit the accompanying financial statements were prepared in accordance with the legal regulations and present fairly, in all material respects, the assets and the financial position of the Association as of April 30, 2022, 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 VerG (Austrian Code of Association).

#### BASIS FOR OPINION

We conducted our audit in accordance with Austrian Standards on Auditing. Those standards require that we comply with International Standards on Auditing (ISA). Our responsibilities under those regulations and standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the Association, in accordance with Austrian Code of Association and professional regulations, and we have fulfilled our other responsibilities under those relevant ethical requirements. We believe that the audit evidence we have obtained until the date of this auditor's report is sufficient and appropriate to provide a basis for our opinion by this date.

#### OTHER MATTER

The annual financial statements for the year ended 30 April 2021 were audited by a different auditor and given an unqualified audit opinion on 24 June 2021.

#### RESPONSIBILITIES OF MANAGEMENT FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation of the financial statements in accordance with Austrian Generally Accepted Accounting Principles and other legal or regulatory requirements, for them to present a true and fair view of the assets, the financial position and the financial performance of the Company and for such internal controls as management determines are necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

#### AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



As part of an audit in accordance with Austrian Standards on Auditing, which require the application of ISA, we exercise professional judgment and maintain professional scepticism throughout the audit.

We also:

- ▶ identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▶ obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- ▶ evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- ▶ conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- ▶ evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Vienna, 30 June 2022

BDO Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

ppa. Mag. Bernd Spohn  
Auditor

Mag. Josef Schima  
Auditor

This report is a translation of the original report in German, which is solely valid. Publication or sharing with third parties of the financial statements together with our auditor's opinion is only allowed if the financial statements and the management report are identical with the German audited version. This audit opinion is only applicable to the German and complete financial statements with the management report. Section 281 paragraph 2 UGB (Austrian Company Code) applies to alternated versions.

## 5. COMPTROLLER'S REPORT

We have performed an independent assurance engagement as Comptroller in connection with the financial conduct of the Die internationale Biathlon Union (IBU), Anif for the financial year from 1 May 2021 to 30 April 2022.

### MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL CONDUCT

Management is responsible for the correctness of the financial conduct of the association and for the usage of the funds in accordance with the articles of association. Management is also responsible to establish an accounting system appropriate for the requirements of the Association and for the timely and adequate recognition of the Association's financial position.

### COMPTROLLERS' RESPONSIBILITY AND DESCRIPTION OF THE METHOD AND SCOPE OF THE ASSURANCE

Our assignment is to state whether, based on our procedures performed, the accounting system and the financial conduct are correct in all material respects and whether the Association's funds were used in accordance with the articles of the association. We are required to report on any identified accounting deficiencies or risks which could pose a threat to the Association's ability to continue as a going concern and pay special attention to unusual revenues and expenses, particularly any cases of self-dealing.

Our engagement was conducted in conformity with laws and regulations applicable in Austria and with Austrian Standards for independent assurance engagements. These standards require us to comply with our professional requirements including independence requirements, and to plan and perform the engagement to enable us to express a conclusion with reasonable assurance, taking materiality into account

The selection of the audit procedures depends on the comptroller's judgement, including the assessment of the risks of material misstatement whether due to fraud or error. In making those risk assessments, the comptroller considers internal control relevant to the Association's accounting system to design procedures that are appropriate in the circumstances but not for the purpose of expressing an independent assurance conclusion on the effectiveness of the Association's internal control. The funds are used in accordance with the articles of Association, if the funds are used for the fulfillment of the objectives of the Association, particularly to finance the activities necessary for the realization of the Association's purpose. The assessment of the economy and efficiency of the management was not subject to the audit.

The procedures we performed do not constitute an audit or a review. Our engagement did not focus on the reveal and the clarification of illegal acts (such as fraud), nor did it focus on assessing the efficiency of management.

In our opinion, the evidence we have obtained is sufficient and appropriate to provide a basis for our independent assurance conclusion.

## RESULT OF OUR AUDIT

Based on the procedures performed by us for the financial year from 1 May 2021 to 30 April 2022 the financial conduct was correct in all material aspects and the funds were used in accordance with the

articles of association. Unusual revenues and expenses, particularly cases of self-dealing, did not occur.

Vienna, 30 June 2022

BDO Austria GmbH  
Wirtschaftsprüfungs- und Steuerberatungsgesellschaft

ppa. Mag. Bernd Spohn  
Auditor

Mag. Josef Schima  
Auditor

This report is a translation of the original report in German, which is solely valid. Publication or sharing with third parties of the financial statements together with our auditor's opinion is only allowed if the financial statements and the management report are identical with the German audited version. This audit opinion is only applicable to the German and complete financial statements with the management report. Section 281 paragraph 2 UGB (Austrian Company Code) applies to alternated versions.

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We draw attention to the fact that the English translation of this long-form audit report according to Section 273 of the Austrian Company Code (UGB) is presented for the convenience of the reader only and that the German wording is the only legally binding version.

**BALANCE SHEET** as of 30.04.2022  
**Die internationale Biathlon Union (IBU)**

**ASSETS**

**LIABILITIES AND EQUITY**

	Financial year Euro	Prior year Euro		Financial year Euro	Prior year Euro
<b>A. Fixed assets</b>			<b>A. Association net assets</b>		
I. Intangible fixed assets			I. Restricted		
1. Software and Brand	1.221.368,21	233.043,08	1. Restricted acc. Congress	50.620.000,00	50.000.000,00
II. Tangible fixed assets			2. temporarily restricted	<u>14.760.000,00</u>	<u>5.000.000,00</u>
1. Buildings	181.241,30	147.268,87		65.380.000,00	55.000.000,00
2. Equipment	249.092,11	250.426,24	II. Accumulated surplus	5.010,13	194.929,23
3. Assets under construction	<u>87.600,00</u>	<u>18.000,00</u>	- thereof result carried forward Euro 194.929,23		
	517.933,41	415.695,11	(Euro 3.192.983,07)		
III. Financial assets					
1. Securities holdings	47.862.671,46	51.176.161,32	Total association net assets	65.385.010,13	55.194.929,23
Total assets	49.601.973,08	51.824.899,51	<b>B. Provisions</b>		
<b>B. Current assets</b>			1. Other provisions	672.025,39	751.058,00
I. Receivables and other assets			<b>C. Liabilities</b>		
1. Accounts receivables	12.979.226,57	1.556.673,17	1. Liabilities to banks	28,95	0,00
2. Other receivables	<u>261.797,02</u>	<u>156.366,15</u>	- of which due within one year Euro 28,95		
	13.241.023,59	1.713.039,32	(Euro 0,00)		
II. Cash, Bank accounts	7.021.114,63	6.746.698,19	2. Accounts payables	3.956.030,07	3.342.895,70
			- of which due within one year Euro 3.956.030,07		
Total current assets	20.262.138,22	8.459.737,51	(Euro 3.342.895,70)		
<b>C. Deferred Charges</b>			3. Other liabilities	<u>58.040,28</u>	<u>92.110,03</u>
1. Other deferred charges	207.023,52	96.355,94		4.014.099,30	3.435.005,73
			- of which taxes Euro 4.073,79 (Euro 39.988,42)		
			- of which relating to social security		
			Euro 46.263,99 (Euro 47.367,02)		
			- of which due within 1 year Euro 58.040,28		
			(Euro 92.110,03)		
			<b>D. Deferred income</b>	0,00	1.000.000,00
<b>Total Assets</b>	70.071.134,82	60.380.992,96	<b>Total Liabilities</b>	70.071.134,82	60.380.992,96

# PROFIT AND LOSS STATEMENT from 01.05.2021 to 30.04.2022

## Die internationale Biathlon Union (IBU)

	Financial year Euro	Prior year Euro
1. Revenues	47.344.450,41	32.647.884,76
2. Other operating income		
a) Income from disposal of items of fixed assets with exception of financial assets	1.360,00	1.366,29
b) Income from reversal of provisions	122.132,56	136.556,24
c) other	<u>49.027,38</u>	<u>46.217,22</u>
	172.519,94	184.139,75
3. Contributions to National Federation and Sports		
a) Contributions to National Federation and Sports	28.028.292,82	32.145.542,16
4. Staff and Management		
a) Staff costs and Management expenses	1.776.667,34	1.535.283,85
b) Expenses for severance pay	29.530,57	23.977,89
c) Social security, post employment and other employee be- nefit costs	425.751,77	343.711,64
d) Other social expenses	<u>11.148,49</u>	<u>11.036,24</u>
	2.243.098,17	1.914.009,62
5. Depreciation		
a) on intangible and tangible assets	469.047,45	291.724,89
- of which beyond budget Euro 30.495,00 (Euro 0,00)		
6. General administration		
a) other	<u>4.299.641,28</u>	<u>4.583.766,75</u>
<b>7. Intermediate sum Lines 1 to 6</b>	12.476.890,63	6.103.018,91-
8. income from securities and interests earned	304.855,01	197.940,42
9. Income from the sale of and addition to securities	318.176,07	657.229,87
10. Expenses from securities	2.886.147,20	746.975,41
- of which depreciation Euro 2.886.147,20 (Euro 746.975,41)		
11. Interest and similar expenses	<u>5.553,58</u>	<u>13,46</u>
<b>12. Intermediate sum Lines 8 to 11</b>	<u>2.268.669,70-</u>	<u>108.181,42</u>
<b>13. Result from ordinary activities</b>	10.208.220,93	5.994.837,49-
14. Capital gains tax	18.140,03	3.216,35
<b>15. Earnings after taxes</b>	10.190.080,90	5.998.053,84-
16. Release of reserves		
a) Release of reserves	5.000.000,00	5.000.000,00
Carry forward	15.190.080,90	998.053,84-

# PROFIT AND LOSS STATEMENT from 01.05.2021 to 30.04.2022

## Die internationale Biathlon Union (IBU)

	Financial year Euro	Prior year Euro
Carry forward	15.190.080,90	998.053,84-
17. Allocation to reserves		
a) of which to reserves restricted	620.000,00	2.000.000,00
b) of which to reserves temporarily restricted	<u>14.760.000,00</u>	<u>0,00</u>
	15.380.000,00	2.000.000,00
18. Profit brought forward from previous year	194.929,23	3.192.983,07
	<hr/>	<hr/>
<b>19. Accumulated surplus</b>	<u>5.010,13</u>	<u>194.929,23</u>
	<hr/> <hr/>	<hr/> <hr/>

## Notes to the Financial Statements for the Financial Year 2021/2022

### **1. Accounting and valuation principles**

#### **1.1. General principles**

The Financial Statements were prepared under the Generally Accepted Accounting Principles, giving a true and fair view of the Company's financial position.

The principle of completeness was applied at preparation of the Financial Statements.

The evaluation of assets and liabilities was carried out considering the principle of individual items valuation and the going concern concept.

The principle of prudence was considered by showing only the realized gains at balance sheet date. All recognizable risks and possible future losses arisen in the fiscal year were taken into account.

Valuation principles remained unchanged compared to prior years.

After the Balance Sheet Date the following material subsequent events which have not been included in balance sheet or income statement occurred:

COVID-19 coronavirus is still a worldwide public health emergency with significant effects on the population and businesses. The global economy was and will be further on significantly affected by this COVID-19 pandemic. Though the actual extent as well as the duration of the crisis cannot be estimated at the time of the report.

Furthermore, the Ukraine war will have further impacts on society and sports. The Belarussian and Russian Biathlon federation has been suspended because of this situation. Further impact on Biathlon sport cannot be assessed.

However, not only due to sufficient equity reserves, from today's perspective management assumes that the continued existence of IBU ("Going Concern") is secured, both from a liquidity and profitability point of view.

In 2020, charitable tax-exempt status of IBU was confirmed by the Ministry of Finance for the years 2020-2024.

#### **1.2. Fixed Assets**

##### **Intangible Assets**

Intangible assets are valued at acquisition cost reduced by straight-line depreciation.

Scheduled depreciation is based on the following useful lives:

<u>Intangible assets</u>	<u>Useful life</u>
Software	3
Homepage	5
Brand	10



## **Tangible Assets**

Fixed assets are valued at acquisition or manufacturing cost reduced by straight-line depreciation. For calculating the depreciation, the following methods are used:  
The systematic depreciation is calculated on a straight-line basis over their expected useful life (depreciation periods are shown together with the details to the respective items in the following). Certain low value assets up to EUR 800.00 each are completely written off in the year of acquisition. Assets acquired in the first half of a financial year are depreciated by an annual depreciation and additions to assets in the second half of a financial year are depreciated by semi-annual depreciation. Impairment losses are recognized at the reporting date if impairment is expected to be permanent. Impairment losses have been recognized.

Scheduled depreciation is based on the following useful lives:

Fixed assets	Useful life
Fittings in third-party buildings	10
Equipment	3 - 10
Vehicles	5

For assets under construction, no depreciation is calculated until completion of the asset. Extraordinary depreciation is considered if the fair value is lower than the book-value.

## **Financial Assets**

Financial assets are valued at acquisition cost or at the lower market value.

Impairment losses are recognized at the reporting date if the market value at reporting date is lower than acquisition cost, irrespective of the impairment is expected to be permanent or not. If, in a later financial year, it becomes apparent that the reasons for the impairment no longer exist, the amount of the depreciation will be credited to the extent of the increase in value.

### **1.3. Current Assets**

#### **Receivables**

Accounts receivable are valued at their nominal value. Recognizable risks are considered by individual allowances.

#### **Cash and cash equivalents**

The evaluation is made at nominal value.

### **1.4. Provisions**

#### **Other provisions**

Other provisions are made for all other uncertain liabilities. In accordance with the prudence principle all foreseeable risks during the preparation of the financial statements were provided for with the most probable value based on sound business judgment.

### **1.5. Liabilities**

Liabilities are valued at settlement value.

If the current value at closing date is higher than the amount repayable, the higher current value is accounted for.

### **1.6. Foreign currency translation**

Foreign currency receivables are converted using the exchange rate at the date of initial recognition or at balance sheet date if lower.

Foreign currency liabilities are converted using the exchange rate of initial recognition or at balance sheet date if higher.

### **1.7. Changes in accounting and valuation principles**

The presentation of the annual financial statements is unchanged compared to the previous year.

## **2. Details and Explanations to certain items of the balance sheet and the profit and loss account**

### **2.1. Explanations to certain items of the balance sheet**

#### **Fixed Assets**

The development of fixed assets and details to the depreciation are shown in the attached schedule (Appendix 1).

#### **Intangible Assets**

The additions in the financial year relate to extension of software licences and investments in database management.

#### **Tangible Assets**

The additions in the financial year relate to investments in foreign buildings, office and IT equipment .

## Financial Assets

	2022-04-30	2021-04-30
	EUR	EURk
<b>Securities</b>		
Deposit Bankhaus Carl Spängler & Co. AG	80,080.02	37,182
Deposit Schelhammer Capital Bank AG	28,623,625.10	13,994
Deposit Liechtensteinische Landesbank AG	19,158,966.34	0
	<u>47,862,671.46</u>	<u>51,176</u>

The calculation of the values as stated in the fixed assets schedule is computed as follows:

The immediate write-off of low-value assets (below EUR 800.00) is included in the depreciation of the current year, but is deducted from the accumulated depreciation and stated separately again under column "additions" and "disposals".

In financial year 2021/22 impairment of financial assets amounted to EUR 2,886,147.20 (prior year: EURk 747).

## Accounts receivable and other assets

	Total	thereof residual term up to 1 year
	EUR	EUR
<b>Receivables and other assets</b>		
Accounts Receivables	12,979,226.57	12,979,226.57
PY in 1000	1,557	1,557
Other Receivables	261,797.02	261,797.02
PY in 1000	156	156
Sum Receivables	<u>13,241,023.59</u>	<u>13,241,023.59</u>
PY in 1000	<u>1,713</u>	<u>1,713</u>

Accounts receivables nearly completely contain receivables from services rendered during Beijing Olympic Winter Games (EUR 12.700.413,30). Receivables for services rendered in cause of the Beijing Olympic Winter Games were prudently valued.

The following items are included in the balance sheet item "Other Receivables":

	2022-04-30	2021-04-30
	EUR	EURk
Interests	0	58
Membership fees	2,573.00	2
less allowance	-2,573.00	-1
Creditors with debit accounts	55,321.74	0
Prepayment	129,903.67	95
Tax authorities	29,702.45	0
Other	46,869.16	1
	<u>261,797.02</u>	<u>156</u>

EUR 0.00 (previous year: EURk 0) has a maturity of more than one year, all other items have a maturity, as in the previous year, less than one year.

The balance sheet item "Other Receivables" contains revenues of EUR 115.116,89 (previous year: EURk 59) which affect payment only after balance sheet date.

**Cash and cash equivalents**

	2022-04-30	2021-04-30
	EUR	EURk
Cash	3,334.55	3

**Bank accounts**

	2022-04-30	2021-04-30
	EUR	EURk
Bank accounts	7,017,780.08	6,744

**Deferred charges**

	2022-04-30	2021-04-30
	EUR	EURk
Deferred charges	207,023.52	96

**Association net assets**

	2022-04-30	2021-04-30
	EUR	EURk
Restricted reserves	50,620,000.00	50,000
Temporarily restricted reserves	14,760,000.00	5,000
Accumulated surplus	5,010.13	195
	65,385,010	55,195

	EUR
Accumulated surplus as at 01.05.2021	194,929.23
Allocation to restricted reserves	-620,000.00
Allocation to temporarily restricted reserves	-14,760,000.00
Release of temporarily restricted reserves	5,000,000.00
Operating profit 01.05.2021-30.04.2022	10,190,080.90
Accumulated surplus as at 30.04.2022	5,010.13

Restricted reserves are increased by EUR 620,000.00 which is equal to the sum of revenues from securities.

	2021-04-30 EURk	Allocation EURk	Release EURk	2022-04-30 EURk
Restricted reserves	50,000	620	0	50,620

The dedicated reserves amounting to EUR 14.760.000,00 were built from the proceeds of the Olympic Winter Games in Beijing in 2022.

	2021-04-30 EURk	Allocation EURk	Release EURk	2022-04-30 EURk
Temporarily restricted reserves IOC	5,000	14,760	5,000	14,760

The restricted reserves refer to reserves which have been created by resolution of Congress, as opposed to restricted reserves acc. to Art. 229 Austrian Business Code (UGB).

## Provisions

Other provisions have developed as follows:

	Status 2021-05-01 EUR	Usage EUR	Cancellation EUR	Allocation EUR	Status 2022-04-30 EUR
<b>Other provisions</b>					
Accrued vacation days	169,891.18	169,891.18	0.00	98,723.59	98,723.59
Accrued time credits	20,438.30	20,438.30	0.00	58,538.05	58,538.05
Accrued vacation pay and christmas bonus	91,192.71	91,192.71	0.00	101,505.77	101,505.77
Accrued bonus	40,900.00	40,900.00	0.00	41,522.17	41,522.17
Accrued legal advisory	0.00	0.00	0.00	91,200.00	91,200.00
Accrued external advisory	31,100.00	31,100.00	0.00	0.00	0.00
Annual audit costs, external	44,400.00	39,600.00	4,800.00	47,000.00	47,000.00
Doping control expense	312,035.81	307,000.00	0.00	91,500.00	96,535.81
Others	41,100.00	41,100.00	0.00	137,000.00	137,000.00
	<b>751,058.00</b>	<b>741,222.19</b>	<b>4,800.00</b>	<b>666,989.58</b>	<b>672,025.39</b>

The external audit fee for the audit of financial statements 2021/22 amounts to EUR 22,000.00 (previous year: EURk 29).

There is a complaint from manufacturers of fluorinated ski waxes located in the EU against IBU. In 2019, it was decided to ban fluorinated ski waxes from ski events starting with 2020/2021. As there are only two companies capable of producing glide waxes without PFOAs, the complainants criticise that this results in discrimination.

According to the Management of IBU and the lawyers, it is assumed that the Commission will not make a decision to the disadvantage of IBU. Therefore there is no provision made in the financial statements.

## Liabilities

		thereof residual term up to 1 year
<b>Liabilities</b>	<b>Total EUR</b>	<b>EUR</b>
Liabilities to banks	28.95	28.95
PY in 1000	0	0
Accounts payable	3,956,030.07	3,956,030.07
PY in 1000	3,343	3,343
Other liabilities	58,040.28	58,040.28
PY in 1000	92	92
<i>thereof tax</i>	4,073.79	4,073.79
<i>PY in 1000</i>	40	40
<i>thereof for social security</i>	46,263.99	46,263.99
<i>PY in 1000</i>	47	47
Sum Liabilities	4,014,070.35	4,014,070.35
PY in 1000	3,435	3,435

Accounts payable include:

	2022-04-30	2021-04-30
	EUR	EURk
National Federations	3,046,958.17	2,695
Other	909,071.90	648
	3,956,030.07	3,343

The balance sheet item "other liabilities" contains expenditure of EUR 58,040.28 (previous year: EURk 92) which affect payment only after balance sheet date.

No liabilities are secured by property.

## Deferred income

	2022-04-30	2021-04-30
	EUR	EURk
Deferred income	0.00	1,000

This position contained the signing-fee from European Broadcasting Union (EBU) that has been received in financial year 2019/2020. The signing fee was accrued as deferred income and was released to income in financial years 2020/2021 and 2021/2022 according to time schedule.

## Obligations arising from the use of property, plant and equipment not shown in the balance sheet

The obligations under rental agreements will amount to EUR 352,888.74 in the financial year 2022/2023 (previous year: EURk 313) and in the following five financial years to EUR 1,664,866.22 (previous year: EURk 1,389).

## Other contingencies and obligations

There is a bank guarantee in favour of the lessor of IBU's premises amounting to EUR 69,810.00 instead of providing a cash deposit to the lessor.

### 2.1. Explanations to certain items of the profit and loss account

#### Revenues

	2021/2022 EUR	2020/2021 EURk
Membership fee	16,950.00	17
Other Revenues	47,327,500.41	32,631
	<u>47,344,450.41</u>	<u>32,648</u>

Other revenues include amongst other topics revenues from TV broadcasting rights, advertising, IOC sports development, IOC/OC revenues and reimbursements of expenditures.

#### Other operating income

Other operating income contains particularly reimbursements and exchange rate differences.

#### Contributions to National Federations and Sports

	2021/2022 EUR	2020/2021 EURk
Support of National Federations	8,244,133.89	9,205
Prize Money	6,195,445.00	7,281
Contribution to IBU events	4,013,749.02	5,003
Contributions to National Fed. for participation	5,029,280.00	4,699
Extraordinary expense due to COVID-measures	511,036.69	2,580
Doping control expense	951,957.04	977
Other	3,082,691.18	2,401
	<u>28,028,292.82</u>	<u>32,146</u>

Contribution to IBU events and Support of National Federations includes compensations of EUR 444,500.00 concerning events affected because of COVID-19 coronavirus (previous year: EURk 4,149). This year additional EUR 511,036.69 (previous year: EURk 2,580) of expense are due to COVID-19 related measures like testing and hygiene management.

#### Personnel expense

	2021/2022 EUR	2020/2021 EURk
Staff costs and Management expenses	1,776,667.34	1,535
Social Expenses	466,430.83	379
	<u>2,243,098.17</u>	<u>1,914</u>

The remuneration of Secretary General amounts to EUR 243,408.01 (prior year: EURk 240) including non-wage labour costs.



### Average number of employees

	2021/2022	2020/2021
Employees IBU	19	16
Employees BIU	5	4
	<u>24</u>	<u>20</u>

In the Financial Year 2021/2022 22.9 full-time-equivalents (prior year: 18.8) were employed, thereof 4.19 (prior year: 2.9) within BIU.

### Other operating expenses

	2021/2022 EUR	2020/2021 EURk
Consultants and lawyers	1,056,410.53	1,607
Public relations	1,191,455.67	676
Travel costs	236,149.32	119
Safe custody fee	8,889.64	139
Rental expense	578,650.91	542
Office supplies	215,619.12	306
Other	1,012,466.09	1,195
	<u>4,299,641.28</u>	<u>4,584</u>

The position Consultants and lawyers include cost for Russian Biathlon Union (RBU). As of 30th April 2022 IBU discloses receivables against RBU in the amount of EUR 122,889.16 and payables in the amount of EUR 146,495.00 which refer to on-hold-payments. The values have been confirmed by RBU.

	2022-04-30 EUR
<b>RBU</b>	
Receivables	122,889.16
Payables	-146,495.00
Balance	<u>-23,605.84</u>

Office supplies contain particularly IT expenses, translation fees and license fees. Other operating expenses include building maintenance, leasing fees for vehicles and insurance.

### Remuneration of IBU President

The remuneration of IBU President, that is shown in other operating expense, amounts to EUR 120,000.00 (prior year: EURk 75). Due to full time commitment of the president to IBU the remuneration was increased accordingly via Executive Board resolution from EUR 30,000.00 to an annual amount of EUR 120,000.00 effective from November 2020.

### **Income from sale of and addition to securities**

This position comprises realised income and expenditure from sale of the financial assets.

### **Expenses for Securities**

In this position valuation effects including foreign exchange effects for financial assets are shown.

### **3. Other mandatory declarations**

The financial statements have been prepared based on the respective laws and regulations.

Balance sheets, profit and loss statements and notes comply with legal requirements and give a true and fair view of the financial position in accordance with Austrian Generally Accepted Accounting Principles.

IBU is a large association ("großer Verein") according to § 22 VerG.

No loans or advance payments were granted to Executive Board and General Secretary.

### **Information about the members of the Executive Board**

The Executive Board of IBU in financial year 2020/21 consists of the following members:

- Olle Dahlin, President
- Jiri Hamza, Vice President
- Dr. Klaus Leistner, Treasurer (until 25-11-2021)
- Max Cobb, Executive Board Member
- Tore Boygard, Executive Board Member
- James Carrabre, Executive Board Member
- Ivor Lehotan, Executive Board Member
- Franz Steinle, Executive Board Member
- Clare Egan, Executive Board Member (Athlete's representative)
- Niklas Carlsson, Secretary General (without right to vote)

### **Events subsequent to Balance Sheet Date**

After the Balance Sheet Date the following material subsequent events which have not been included in balance sheet or income statement occurred:

Consequences of COVID 19 and Ukraine war are still affecting economic and social life. From today's perspective management assumes that the continued existence of IBU ("Going Concern") is secured.

In addition no further material subsequent events occurred.

Anif, 20 June 2022

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President  
Olle Dahlin

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Vice President  
Jiri Hamza

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Executive Board Member  
Max Cobb

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Executive Board Member  
Tore Boygard

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Executive Board Member  
Dr. James E. Carrabre

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Executive Board Member  
Dr. Franz Steinle

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Executive Board Member  
Ivor Lehotan

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Executive Board Member  
Clare Egan

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Secretary General  
Niklas Carlsson

Internationale Biathlon Union

Fixed Assets Schedule as per 30.04.2022

	Acquisition Costs					Accumulated Depreciation						Book Value	
	01.05.2021	Additions	Transfer	Disposals	30.04.2022	01.05.2021	Depreciation	Impairment Reversal	Disposals	Transfer	30.04.2022	01.05.2021	30.04.2022
<b>Intangible Assets</b>													
Software and Trademark "IBU"	588,746.88	308,360.14	1,036,186.39	-332,194.96	1,601,098.45	355,703.80	340,522.08	0.00	-316,495.64	0.00	379,730.24	233,043.08	1,221,368.21
<b>Total Intangible Assets</b>	<b>588,746.88</b>	<b>308,360.14</b>	<b>1,036,186.39</b>	<b>-332,194.96</b>	<b>1,601,098.45</b>	<b>355,703.80</b>	<b>340,522.08</b>	<b>0.00</b>	<b>-316,495.64</b>	<b>0.00</b>	<b>379,730.24</b>	<b>233,043.08</b>	<b>1,221,368.21</b>
<b>Tangible Assets</b>													
Fitting in third-party building	163,281.93	53,138.69	0.00	0.00	216,420.62	16,013.06	19,166.26	0.00	0.00	0.00	35,179.32	147,268.87	181,241.30
Equipment	490,632.73	75,509.36	0.00	-4,524.14	561,617.95	263,270.03	67,762.67	0.00	-3,390.58	0.00	327,642.12	227,362.70	233,975.83
Vehicles	46,937.06	1,420.17	0.00	0.00	48,357.23	23,873.52	9,367.43	0.00	0.00	0.00	33,240.95	23,063.54	15,116.28
Low value assets	0.00	1,734.01	0.00	-1,734.01	0.00	0.00	1,734.01	0.00	-1,734.01	0.00	0.00	0.00	0.00
Assets under construction	18,000.00	1,136,281.39	-1,036,186.39		118,095.00	0.00	30,495.00	0.00	0.00	0.00	30,495.00	18,000.00	87,600.00
<b>Total Tangible Assets</b>	<b>718,851.72</b>	<b>1,268,083.62</b>	<b>-1,036,186.39</b>	<b>-6,258.15</b>	<b>944,490.80</b>	<b>303,156.61</b>	<b>128,525.37</b>	<b>0.00</b>	<b>-5,124.59</b>	<b>0.00</b>	<b>426,557.39</b>	<b>415,695.11</b>	<b>517,933.41</b>
<b>Financial Assets</b>													
Deposit Spängler Bank	24,620,745.33	4,997,738.89	0.00	-29,535,167.41	83,316.81	180,214.51	3,236.79	0.00	-180,214.51	0.00	3,236.79	24,440,530.82	80,080.02
Deposit Spängler Bank - USD	13,324,599.71	0.00	0.00	-13,324,599.71	0.00	583,237.04	0.00	0.00	-583,237.04	0.00	0.00	12,741,362.67	0.00
Capital Bank	13,999,302.19	16,671,234.03	0.00	0.00	30,670,536.22	5,034.36	2,041,876.76	0.00	0.00	0.00	2,046,911.12	13,994,267.83	28,623,625.10
LLB	0.00	19,999,999.99	0.00	0.00	19,999,999.99	0.00	841,033.65	0.00	0.00	0.00	841,033.65	0.00	19,158,966.34
<b>Total Financial Assets</b>	<b>51,944,647.23</b>	<b>41,668,972.91</b>	<b>0.00</b>	<b>-42,859,767.12</b>	<b>50,753,853.02</b>	<b>768,485.91</b>	<b>2,886,147.20</b>	<b>0.00</b>	<b>-763,451.55</b>	<b>0.00</b>	<b>2,891,181.56</b>	<b>51,176,161.32</b>	<b>47,862,671.46</b>
<b>Total</b>	<b>53,252,245.83</b>	<b>43,245,416.67</b>	<b>0.00</b>	<b>-43,198,220.23</b>	<b>53,299,442.27</b>	<b>1,427,346.32</b>	<b>3,355,194.65</b>	<b>0.00</b>	<b>-1,085,071.78</b>	<b>0.00</b>	<b>3,697,469.19</b>	<b>51,824,899.51</b>	<b>49,601,973.08</b>

**01** Opening and welcome by the chairperson, the IBU President

**02** Confirmation of duly called Congress

**03** Roll call and first announcement of voting strength of the NF Members

**04** Adoption of the Agenda

**05** Approval of the minutes of the previous Ordinary Congress meeting

**06** Congress procedure, appointment of Election Committee, and appointment of tellers

**07** a. Motions relating to NF status  
- Motions regarding the Russian Biathlon Union and the Biathlon Federation of Belarus

b. Second announcement of voting strength

**08** Receipt and approval of the annual reports of the Executive Board

- Activity Reports 2020/2021 and 2021/2022

- Strategic Plan Target 26, follow-up

**09** Presentation of the audited financial statements and the Auditors' report for the preceding two financial years

**10** **Discharge of the Executive Board for the financial years 2020/2021 and 2021/2022**

**11** Receipt and approval of the annual reports from the Vetting Panel and the BIU Board

**12** Presentation of updated Budget proposal for 2022/2023 and Budget frames 2023/2024, 2024/2025, 2025/2026

**13** **Biathlon World Championships 2027**

a. Presentations of the candidates for the World Championships 2027

b. Motion for appointing the host of the Biathlon World Championships 2027

## **14 Elections**

a. Procedure for elections presented by the chair of the Election Committee

b. Candidate(s) presentation for President  
- Election of the President

c. Candidate(s) presentation for Vice President  
- Election of the Vice President

d. Candidates presentation for Treasurer  
- Election of the Treasurer

e. Candidates presentation for Executive Board  
- Election of the other Executive Board Members

f. Election of the Members of the Technical Committee

**15** Approval of the members of the BIU Board

**16** Appointment of the Auditors, on the recommendation of the Executive Board

## **17 Motions**

a. Motions proposing amendments to the Constitution

b. Motions seeking approval of Reserved Rules

c. Motions seeking amendment or annulment of any other Rules

d. Any other motions

**18** Honours

**19** Presentation and decision of the host of the next Ordinary Congress 2024

**20** Information from Organising Committees on upcoming events

**21** Other items and closing

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## **CHAIR OF IBU VETTING PANEL - 2021 ANNUAL REPORT**

This Annual Report outlines the work of the Vetting Panel, supported by the Biathlon Integrity Unit (BIU) during 2021.

This year, the International Biathlon Union (IBU) has embedded its vetting process into daily business, whether in support of the recruitment of new staff or due diligence of existing IBU Officials.

The IBU vetting process is employed to establish the suitability of a person who wishes to become or remain an IBU Official.

Article 27 of the IBU Constitution provides that the Vetting Panel will be responsible for determining whether a person is 'Eligible' to become or to remain an IBU Official. Vetting provides an assurance to the Biathlon Family, that those who are engaged by the IBU as Officials, have been subject to a certain level of scrutiny by an independent Panel.

The three-person Vetting Panel remains unchanged from my last report. It comprises of myself; a former UK Law Enforcement Officer and now General Manager of the ICCs Counter-Corruption team; Louise Reilly, who is a highly experienced Barrister and expert in sports law; and Markus Hauptmann, a senior Lawyer and founding member of the German National Anti-Doping Agency. We are supported by the BIU, who use their extensive intelligence gathering and investigation capabilities to brief the Vetting Panel with all relevant information gathered.

The Vetting Panel members and the BIU have absolute independence from the IBU.

The level at which an IBU Official is Vetted is determined by the Vetting Panel, and our considerations include the candidate's role or their level of responsibility. To further enhance the process, any person applying for a role within the BIU (including the BIU Board) or the IBU Executive Board (including the Secretary General), is also now subject to a vetting interview. This is conducted by an experienced investigator and allows the BIU to gather the best possible information for presentation to the Vetting Panel.

During the 2021 reporting period (May 2021- April 2022), vetting applications from 28 IBU Officials or potential IBU Officials were processed. The work required to process these candidates is equivalent to over one full month of a BIU officer's time, or 200 working hours!

The BIU has increased its communication and education relating to an IBU Official's obligation to report anything they feel may present a conflict of interest, or potential risk to biathlon.

I feel it now provides a firm base on which to build an International Federation with the highest levels of integrity. I look forward to further developing the IBU vetting process and encourage anyone with any concerns or comments about the Vetting process to contact the Head of the Biathlon Integrity Unit.

**Alex Marshall**

Chair of the IBU Vetting Panel

# BIU ANNUAL REPORT

MAY 2020 - APRIL 2021





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# MESSAGE FROM THE CHAIR, LOUISE REILLY

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The Biathlon Integrity Unit (BIU) was established following a troubled era for our sport.

Allegations of corruption, fraud and wrongdoing that were uncovered in 2018 resulted in the IBU Executive Board making significant recommendations for reform of our sport. A central part of this reform was the creation of a new, independent Integrity Unit whose mission was to independently and expertly address wrongdoing in our sport. We believe that from crisis comes opportunity, and it is this opportunity to restore confidence in the sport of biathlon that has driven us throughout our first fiscal year in operation.

In what has been a challenging year to launch a Sports Integrity Unit, we are proud of all that we have been able to achieve in a short space of time. A great amount of energy has been spent on resourcing the Unit so that we have the capacity and skills required to take on the task of protecting the integrity of biathlon and working with the IBU to ensure a clean and trusted sport.

Over the past 12 months, we have pursued a robust anti-doping programme that has included our team analysing the large volume of Moscow Laboratory Information Management System data that was provided to the IBU arising out of the World Anti-Doping Agency's (WADA) McLaren Report. As part of our anti-doping efforts, we have also pursued Athlete Biological Passport and Whereabouts cases, both of which have a real impact on maintaining a clean sport.



"As we emerge from the global pandemic, we are optimistic about all we can achieve for biathlon together."

# MESSAGE FROM THE CHAIR, LOUISE REILLY

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With the IBU publishing the final report of the independent External Review Commission (ERC), we are carrying out the necessary follow-up work, which includes whether to undertake any further investigations and whether to bring disciplinary charges for breach of the IBU rules that were in place at the time. As a small but dedicated Unit, we are forward looking but equally, realise the importance of properly investigating historical allegations of wrongdoing.

Arguably, one of most important goals of the BIU in its set-up phase has been raising awareness of the existence of the Unit and its role and responsibilities. That is why we have devoted much time and effort over the past 12 months to communications and education, so that greater numbers of people in our community know who we are, what we do, and how we can help ensure a sport that everyone can be proud of and trust.

A large part of our communications and education has focussed on non-doping matters. Protecting the integrity of biathlon is about so much more than tackling doping: it is about countering corruption, illegal betting or competition manipulation, and it is about safeguarding our athletes.

We believe that in order to succeed, we need to change the way sports integrity is traditionally viewed. Our strategy is to ensure the efficacy of our programme by taking a holistic, 360 degree view, to allow us to better deter, and ultimately prevent, biathletes and others from breaching the rules.

As we emerge from the Covid-19 pandemic, we are optimistic about the future of biathlon. We have come a long way in a short space of time: from some dark days has arisen an opportunity to turn a page and transform the culture of the sport in to one that stands for fairness, honesty and has integrity at its core. We want to build a better biathlon for the entire community, and we look forward to achieving that, together, with your support.

# BIU IN 12 MONTHS

## May 2020

Working as a consultant, future BIU Head Greg McKenna begins work by developing the Unit's structure, recruitment of new staff and strategy.

Following a short break in testing during April (due to the Covid-19 global pandemic), the Unit resumes anti-doping testing.

## June 2020

The BIU begins engagement with other Sport Integrity Units to learn more about their operations and growth – helping serve as a future model for the BIU.

## July 2020

The BIU launched its brand new, user-friendly website. BIU Chair, Louise Reilly confirmed that the website would “serve as a central hub of information for all integrity matters related to the sport of biathlon” and that the site aims to be “as informative and easy to navigate as possible in order to encourage people to use the website as an educational tool as well as a source for the latest integrity information”.

## August 2020

Senior Investigations and UK Law Enforcement professional, Greg McKenna was announced as the first Head of the BIU. McKenna joined following 27 years spent in UK law enforcement, including 13 spent with the National Crime Agency.

## September 2020

The IBU Regional Workshop Coach Seminar took place virtually (due to the global pandemic), with the BIU contributing a session on values-based Anti-Doping Education for coaches. The BIU's session covered the World Anti-Doping Code and Prohibited List, rights and responsibilities, injuries, illness and Therapeutic Use Exemptions (TUEs).

## October 2020

Former Russian biathlete, Evgeny Ustyugov was found guilty of committing an Anti-Doping Rule Violation (ADRV) by the Court of Arbitration for Sport (CAS). On the basis of his Athlete Biological Passport (ABP), the athlete's was found to have used a prohibited substance and/or method in the period 2010-2014. CAS also found that he had the benefit of protection and support to improve his performance and that in light of those aggravating factors, a four-year period of ineligibility was imposed. This was the first case brought by the BIU since it was officially formed 12 months earlier.

---

The BIU also launched on social media, with its first content visible on Instagram and Twitter.

# BIU IN 12 MONTHS

## November 2020

Despite the challenges of the pandemic, the BIU implements a robust pre-season anti-doping testing programme – ensuring greater confidence for biathletes as they prepare to compete in the winter season.

The BIU attended the season's first IBU World Cup Biathlon events, and utilised its time on the road to engage with different stakeholders. The BIU's anti-doping program was implemented in line with the IBU's own Covid-19 regulations.

## December 2020

The BIU partnered with the Tirol, Austria-based University for Health Sciences, Medical Informatics and Technology's (UMIT) Institute for Sport Alpine Medicine and Health Tourism to build and implement a comprehensive clean sport education programme.

The two-year WADA Code-compliant programme focussed on values-based anti-doping education; particularly on monitoring, analysis and evaluation of education programmes that will be offered to athletes.

The educational measures that result from the evaluation will be implemented in collaboration with the IOC-backed International Testing Agency (ITA).

## January 2021

The new 2021 World Anti-Doping Code (and International Standards) and Prohibited List launched, marking the new set of globally-implemented anti-doping rules and banned substances and methods, respectively. The changes to the Code and List, which affects athletes, coaches, doctors, physios, administrators and other stakeholders, were communicated widely by the BIU on its channels.

WADA's new and improved Anti-Doping Education and Learning platform (ADEL) also launched for biathletes. As an evolved version from the original ADEL that launched in January 2018, the new version supports the new WADA International Standard for Education, which took effect on 1 January 2021 and is seen as a significant step forward in anti-doping education policy. BIU Head, Greg McKenna said: "The availability of education and learning programs for the our community, whether they be biathletes, coaches, parents or other entourage members, is another positive step forward for instilling a positive culture for tomorrow's athletes."

# BIU IN 12 MONTHS

## February 2021

The IBU published the final report of the independent External Review Commission (ERC). The ERC concluded with recommendations that former IBU President Anders Besseberg and former IBU Secretary General Nicole Resch may have cases to answer for potential breaches of the IBU's Rules.

The BIU confirmed it was conducting its own ongoing inquiries into the matters highlighted by the report "to determine whether to undertake any further investigations and whether to bring disciplinary charges for breach of the IBU Rules that were in place at the relevant time".

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The BIU also attended the IBU Biathlon World Championships in Pokljuka, Slovenia and used the occasion to underline its 2020 testing programme - much of which was under public health restrictions during the global pandemic - which conducted 1,836 anti-doping tests. The BIU also confirmed the more strategically targeted anti-doping approach it has taken - covering investigations, information sharing, whistleblowing, the Athlete Biological Passport, education and other means to protect clean athletes.

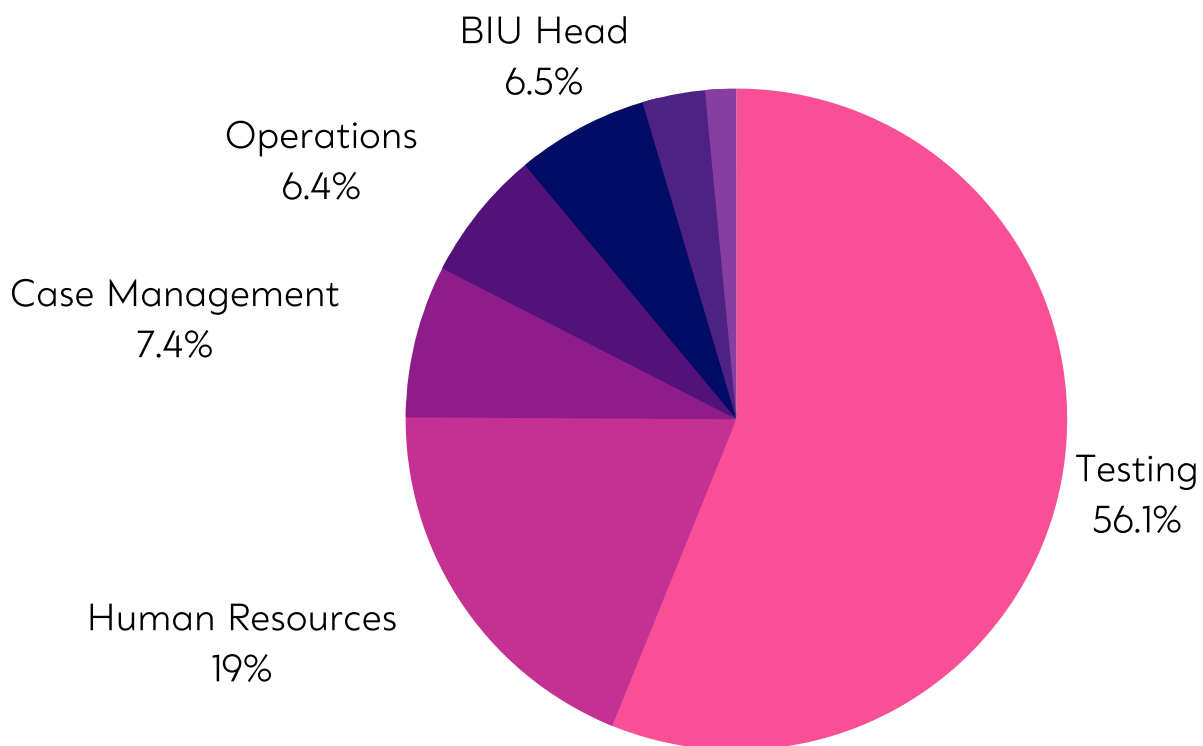
The BIU held meetings with the Athlete Committee and the Coaches' Committee during the IBU World Championships, reiterating the importance the Unit places on communicating with athletes and other stakeholders in the biathlon community to hear their thoughts and concerns.

## March 2021

At the IBU Youth and Junior World Championships, the BIU held an Anti-Doping Education session. The basics of Anti-Doping & Testing were provided virtually during this Event to all participants.

As the first international biathlon season with the BIU in place drew to a close, with the BMW IBU World Cup Biathlon taking place in Oestersund, Sweden, the BIU announced the provisional suspension of Latvian biathlete Andrejs Rastorgujevs. The athlete's suspension from competition was due to a potential Anti-Doping Rule Violation (ADRV) in the form of a whereabouts failure.

# FINANCIAL REPORT FOR APRIL 2020 - MARCH 2021



**TOTAL BUDGET €1,858,541 EUROS**



"I WANT TO INSPIRE MORE  
PEOPLE TO BE INTERESTED  
IN INTEGRITY-RELATED  
MATTERS, NOT ONLY  
ATHLETES, BUT ALL  
STAKEHOLDERS AND  
FANS."

Sebastian Samuelsson,  
Winter Olympic Games Gold Medalist





# BIU APPROACH TO ANTI-DOPING

## ANTI-DOPING TESTING & CASE MANAGEMENT

Becoming fully operationally effective in July 2020, at a time when the Covid-19 global pandemic was rapidly spreading across the world, the BIU has, as with other Integrity Units and Anti-Doping Organisations, faced challenges with an in-person testing programme given the public health restrictions that have resulted from the pandemic, which, in turn, has had an impact on the capabilities of the BIU's sample collection partners, from country to country.

However, the global pandemic aside, as a modern sports integrity unit, the BIU has adopted a progressive and holistic approach to its anti-doping programme to ensure that there is no reduction in the quality or effectiveness of the anti-doping programme. This means a programme which is less concentrated on a high quantity of tests, and more concentrated on a multi-dimensional strategy that embraces not just on in- or out-of-competition testing, but also investigations and information sharing, whistleblowing, the Athlete Biological Passport, education and other means to protect clean biathletes. The multi-tool strategy adopted by the BIU in this first year of operation has aimed to detect, deter and prevent doping, and work towards one overarching mission: restoring trust and confidence to the sport.

# BIU MULTI-STRAND APPROACH TO ANTI-DOPING

## EDUCATION

Alongside our current educational programme, more information on spotting the signs doping activity, together with how even the smallest piece of information can make a difference.

## HUMAN INTELLIGENCE

We are building confidence in our whistleblowing function. Despite significant advances in technology, human intelligence remains by far the most effective intelligence and information-gathering method. This can involve use of our whistleblowing systems, or providing either one our ongoing confidential contact with the BIU.

## PERFORMANCE DATA COLLECTION

We are developing tools which draw on all performance data.

## INTELLIGENCE RESEARCH

We are ingesting and analysing all data sources to establish links and lines that need further enquiry.

## SCIENTIFIC ANALYSIS

We are regularly seeking input from scientific experts on emerging or novel use of existing substances.

## PROACTIVE INFORMATION DEVELOPMENT

Our investigators collect information on the ground and will focus on whereabouts failures – Whereabouts is a key deterrent to doping.

## TESTING

We will not be led by the notion that high testing numbers equals a strong anti-doping programme. Rather, we are using intelligence-led testing to test at the optimum.

## ENTOURAGE

We are focussed on understanding the teams behind the athletes, and the influence they can have on biathletes, both good and bad. Behind many breaches to the rules lies support members wrongly encouraging their athletes to dope or breach rules.

## COMMUNICATIONS

Underpinning all of this is a clear approach to communications so that no one in biathlon can be in any doubt as to our collective determination to succeed in our mission.

# BIU APPROACH TO ANTI-DOPING

## THE 70-23-7 APPROACH TO ANTI-DOPING

Underpinning the BIU's anti-doping programme is what it calls the 70-23-7 strategy. This strategy's foundations are based on a theory of how crimes are committed across society.

As BIU Head, Greg McKenna says: "I believe there are real parallels between patterns of doping and other breaches to sport integrity on one hand, and patterns of how crime is conducted across society, on the other."

"In law enforcement, there would be a general rule that 70% of individuals do not get involved in crime, or perhaps do so inadvertently, without intention – these individuals generally have strong values and education. Then 23% of individuals who would not go proactively seeking a life of crime but, if offered an opportunity where they see an advantage or incentive from doing so, and don't believe they will be caught, might cross that line. And then the 7% of individuals, who are determined to commit crime no matter the consequences or impact on others in society.

"We view this breakdown of wrongdoing similarly in that the overwhelming majority – the 70% – don't breach the rules, or certainly don't do so intentionally. For these, we need to ensure they are well informed, so a strong Education programme and targeted communications is vital. The 23%, if offered the opportunity and presented with what they see as benefits and potential success of cheating, may cross that ethical line – and it is for these individuals that we want to instill strong, preventative educational messages that demonstrate the real risks of breaching integrity rules and the strong possibility of being caught. Finally, the 7% that are willing to take significant risks and will develop ways to avoid detection – these are the individuals that we must detect and hold to account. We will identify and target these individuals, through intelligence gathering and investigation, so that we can ensure a fairer biathlon for all.

"It is this 70-23-7 strategy that we carry throughout our anti-doping testing, education, prevention, intelligence gathering & investigation work."

# BIU APPROACH TO ANTI-DOPING

## IBU AND FIS ANTI-DOPING ADVISORY GROUP

The IBU and FIS Anti-Doping Advisory Group consists of four respected members of the sports integrity and anti-doping community: Mario Thevis, Head of WADA accredited Laboratory Cologne (GER); Günter Gmeiner, Head of WADA accredited Laboratory Seibersdorf (AUT); Ben Rutherford, Legal Director of the Tennis Integrity Unit (IBU nominated); and Francesca Rossi, Director of the Testing Department at the French Anti-Doping Agency (FIS nominated).

The mandate of the Anti-Doping Advisory Group is to advise the BIU and International Ski Federation (FIS) on following issues:



Input to Testing strategies



Integration of intelligence to testing strategy



Scientific-based Preventative Activities



Doping trends / additional testing methods



Strategy for long stored samples (storage & re-analysis) Strategic direction of innovative testing investigation methods

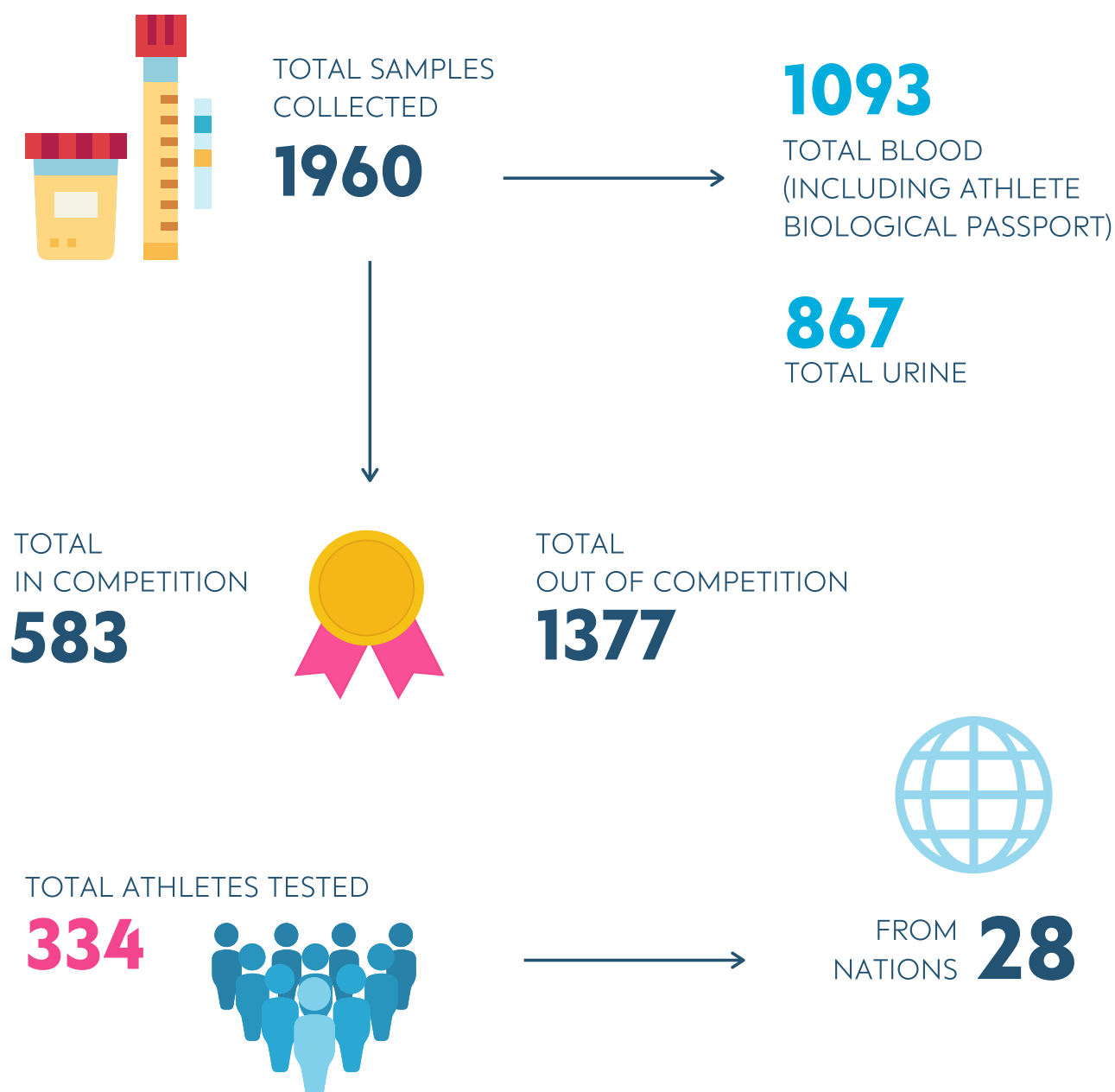
The group holds one meeting per year and is on hand for individual consultancy on a case by case basis, as required by the BIU and FIS.





# BIU APPROACH TO ANTI-DOPING

## ANTI-DOPING SAMPLE COLLECTION AND ANALYSIS (MAY 2020 - APRIL 2021)



# BIU APPROACH TO ANTI-DOPING

## CASE MANAGEMENT

Throughout its first year in operation, the BIU has dedicated significant resource to pursuing anti-doping cases. This includes outstanding cases that relate to the historical Moscow Laboratory Information Management System Data stemming from the McLaren Report, such as with the case of Timofey Lapshin; or Athlete Biological Passport cases, such as that of former Russian biathlete, Evgeny Ustugov.

The Whereabouts process is of vital importance, as it forms the foundation of our anti-doping programme. The BIU has, and will continue to, focus resource in this area. During this period, we have seen 27 Whereabouts failures, which have stressed the need for the Unit to focus on greater Whereabouts education, to draw attention to the responsibilities elite biathletes have under the World Anti-Doping Code.

The BIU has also been heavily engaged in two ongoing large-scale projects, namely the IBU External Review Commission and the Laboratory Information Management System data resulting from the World Anti-Doping Agency's (WADA) Russia investigation (pertaining to the McLaren Report).

## OPERATION LIMS

The BIU has been conducting its own internal investigation and analysis of the Moscow Laboratory Information Management System (LIMS) database, together with the assistance of the World Anti-Doping Agency (WADA) Intelligence and Investigation Department, to look into evidence of doping that emerged from the 2016 McLaren Report.

As part of this intense project, the Unit continues to conduct follow-up investigations to identify further potential Anti-Doping Rule Violations (ADRVs) of other biathletes, based on evidence disclosed by the McLaren Report and the LIMS data. Getting to the bottom of cases such as this, based on historical data, will allow the biathlon community to draw a line under this challenging era for the sport and look to the future.



# BIU APPROACH TO ANTI-DOPING

## THE EXTERNAL REVIEW COMMISSION

On 1 February, the IBU published the final report of the independent External Review Commission (ERC). The ERC was the result of a full investigation, initiated in November 2018, into allegations made against former IBU President Anders Besseberg and former IBU Secretary General Nicole Resch. Following an exhaustive investigation, the ERC provided a number of recommendations, including the further investigation and consideration by the BIU Board of potential IBU Rules violations, committed by senior members of the former IBU Executive Board.


The BIU was provided a full unredacted copy of the report, together with all supporting evidence, to determine whether to undertake any further investigations and whether to bring disciplinary charges for breach of the IBU rules that were in place at the relevant time. The BIU will provide any findings of rule violations and other breaches to IBU rules to its board, along with a recommendation by the Head of the BIU. The Independent members of the BIU Board will then consider the findings and determine whether or not, subsequent action is required.

BIU Chair, Louise Reilly, said:

“The conclusions of the External Review Commission are deeply troubling and will be thoroughly reviewed by the Unit. It is precisely to detect and prevent instances such as these occurring that the Unit was created, to ensure all of biathlon’s stakeholders can have confidence that ethical issues in the sport will be addressed independently and expertly”.

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"I ALWAYS FIGHT  
AGAINST THE OPINION  
THAT IN SPORT, A LOT OF  
ATHLETES ARE USING  
DOPING, I REALLY  
BELIEVE THAT THE SPORT  
IS CLEAN, BUT I HOPE TO  
HELP MAKE IT EVEN  
MORE CLEAN AND FAIR."

Anastasiya Merkurshyna,  
IBU World Championships Medalist

# COMMUNICATIONS AND EDUCATION

During a challenging year with public health restrictions resulting from the pandemic, the BIU has been committed to fulfilling its important communications and education role, ensuring biathletes and other stakeholders within the biathlon community are kept informed of rules and regulations and the Unit's roles in preserving those values and upholding the integrity of the sport. The BIU's communications and education outreach efforts have covered a number of variety of tactics.



# PREVENTION AND EDUCATION

## OUTREACH & ATHLETE ENGAGEMENT PROGRAMMES

SEPT 2020	Coach Webinar Week - Anti-Doping Education
NOV 2020	BU IOC Development Camp, AD Education
DEC 2020	BIU education monitoring partnership with UMIT Institute for Sport Alpine Medicine and Health Tourism to build and implement a comprehensive clean sport education programme.
JAN 2021	ITA Anti-Doping Webinar
FEB 2021	FITA Anti-Doping Webinar In-person meetings with athletes committee In-person meeting with coaches working group
JAN - MARCH 2021	Media interviews surrounding the IBU World Cup and ERC Report
MARCH 2021	Anti-Doping Webinar for Athletes at Youth & Junior World Championships
ALL YEAR	NADOs Presentations and a meetings on strengthening cooperation

# CONTACT

We thank you for your continued support in upholding the integrity of our sport.

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[@biathlonintegrity](https://www.instagram.com/biathlonintegrity)





# BIU ANNUAL REPORT

MAY 2021 - APRIL 2022



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4. OPERATIONS
5. PREVENTION

# 1. MESSAGE FROM THE CHAIR, LOUISE REILLY

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The Biathlon Integrity Unit (BIU) celebrated its second anniversary in November 2021, during a year in which we advanced and consolidated our status as protector of the integrity of Biathlon and the body charged with ensuring a clean and trusted sport.

As explained in our 'About the BIU' video, one of several videos we produced that aimed to raise our profile and explain our mission to the Biathlon Family, "Our goal is to create a safe and fair environment for everybody involved in Biathlon!"

We explained that to do this:

We now have an established team of experts in investigation, data handling, education and prevention, and anti-doping processes. We take responsibility for combating doping and results manipulation, and for all other integrity-related matters. We are operationally independent from the IBU, which means that we are not influenced by those involved in running Biathlon. The focus of our decision-making is to ensure the safety of those involved in Biathlon and to maintain the integrity of the sport.

However, we know that we are not there yet, and so:

- We want to improve our understanding of the issues confronting our sport.
- We want to ensure that our Biathlon Family have full trust in us and our work.
- We want to prevent any member of our Biathlon Family from committing violations.

Ultimately, we'll achieve our aims:

- By being available to offer advice to all members of the Biathlon Family: through our website; by telephone; via our secure whistleblowing portal; or in person at one of our events.
- By spending time understanding our community's concerns and answering their questions.
- By using the feedback from all involved in Biathlon to improve our communications, education and investigation programme.

Click [here](#) to watch the video.

In 2021-22 we achieved some important milestones in our continuing quest to be the best we can.

To name just three:

## **Athlete ambassadors**

In June, we were delighted to appoint our first athlete ambassadors, leading biathletes Anastasiya Merkurshyna (Ukraine), Julian Eberhard (Austria) and Sebastian Samuelsson (Sweden).

Among the ambassadors' responsibilities are: regularly engaging with the BIU to share ideas and opinions; connecting with other athletes to educate and increase awareness of the BIU's role; disseminating integrity-related information, speaking at events, seminars and workshops; and, joining educational training sessions.

## **Revised IBU Integrity Code**

In November 2021, the IBU introduced its revised Integrity Code which, for the first time, included an obligation for athletes that miss a second Whereabouts out-of-competition anti-doping test to pay the BIU €500, as a contribution towards the costs incurred processing the filing failure or missed test.

Moreover, in order to ensure payment, the liability for the payment now falls jointly and severally on both athletes and their national federations.

The BIU implemented the revision to help offset the significant costs involved in dealing with Whereabouts failures. The financial contributions made by athletes and/or national federations are then reinvested in doping prevention.

Involving national federations underlines the importance of the role that NFs play in Whereabouts by ensuring that they are invested in the system.

## **Clare Egan Interview**

The BIU believes it is important that our messages are communicated by those with whom athletes can easily identify. And so, also in November, we produced a video interview with Clare Egan, Chair of the IBU Athletes' Committee, who warned that Biathlon is as vulnerable to doping and other integrity abuses as any other sport.

Speaking exclusively with the BIU in a Zoom interview from her home in New York, Clare, one of our most experienced athletes who was competing in her last season as a professional biathlete, had some great advice for anyone who might be tempted to break the rules.

Doping is "not necessary, and I'm an example of that," she said, pointing to her "breakout" season when she had the fastest course time in one of the IBU World Cups, as a clean 31-year-old athlete. "If I can do that, truly anyone can," she said. Before 2018, Clare said she doubted the effectiveness of the systems in place to protect biathlon from doping and other integrity issues. But now, she concluded, with the formation of the BIU and other integrity measures, "I can say that the biggest improvement is that I, and I hope many of my fellow athletes, have much more faith in the system that we have in place to deal with integrity issues."

Click [here](#) to watch the interview.

In this report, you will find much more information on our activities during 2021-22. The season was once again impacted by the COVID pandemic and, laterally, by the Russian invasion of Ukraine. But we remain optimistic about the future of our sport. As we said in conclusion in our 'About the BIU' video: 'Integrity is a team game. Let's work together to protect our Biathlon family!'



## 2. BIU IN 12 MONTHS

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### May 2021

The BIU collaborated with the International Testing Agency (ITA) to host a series of Webinars on Anti-Doping Education during the Biathlon off-season. The series of four 90-minute webinars, which were available to biathletes and their support personnel via video conferencing platform Zoom, focused on: Registered Testing Pool athletes; anti-doping rights and responsibilities for all athletes; medications and supplements; and a dedicated session for coaches.

### June 2021

Launch of the BIU Athlete Ambassadors scheme, with leading biathletes Anastasiya Merkurshyna (Ukraine), Julian Eberhard (Austria) and Sebastian Samuelsson (Sweden) beginning their terms supporting the BIU. In their roles as Athlete Ambassadors, Merkurshyna, Eberhard and Samuelsson have the opportunity to educate, motivate and lead by example on integrity-related matters and to help the BIU spread its positive message at an exciting time for the sport.

### July 2021

Greg McKenna, Head of the BIU, attended the Tokyo 2020 Olympic Games as part of the WADA Observer Group. The BIU was excited to support the athletes competing in Japan, as they reached the pinnacle of their careers, wishing a safe and fair competition to all the Olympic athletes from the Biathlon family.

### August 2021

The IBU Summer Biathlon World Championships 2021 kicked off in Nove Mesto na Morave, and once again the BIU was there to support the athletes.

### September 2021

The BIU played a key role at the IBU Coach Webinar, contributing a session on values-based Anti-Doping Education for coaches. On behalf of the BIU, Professor Dr Cornelia Blank ran a session on the topic of personality development in professional youth sport – how doping prevention can be part of it.

### October 2021

In cooperation with the Slovenian Anti-Doping Organisation, the BIU held an Anti-Doping Education session for young athletes and their coaches during the IBU/IOC Development Camp in Poklyuka, Slovenia.

### November 2021

As the BIU celebrated its second anniversary, the revised IBU Integrity Code was issued, with athletes who miss a second Whereabouts out-of-competition anti-doping test becoming liable to pay the BIU €500, as a contribution towards the costs incurred by the BIU in processing that filing failure or missed test.

Meanwhile, the new winter Olympic season got under way, with almost 800 samples having been collected (urine, blood and Athlete Biological Passport) since 1 May, despite the testing

restrictions imposed by the continuing effects of the Covid pandemic.

### **December 2021**

The IBU launched its new Safeguarding Policy, supported by a social media campaign and video from the BIU. The new policy took effect from 1 January. Meanwhile, the BIU participated in a roundtable discussion on the effectiveness of Anti-Doping Education with various stakeholders (athletes, coaches etc.) led by UMIT Tirol.

### **January 2022**

The BIU intensified its anti-doping testing programme ahead of the Beijing 2022 Winter Olympic Games, based on a detailed risk assessment followed by targeted testing. The BIU worked in close cooperation with NADOs, the ITA and the IOC, with all samples taken being held securely in long-term storage for possible re-testing at a later date

### **February 2022**

BIU Head Greg McKenna attended the Beijing 2022 Winter Olympics, helping to oversee the programme and meeting stakeholders from the IOC, ITA and WADA. At the IBU Youth and Junior World Championships, the BIU held an online Anti-Doping Education session, in which the basics of anti-doping and testing were provided virtually to all participants.

### **March 2022**

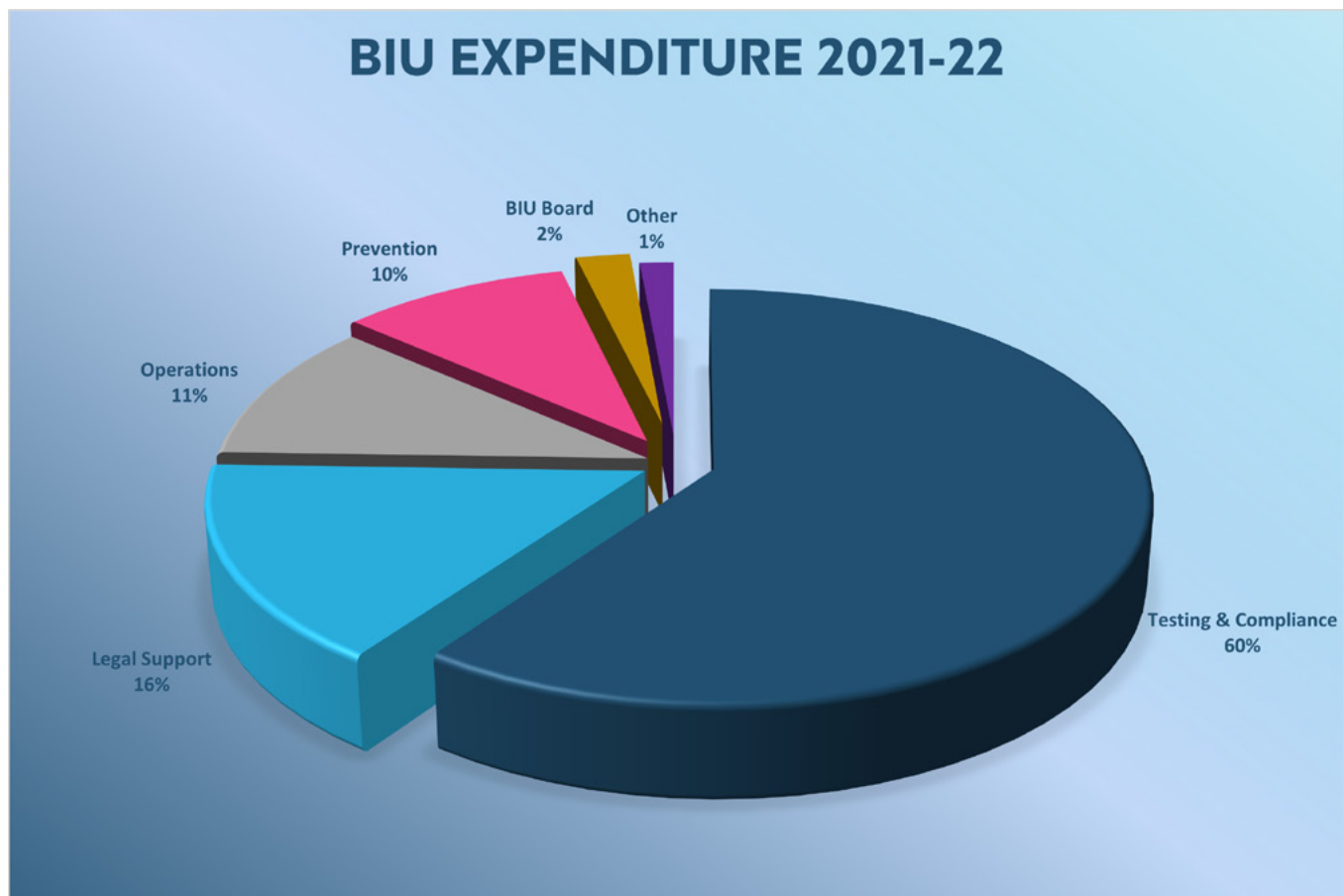
The IBU World Cup Finals in Oslo Holmenkollen closed a season that consolidated the BIU's status as an active, committed and effective guardian of the integrity of the sport of Biathlon, including an innovative cooperation agreement with Sweden's National Anti-Doping Organisation to make use of its drug detection dog Molly during a Swedish IBU World Cup event.

### **April 2022**

The BIU teamed up with The World Anti-Doping Agency (WADA) and other members of the global anti-doping community to take part in Play True Day for Peace on 8 April 2022. On behalf of the Biathlon family, the BIU used the occasion of Play True Day for Peace to express its solidarity with the people of Ukraine as they fight to regain peace in their country. Our sport shares their values of friendship, endurance, camaraderie, inclusion and peace.

### 3. FINANCIAL REPORT FOR MAY 2021 – ARIL 2022

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**Total Spend 2021-22: € 1,759,195.00**

#### Remarks

- The figures are inclusive of a contribution of € 116,339 from the Russian Biathlon Union. A requirement under their reinstatement conditions.
- The Head of the BIU was remunerated € 120,000 during 2021-22.
- The Chair of the BIU Board was paid an annual remuneration of € 20,000 whilst the two independent members received € 10,000 each.

*"Integrity in sport is crucial for all stakeholders, especially for the athletes! I'm proud to say that IBU has gone from being a not so good organization in integrity matters to be one of the leading sport-bodies in this area. The BIU have been, and remains, a strong part of that journey."*



**Sebastian Samuelsson,  
Winter Olympic Games  
Gold Medalist**



# 4. OPERATIONS

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## ANTI-DOPING

Last year, public health restrictions imposed as a result of the global Covid pandemic meant that the BIU, together with other Integrity Units and Anti-Doping Organisations, faced challenges with an in-person testing programme.

This year, the BIU was able to put more of its theory into practice, using a greater amount of data for targeted sample collection. This included physical performance data and information from the community.

The BIU intensified its anti-doping testing programme ahead of the Beijing 2022 Winter Olympic Games, based on a detailed risk assessment followed by targeted testing.

Targeted testing was based on this risk assessment, along with constant observation and intelligence gathering.

A test distribution plan was then implemented in collaboration with National Anti-Doping Organisations (NADOs), taking into account their own test distribution plans. The number of samples taken between May 2021 and the start of the Games exceeded 1,300.

The BIU worked in close cooperation with the International Testing Agency (ITA) and the International Olympic Committee (IOC) in the run-up to the Games, with all samples taken being held securely in long-term storage for possible re-testing at a later date.

### Innovation

Innovation played a large part in BIU evaluation, and tools such as drug detection dogs increased its capability to detect those who might be involved in cheating.

In a cooperation agreement with Sweden's National Anti-Doping Organisation, the BIU was able to make use of its drug detection dog Molly during the IBU World Cup event in Östersund on 21 December, 2021 – the first time Molly had been used at an IBU event.

Meanwhile, in another first, the BIU started to use forensic science experts to analyse scientific data.

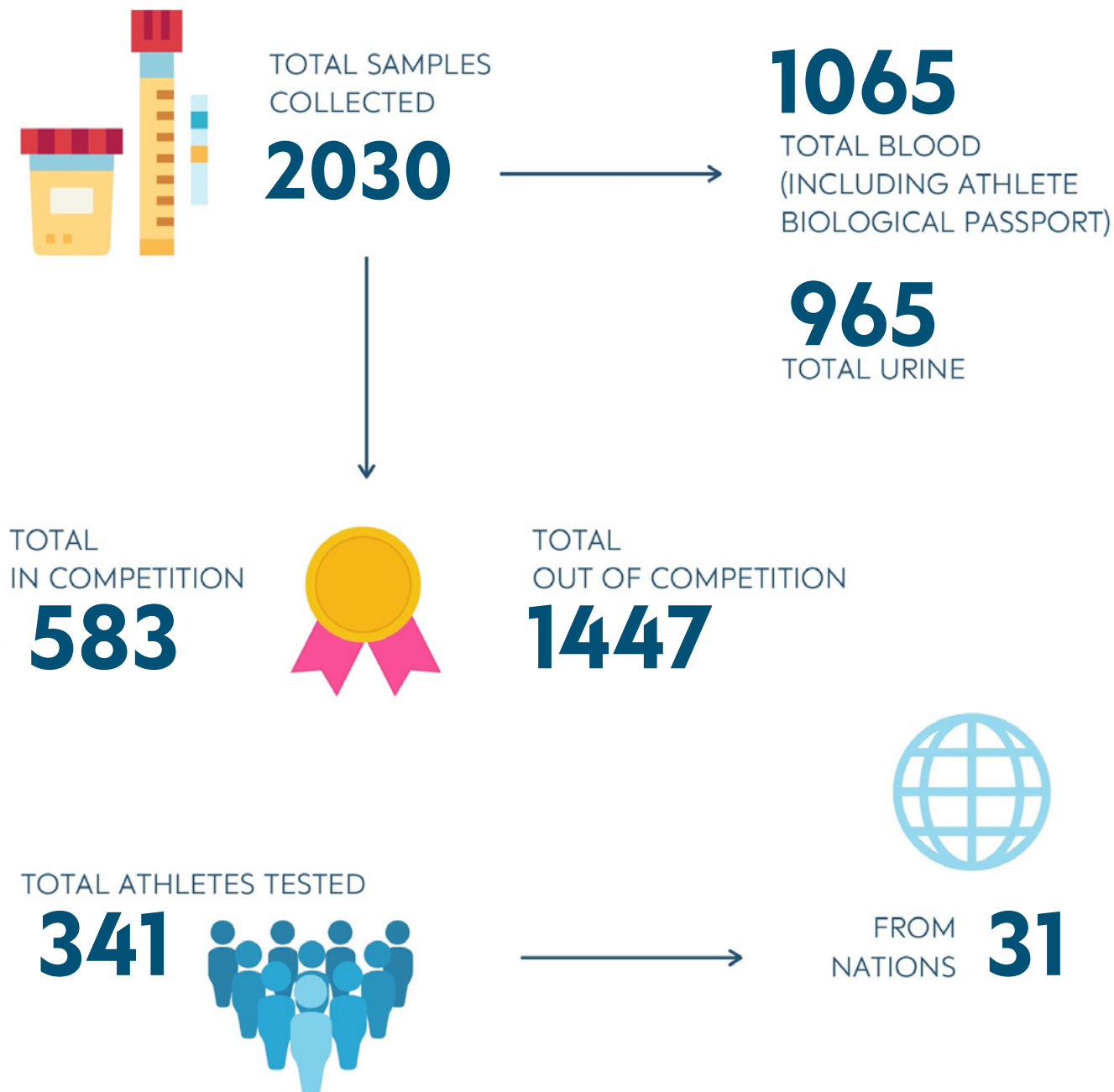
### Whereabouts

The Whereabouts regime is the cornerstone of any good anti-doping strategy.

This year greater emphasis was placed on the Whereabouts programme, which identified some areas which require further attention and resulted in an increase in the number of Whereabouts failures.

The revised IBU Integrity Code was issued, with athletes who miss a second Whereabouts out-of-competition anti-doping test becoming liable to pay the BIU €500, as a contribution towards the costs incurred by the BIU in processing that filing failure or missed test.

# ANTI-DOPING SAMPLE COLLECTION AND ANALYSIS (MAY 2021 - APRIL 2022)



# INVESTIGATIONS

## Supporting Your Wellbeing

Investigations were initiated into information the BIU had received relating to the treatment of a small number of athletes. In each case, the BIU worked closely with those involved to bring the issues to a successful conclusion.

In one example an individual reported that a member of the athlete support personal was acting in an overbearing and oppressive way. The information was assessed, further information collected, and action was taken in cooperation with the National Federation, resulting in the issue being resolved.

Importantly, the person reporting the issue, remained anonymous throughout.

Each of the cases demonstrated the value and effectiveness of the BIU's confidential lines of communication.

## Working with Partners

Information-sharing protocols have been agreed with several organisations within the sports integrity community to enhance the effectiveness of the BIU's work. The BIU is keen to expand this network, which will allow the exchange of valuable information.

## Highly Secure Intelligence System

The BIU has now fully established its intelligence and case management system. This is a system used by many law enforcement agencies and allows the BIU to collect and store sensitive data in a highly secure and independent environment.

Significant cases successfully prosecuted by the BIU during the year included the following:

### September 2021

The Anti-Doping Division of the Court of Arbitration for Sport (CAS ADD) announced an 18-month ban on Andrejs Rastorgujevs (Latvia) following three Whereabouts failures in 12 months.

The CAS partially upheld the charges brought against the athlete by the Biathlon Integrity Unit, but reduced the period of ineligibility from 24 to 18 months. The CAS ADD issued the following decision on Rastorgujevs:

- Andrejs Rastorgujevs was found to have committed an Anti-Doping Rule Violation (ADRV) pursuant to Article 2.4 of the IBU ADR (three Whereabouts Failures within a 12-month period).
- Andrejs Rastorgujevs was sanctioned with a period of ineligibility of eighteen (18) months.
- The period of ineligibility began on 11 March 2021, which was the start date of the provisional suspension imposed on Andrejs Rastorgujevs.
- All competitive results obtained by Andrejs Rastorgujevs from 1 July 2020 until the date on which the CAS ADD decision entered into force were disqualified, with all resulting consequences including forfeiture of medals, points and prizes.



## December 2021

The BIU announced that it had issued the following sanctions against retired Russian athlete Olga Zaytseva:

- A period of Ineligibility of two (2) years commencing on 24 September 2020 and ending on 23 September 2022 was imposed on Ms Olga Zaytseva.
- All competitive results obtained by Ms Olga Zaytseva after the Olympic Games 2014 and until her retirement from competition in October 2014, with all resulting Consequences, including the forfeiture of any titles, awards, medals, points, prizes and appearance money, were disqualified.

On 24 September 2020, the Court of Arbitration for Sport (CAS) issued an award in the matter between the athlete, Olga Zaytseva and the International Olympic Committee confirming an Anti-Doping Rule Violation (ADRV) by Ms Zaytseva during the Winter Olympics in Sochi in February 2014.

The Athlete filed an Appeal to the Swiss Supreme Court against the CAS award. On 23 August 2021, the Supreme Court dismissed the appeal.

## March 2022

The BIU welcomed a decision of the Anti-Doping Division of the Court of Arbitration for Sport (CAS ADD), which determined that former Russian athlete Ekaterina Glazyrina committed an Anti-Doping Rule Violation (ADRV) through her use of a prohibited substance and/or method on 19 September 2013, in breach of Article 2.2 of the 2012 IBU ADR.

In its Award, the CAS ADD, which serves as the Disciplinary Tribunal under the IBU Constitution, decided that Ms Glazyrina should serve a twelve (12) month period of ineligibility. The period of ineligibility commenced on 23 September 2020 and has now been served.

This procedure followed an investigation into information obtained by the World Anti-Doping Agency (WADA) into the Moscow Laboratory's Information Management System database.

All competitive results obtained by Ms Glazyrina between 19 September 2013 and 18 December 2013 were disqualified, with all resulting consequences (including forfeiture of medals, points and prizes).

## April 2022

A case resolution agreement between former Russian athlete Aleksey Volkov, the BIU, and WADA confirmed that Mr Volkov committed an Anti-Doping Rule Violation (ADRV) by using a prohibited substance (fenoterol) in March 2013, in breach of Article 2.2 of the 2012 IBU Anti-Doping Rules.

Fenoterol is a beta-2 agonist that was prohibited at all times under section S3 of WADA's 2013 Prohibited List. Mr Volkov declared the use of Berotec (containing fenoterol) on his doping control form but did not have a Therapeutic Use Exemption (TUE) giving him permission to use fenoterol for therapeutic reasons.

Two samples collected from Mr Volkov during the 2013 Russian Biathlon Championships held on 22-27 March 2013 in Uvat, Russia were sent to the Moscow anti-doping laboratory for testing. The Moscow laboratory reported that the samples had tested negative for prohibited substances.

However, entries in the Moscow laboratory's LIMS database indicated that both samples had actually tested positive on initial testing for fenoterol, but (in breach of WADA's International Standard for Laboratories) no confirmation procedure was performed.

Mr Volkov had admitted the violation due to his use of Berotec in March 2013. He was subject to the following consequences for the violation:

- Mr Volkov will serve a two-year period of ineligibility pursuant to Article 10.2 of the 2012 IBU Anti-Doping Rules.
- The results obtained by Mr Volkov at the 2013 Russian Biathlon Championships were disqualified in accordance with Articles 9.1 and 10.1 of the 2012 IBU Anti-Doping Rules, with all resulting consequences, including forfeiture of all medals, points, and prizes.

In accordance with Article 10.8.2 of the 2021 IBU Anti-Doping Rules, the case resolution agreement constituted a final decision that is not subject to appeal by any party.

## EXTERNAL REVIEW COMMISSION

The BIU continued its investigation begun by the Austrian Police and External Review Commission, into allegations of corruption by former senior managers of the IBU. It is expected that a decision will be taken by the BIU Board on whether any further action will be taken later in the year.

## OPERATION LIMS

The BIU has been conducting its own internal investigation and analysis of the Moscow Laboratory Information Management System (LIMS) database, together with the assistance of the World Anti-Doping Agency (WADA) Intelligence and Investigation Department, to look into evidence of doping that emerged from the 2016 McLaren Report.

With the support of WADA, BIU Investigators made steady progress reviewing the information provided to the BIU by WADA. Over the last two years, several case packages based on all available evidence have been compiled resulting in a number of athletes receiving sanctions. In the last 12-month period, one former athlete and practicing coach has been suspended for a period of two years.

## ANTI-CORRUPTION

### Competition Manipulation & Betting

Following assessment of the sport of Biathlon in relation to competition manipulation,

a monitoring system was established across the sport.

The BIU acted in close collaboration with the IOC Ethics and Compliance Office to ensure the integrity of the Beijing 2022 Winter Olympic Games, which included analysis of all betting activity undertaken prior to and during the Games.

Meanwhile, through a series of posts on Instagram (<https://www.instagram.com/biathlonintegrity/>) and other social media, the BIU aimed to alert biathletes to the dangers of competition manipulation in a campaign that ran alongside and reinforced the IOC's Prevention of Competition Manipulation initiative which was being shared through its Athlete 365 portal.

The BIU's campaign addressed athletes directly, urging them to protect the integrity of sport, their careers, and their reputation by remaining true to themselves and remembering these four rules:

1. Don't fix
2. Don't bet
3. Don't share information
4. Speak up!

Overall, the BIU's message to biathletes was:

'Competition manipulation threatens years of hard work, dedication, and commitment. Protect the integrity of biathlon by remaining true to yourself'

## WHISTLEBLOWING

When asked if they want a clean sport, athletes typically answer 'Yes'.

However, when asked if they are willing to provide information to the BIU, they are often reluctant.

More research and analysis is required to ascertain why this is so, and how the problem can be tackled.

In March 2022, the BIU began a campaign to encourage whistleblowers in the sport by teaming up with Anastasiya Merkusheva, one of the BIU Athlete Ambassadors for Integrity Matters, to produce a whistleblowing video.

The aim of the video was to encourage athletes and others involved in Biathlon to report wrongdoing, and to reassure them that no piece of information is too small to be of use, and that their anonymity will be protected and respected if they decide to become a whistleblower.

In the video, Anastasiya, an IBU World Championship medalist from Ukraine, explained that whistleblowing is the right thing to do because everyone in the Biathlon family is responsible for making sure that Biathlon is a clean, fair and safe sport for all involved.

And it's not just about doping, she continued. We should report anything that's not ri-

ght, including match-fixing or results manipulation, safeguarding issues such as bullying or sexual harassment, and betting on Biathlon, which is not allowed for athletes.

The BIU's reporting system for wrongdoing is completely confidential, Anastasiya concluded. No one will know if someone decides to become a whistleblower.

The video's message is simple. Whistleblowing can lead not only to prosecution, but to improvements in education and supporting measures for athletes.

The BIU alerted the Biathlon family to the launch of the video through a news article and a series of social media posts, and the video was widely viewed by athletes on big screens at IBU World Cup events this season, as well as online.

*"In the Finnish Biathlon Federation, we believe in the importance of being proactive. It's crucial to us, as well as to the whole IBU family, that we have an organization that defines, monitors and controls integrity in Biathlon."*

*Through open cooperation with the National Federations and with local integrity and anti-doping organisations, the BIU has developed a great reputation within the Biathlon family.*

*The BIU has brought trust and credibility to athletes and to all stakeholders in the sport. Through its professionalism, we are now achieving our goals of a clean, transparent, safe, equal, dependency-free and fair sport at all levels."*

**Tapio PUKKI,**  
Secretary General  
Finnish Biathlon Federation





# 5. PREVENTION

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## COMMUNICATIONS

To make a difference, the BIU believes it must be a constantly visible presence in the lives of athletes and their entourages, guiding, advising, warning and providing information wherever and whenever it is needed.

In 2021-22, the BIU used social media (Instagram, Twitter and YouTube), press releases, website news articles and blogs, videos, podcast interviews and webinars, plus on-site workshops and meetings, to ensure that its messages were heard loud and clear across the Biathlon family.

### 100+ Twitter posts

<https://twitter.com/BiathlonU/status/1508411076571910149>  
<https://twitter.com/BiathlonU/status/1453039490327617536>  
<https://twitter.com/BiathlonU/status/1393130966793658371>

### 90+ Instagram posts

<https://www.instagram.com/p/CbdHTTbM3y4/>  
<https://www.instagram.com/p/CQy0kzZMk5H/>  
<https://www.instagram.com/p/@3JGtXjOoi/>

### 20+ Press releases, website news articles and blogs

<https://www.biathlonintegrity.com/pre-olympic-testing/>  
<https://www.biathlonintegrity.com/wada-prohibited-list-2022/>  
<https://www.biathlonintegrity.com/biu-participates-at-ibu-coach-webinar/>

### 20+ media interviews

### 7 Videos

[https://www.biathlonintegrity.com/wp-content/uploads/2022/03/WHISLTEBLOWING\\_V006\\_SUB\\_LOWQUALITY.mp4](https://www.biathlonintegrity.com/wp-content/uploads/2022/03/WHISLTEBLOWING_V006_SUB_LOWQUALITY.mp4)  
<https://e.pcloud.link/publink/show?code=951otalk>  
<https://www.youtube.com/watch?v=ApfNnXLSaK4>

### 1 Podcast interview

<https://drive.google.com/file/d/1IsOoroTI8b3s9m0Sj8IBsHCEOjUZLmUC/view>

# EDUCATION

Education is key to doping prevention, which is why the BIU provides education to athletes and coaches each year. Through in-person and on-line education, as well as event-based awareness raising, we help to ensure that athletes and their coaches have the necessary tools to navigate anti-doping rules and responsibilities, while also understanding the role they play in keeping sport safe and clean.

There were a series of four 90-minute webinars, which were available to biathletes and their support personnel via video conferencing platform Zoom, focused on: Registered Testing Pool athletes; anti-doping rights and responsibilities for all athletes; medications and supplements; and a dedicated session for coaches.

The BIU continued its collaboration with the IBU's Development Department, with a particular emphasis on Coaches through its contribution to IBU Academy's Coaches Courses.

Independent oversight of education projects was provided by UMIT Tirol, including questionnaires and analysis with athletes.

## **Athlete Ambassadors**

The BIU Athlete Ambassadors scheme was launched, with leading biathletes Anastasiya Merkushyna (Ukraine), Julian Eberhard (Austria) and Sebastian Samuelsson (Sweden) beginning their terms supporting the BIU.

In their roles as Athlete Ambassadors, Merkushyna, Eberhard and Samuelsson have the opportunity to educate, motivate and lead by example on integrity-related matters and to help the BIU spread its positive message at an exciting time for the sport.



# OUTREACH & ATHLETE ENGAGEMENT PROGRAMMES

MAY 2021	Webinar Series on Anti-Doping Issues for Coaches & Athletes
SEP 2021	Coach Webinar Week – Anti-Doping Education
OCT 2021	IBU IOC Development Camp, AD Education
OCT 2021	Word Café organized by UMIT Tirol with different IBU stakeholders (athletes, coaches & NF representatives)
FEB 2022	Anti-Doping Webinar for Athletes at Youth & Junior World Championships
ALL YEAR	NADOs Presentations and meetings on strengthening cooperation

# SAFEGUARDING

"We are determined to lead by example and to ensure that high good governance standards are achieved across our sport – from the IBU through to the National Federations. It is not about ticking boxes but about delivering meaningful improvements that will benefit Biathlon and give our athletes, fans and all our stakeholders complete trust in our sport." – Statement by IBU President Ohle Dahlin.

The BIU chaired a Working Group of experts to develop the IBU's first Safeguarding Policy.

The IBU launched its Safeguarding Policy, supported by a social media campaign and video from the BIU. The new policy took effect from 1 January.

The BIU also played a central role in preparing athletes and their entourages for the new rules, asking them:

- Are you prepared?
- Do you know what the policy says?
- Do you know what to do in the event of a safeguarding incident?

The BIU's bespoke video, voiced by BIU Head Greg McKenna and supported by a news article and a series of social media posts alerting the Biathlon family to the new policy, aimed to help answer these questions.

The policy explained that safeguarding in sport is the process of protecting children and adults from harm by providing a safe space in which to play sport and be active. The policy aims to create a safe, supportive and healthy environment for the Biathlon family.

The IBU defines Safeguarding as our collective action, taken to promote the welfare of everyone in Biathlon and protect them from harm, harassment and discrimination, ensuring every member of the Biathlon family has fun, in a safe environment, with equal opportunities.

The video stressed that everyone involved in Biathlon is responsible for helping to implement the Safeguarding policy and argued that strong personal values, supported by a robust education and communication framework provided by the BIU and National Federations will ensure the wellbeing of everyone in the sport.

The BIU is now working with National Federations to understand the situation within member federations and provide support wherever needed to implement the policy.

# CONTACT

**We thank you for your continued support in upholding the integrity of our sport.**

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BIATHLON INTEGRITY UNIT

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- 01** Opening and welcome by the chairperson, the IBU President
- 02** Confirmation of duly called Congress
- 03** Roll call and first announcement of voting strength of the NF Members
- 04** Adoption of the Agenda
- 05** Approval of the minutes of the previous Ordinary Congress meeting
- 06** Congress procedure, appointment of Election Committee, and appointment of tellers
- 07**
  - a. Motions relating to NF status
    - Motions regarding the Russian Biathlon Union and the Biathlon Federation of Belarus
  - b. Second announcement of voting strength
- 08** Receipt and approval of the annual reports of the Executive Board
  - Activity Reports 2020/2021 and 2021/2022
  - Strategic Plan Target 26, follow-up
- 09** Presentation of the audited financial statements and the Auditors' report for the preceding two financial years
- 10** Discharge of the Executive Board for the financial years 2020/2021 and 2021/2022
- 11** Receipt and approval of the annual reports from the Vetting Panel and the BIU Board
- 12** **Presentation of updated Budget proposal for 2022/2023 and Budget frames 2023/2024, 2024/2025, 2025/2026**
- 13** **Biathlon World Championships 2027**
  - a. Presentations of the candidates for the World Championships 2027
  - b. Motion for appointing the host of the Biathlon World Championships 2027

**14 Elections**

- a. Procedure for elections presented by the chair of the Election Committee
- b. Candidate(s) presentation for President
  - Election of the President
- c. Candidate(s) presentation for Vice President
  - Election of the Vice President
- d. Candidates presentation for Treasurer
  - Election of the Treasurer
- e. Candidates presentation for Executive Board
  - Election of the other Executive Board Members
- f. Election of the Members of the Technical Committee

**15** Approval of the members of the BIU Board**16** Appointment of the Auditors, on the recommendation of the Executive Board**17 Motions**

- a. Motions proposing amendments to the Constitution
- b. Motions seeking approval of Reserved Rules
- c. Motions seeking amendment or annulment of any other Rules
- d. Any other motions

**18** Honours**19** Presentation and decision of the host of the next Ordinary Congress 2024**20** Information from Organising Committees on upcoming events**21** Other items and closing

## UPDATED BUDGET PROPOSAL AND BUDGET FRAMES

The Financial Statements were prepared under the Generally Accepted Accounting Principles. The IBU is a non-profit organization, and must also ensure that the balance sheet profit is not negative. It is therefore important to manage the money of the association properly and to act according to the constitution.

### FINANCIAL STATEMENT 2021/2022

COVID-19 coronavirus is still a worldwide public health emergency with significant effects on the population and businesses. The global economy was and will be further on significantly affected by this COVID-19 pandemic.

Furthermore, the Ukraine war will have further impacts on society and sports. The Russian Biathlon Union and the Belarussian Biathlon Federation has been suspended because of this situation. Further impact on Biathlon sport cannot be assessed.

The report of the financial year 2021/22 shows a positive outcome of the operational areas/cost centres compared to the budget. Savings could be made in some areas, but also - due to uncertain factors such as the pandemic - a higher budget was planned than was ultimately needed, especially in the sport area, as a precautionary principle. Consulting and legal fees were reduced/over budgeted for both BIU and IBU, as a precautionary approach was used.

A comparison of the operating cost centres with the budget shows a positive difference to the budget of around € 2 million.

Due to the change in financial investment strategy according to the Financial Investment Instruction, current bank fees and transaction costs was reduced.

A write-off of the financial investments (restricted reserves) had a negative impact on the result. As of April 30, 2022 it was booked a write-off of around € 2.9 million for lower value of the funds compared to purchase value due to the current market situation (war in Ukraine). A positive effect from the change of bank for the financial investments (from Spängler Bank to Lichtensteiner Landesbank and Schelhammer Capital Bank), generated interest and dividends/bonus amounts to around € 620 000. The result for the financial year 2021/22 is reduced with a negative net effect of around € 2.2 million from the financial investments (restricted reserves).

In total this gives a negative annual result of around € 190 000. The loss is offset by the forwarded "accumulated surplus" from last financial year of around € 195 000 to a balance sheet profit of around € 5 000.

#### **The following decisions were therefore made at EB162 for the 2021/22 annual financial report:**

- to increase the restricted reserves by € 620 000 (= positive effect from the change in financial investments/ restricted reserves)
- to book IOC income from OWG 2022 of €14.760 million as temporarily restricted reserves
- to offset the negative result with the "accumulated surplus" of around € 195 000 to have a slight positive result.

## **BUDGET 2022/2023**

The detailed budget for the 2022/23 financial year was decided at EB161/ II this March.

Thanks to new Media and Marketing agreements the budgeted income shows a significant increase of around € 10 millions. All areas have large budget increases, especially the NF Support, OC Support and Prizemoney which all also have a bigger percentage of the total budget. Planned projects such as the continued implementation of the IBU Academy and the increased digitalization as well as the digital platform are considered in the costs. A purchasing policy and overall structured guidelines are established to be cost efficient parallel to the increased budgets.

### **The budget for 2022/23 has significant increases compared to the outcome of last financial year;**

- The total income is budgeted to **€ 47.4 million** with OWG 2022 revenues of **€ 2.6 million** (€ 37 million with OWG 2018 revenues of € 5 million 2021/22)
- NF Support (Participation, Performance & Reach and Development support) is budgeted at **€ 18.3 million** (€ 13.3 million 2021/22)
- OC Support is budgeted at **€ 6.1 million** (€ 4.0 million incl. COVID-support 2021/22)
- Prizemoney is budgeted at **€ 8.9 million** (€ 6.2 million 2021/22)
- Indirect NF/OC Support (Timing, Accreditation etc.) is budgeted at **€ 4.8 million** (€ 4.5 million 2021/22)
- Total operation costs, incl. staff costs are budgeted at **€ 9,3 million** (€ 7,0 million 2021/22)

The budgeted financial result is slightly positive, around € 80 000.

## **BUDGET FRAMES 2023/24, 2024/25 AND 2025/26**

In the new media agreement from 2022/23 there is increases every two years compared to previous agreements that were flat for the whole Olympic cycle. This means that there will be more possibilities and flexibility in the planning.

The income increases to € 54 million 2025/26, which is an increase of 50% compared to 2021/22 adjusted for provisions to temporarily reserves. There is also "Funds for future projects"/unforeseen, 4-5% in the budget frames for the last two years in the present Olympic cycle.

The restricted reserves must be developed (increase of appr. +10%) parallel to the cost increase, to be at least at the level of the yearly costs.

### **During present Olympic cycle (2022 to 2026):**

- NF Support will increase to **€ 18,5 million** (€ 13,3 million 2021/22)
- OC Support will increase to **€ 5,5 million** (€ 4,0 million incl. COVID-support, 2021/22)
- Prize money will increase to **€ 8 million** (€ 6,2 million 2021/22)
- Indirect NF/OC Support will increase to **€ 5,2 million** (€ 4,5 million 2021/22)
- Total operations costs will increase to **€ 9,9 million** (€ 7,0 million 2021/22)

Depreciations **€ 0,85 million** (€ 0,5 million 2021/22)

Funds for future projects/unforeseen **€ 2,05 million**

Increase of restricted reserves **€ 2 million 24/25 + € 4 million 2025/26**

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## 15<sup>TH</sup> ORDINARY **IBU** CONGRESS

15 SEP – 18 SEP 2022 | **SALZBURG** AUT

**13**

Presentations of the candidates for  
the World Championships 2027



**IBU  
WORLD  
CHAMPIONSHIPS  
BIATHLON**



**KONTIOLAHTI-JOENSUU  
NORTH KARELIA**

**CANDIDATE 2027**



**IBU  
WORLD  
CHAMPIONSHIPS  
BIATHLON**



**OTEPÄÄ**

**CANDIDATE 2027**

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**CANDIDATE IBU PRESIDENT**

- DAHLIN, Olle SWE

**CANDIDATE IBU VICE PRESIDENT**

- HAMZA, Jiri CZE

**CANDIDATES IBU TREASURER**

- LÄHDESMÄKI, Kalle FIN
- SCHERER, Christian AUT

**CANDIDATES IBU EXECUTIVE BOARD**

- BOYGARD, Tore NOR
- DAFOVSKA, Ekaterina BUL
- DAUBNEROVA, Jana SVK
- FARCNİK, Tim SLO
- LÄHDESMÄKI, Kalle \* FIN
- PETTERSON, Anders BRA
- PUREVSAMBUU, Tungalag MGL
- SAGUEZ, Fabien FRA
- SANTER, Nathalie ITA
- SCHERER, Christian \* AUT
- SLETTE MARK, Uiloq GRL
- SOSUNOVA, Aliona LTU
- STEINLE, Franz GER
- WINFIELD, Elizabeth GBR

**PRESENTATION OF THE  
CANDIDATES FOR ELECTION**

**\* The candidate not elected IBU Treasurer will stand in the elections to the Executive Board alongside 12 other candidates.**

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**CANDIDATES TECHNICAL COMMITTEE**

- |                          |     |
|--------------------------|-----|
| • BERZINS, Janis         | LAT |
| • BITTERLING, Felix      | GER |
| • BOTNAN, Per Arne       | NOR |
| • BRAJDIC, Dejan         | CRO |
| • CURTAZ, Fabrizio       | ITA |
| • ÖBERG, Ulrika          | SWE |
| • RIIHIVUORI, Tomi Pekka | FIN |
| • STUDEBAKER-HALL, Sara  | USA |
| • SZÖCS, Emöke           | HUN |
| • VASSALLO, Christophe   | FRA |
| • ZAHKNA, Hillar         | EST |
| • ZICHACEK, Michal       | CZE |

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- 21** Other items and closing



## **BIATHLON INTEGRITY UNIT BOARD**

- REILLY, Louise Chair
- MARSHALL, Alex
- HAUPTMANN, Markus
- TBA Nominated Member of EB (Non Voting Member)
- McKENNA, Greg Head of the Unit (Non Voting Member)

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**I) Motion from the Executive Board for general updates and modernisation of the Constitution**

Part I	Clauses 1.4 and 1.6
Part II	Clauses 6.1.6, 6.2, 6.3, 8.1.3, 8.1.7, 8.1.8.1
Part IV	Clauses 18.1.16 and 20.1
Part XI	Clause 38.1
Appendix 3	List of NF Members of the IBU

The reason for the proposed amendments to Part 1 is to update the registered address of the IBU following the move of the headquarters on 1st May 2020 to align with the registry of the Austrian authorities and to include the vision and mission of the IBU as approved by the Presidents' Meeting 2021 as part of the organisation's Status and Purpose.

The reason for the proposed amendments to Part 2 is to align the Purposes and Ideal Means of the NFs to those of the IBU and to update the clauses on the obligations of the NF to reflect the current IBU and national governance structures.

The reason for the proposed amendments to Part 4 is to limit the powers of the Executive Board in accordance with the terms of reference of the Athletes' Committee and correct the required majority for changes to the Rules of the Executive Board.

The reason for the proposed amendment to Part 11 is to update the effective date and remove the special requirements set for the original approval of the Constitution.

The reason for the proposed amendment to the Appendix 3 is to add Lebanon as a provisional member as per the decision of the Executive Board in its meeting #159, Thailand as a provisional member as per the decision of the Executive Board in its meeting #163 and add updates to the membership status.

**This motion requires the support of a two-thirds majority (2/3) of the votes cast.**

**PART I IBU STATUS AND PURPOSE****1. NAME AND STATUS****Amended article 1.4**

- 1.4 The IBU is an association under the Austrian Law of Associations, registered in the Central Austrian register of Associations with number ZVR 291698201. The IBU also has the status of a Non-Governmental Organisation under Austrian Federal Law (Federal Law Gazette 174/1992).

The IBU headquarters is registered in Salzburg Sonystrasse 20, 5081 Anif bei Salzburg. ~~Due to the move, the IBU headquarters must be registered in 5081 Anif, Sonystrasse 20.~~

**New article 1.6**

- 1.6 The vision of the IBU is: "We are the global Biathlon Family, a sustainable and innovative sport with integrity." The mission of the IBU is defined as follows: "The IBU supports, empowers and inspires the Biathlon Family to develop and grow the sport."

**PART II MEMBERSHIP****6. REQUIREMENTS TO BE AN NF MEMBER**

- 6.1 To be and to remain a full NF Member of the IBU, a National Federation for the sport of Biathlon must satisfy (both at the time it applies for membership and at all times after it has been admitted as an NF Member) all of the following requirements:
  - 6.1.1 It must be a legal entity properly constituted in accordance with the law applicable in its Country.
  - 6.1.2 It must be concerned with the administration, organisation and practising of Biathlon, either solely and exclusively or else in conjunction with other sports.
  - 6.1.3 It must claim the exclusive right to govern both men's and women's Biathlon in its Country, i.e., it must not recognise any other body's claim to govern either men's or women's Biathlon in its Country (other than by exercise of powers delegated to that other body by the National Federation).
  - 6.1.4 Its constitution must:
    - 6.1.4.1 be compliant with the Olympic Charter and the World Anti-Doping Code, and consistent in all respects with this Constitution and the Rules;
    - 6.1.4.2 declare its opposition to any unlawful discrimination on the grounds of race, skin colour, national or social origin, gender, sex, sexual orientation, language, political or other opinion, religion or other beliefs, circumstances of birth, or other improper grounds; and
    - 6.1.4.3 include a formal undertaking by the National Federation to be bound by and to comply with the obligations placed on NF Members by this Constitution.
  - 6.1.5 It must not be insolvent.
  - 6.1.6 It must carry out Biathlon activities in its Country at least to the minimum level prescribed by the Executive Board from time to time.
- 6.2 A National Federation that satisfies all of the requirements set out in Article 6.1 except for the Article 6.1.6 requirement to carry out Biathlon activities in its Country at least to the minimum level prescribed by the Executive Board from time to time may be admitted as a provisional NF Member, but it may not be admitted as a full NF Member until it satisfies the Article 6.1.6 requirement as well.
- 6.3 The fundamental purposes of a full NF Member (the Purposes) are to:
  - 6.3.1 develop the sport of Biathlon and promote it in its country;
  - 6.3.2 constantly aim to improve the conditions of the sport of Biathlon and promote its cultural, sporting and humanitarian values in its country;
  - 6.3.3 develop and encourage participation in Biathlon in its country; and
  - 6.3.4 protect the integrity of Biathlon including by implementing the highest standards of good governance.
- 6.4. The Purposes of a full NF Member should be achieved through the ideal means such as to
  - 6.4.1 act as the governing body for Biathlon in its country;
  - 6.4.2 play a leading role among the national governing bodies for sport;
  - 6.4.3 use competitions, events, programmes, and similar activities to promote Biathlon; and
  - 6.4.4 regulate Biathlon efficiently and effectively by developing Rules to be applied and enforced by the NF and/or the relevant parties wherever the sport is practised in its country, excluding event and competitions governed by the IBU.

## 8. OBLIGATIONS OF NF MEMBERS

- 8.1.3 comply in all respects with this Constitution, the Rules, and the decisions of Congress, the Executive Board, ~~Biathlon Integrity Unit Disciplinary Tribunals~~, and the CAS;
- 8.1.7 manage its affairs autonomously and without interference from bodies outside the Olympic Movement ~~or national sport governing bodies~~;
- 8.1.8.1 all decisions of the IBU's constituent bodies ~~and its officials, the Biathlon Integrity Unit, Disciplinary Tribunals, and the CAS~~;

## PART IV EXECUTIVE BOARD

### 18. POWERS OF THE EXECUTIVE BOARD

- 18.1.16 appoint any of its members (other than the Secretary General) to sit as a non-voting member of any Committee(s) ~~except for the Athletes' Committee~~;

### 20. MEETINGS

- 20.1 The business of the Executive Board will be conducted at meetings convened and run in accordance with the Executive Board Rules. The Executive Board Rules will be maintained by the Executive Board and may only be amended by a motion that receives ~~at least seven votes~~ a special majority (2/3) in support.

## PART XI MISCELLANEOUS

### 38. EFFECTIVE DATE

- 38.1 This Constitution will come into effect on ~~14 November~~ 16 September 2022 (subject to any subsequent objection by the Registrar of the Central Austrian Register of Associations), and supersedes all prior IBU constitutions as from that date. ~~Members of the Executive Board and the Technical Committee and the Athletes' Committee in office as of 19 October 2019 shall remain in office for the rest of their original terms, in accordance with the terms of this Constitution. The member of the Executive Board who was First Vice-President under the previous Constitution will act as Vice-President under this Constitution, and the member of the Executive Board who was Vice-President of Finances will retain that title and perform the role of Treasurer, in each case in accordance with the terms of this Constitution. However the auditors elected under the previous IBU constitution shall cease to hold office with effect from 19 October 2019.~~

## APPENDIX 3 LIST OF NF MEMBERS OF THE IBU

07 BLR Belarus \*

The IBU currently has ~~five~~ seven provisional members:

- 01 AND Andorra
- 02 DOM Dominican Republic
- 03 ISL Iceland
- 04 LEB ~~Lebanon~~
- 05 MEX Mexico
- 06 RUS Russia \*
- 07 THA Thailand

\* Suspended

**II) Motion from the Executive Board for gender representation****PART IV EXECUTIVE BOARD****17. COMPOSITION OF THE EXECUTIVE BOARD**

- 17.2 The President, the Vice-President, the Treasurer, and the six further persons referenced in Article 17.1.1 will be elected, in that order, at each Election Congress. They must all be affiliated to different full NF Members. Starting with the Executive Board elected at the 2026<sup>2</sup> Election Congress, there must be at least ~~three~~ ~~two~~ representatives of the male gender and at least ~~three~~ ~~two~~ representatives of the female gender among them (provided that there are at least ~~three~~ ~~two~~ from each gender among the candidates for election).

**This motion requires the support of a two-thirds majority (2/3) of the votes cast.**

**PART VI ATHLETES' COMMITTEE AND TECHNICAL COMMITTEE****26. TECHNICAL COMMITTEE**

- 26.2.2 ~~Starting with the Technical Committee elected at the 2026 Election Congress~~, the ten members elected by Congress must all be Citizens of different Countries, and there must be at least ~~three~~ ~~two~~ members of the male gender and at least ~~three~~ ~~two~~ members of the female gender among them (provided that there are at least ~~three~~ ~~two~~ from each gender among the candidates for election). Their term of office will be approximately four years, commencing at the close of the Election Congress at which they are elected and ending at the close of the next Election Congress.

**Reason for Proposals:** To follow the guidance for the International Sport Federations by the International Olympic Committee, and to meet the key objectives of the IBU's Gender Equality Strategy 2026 for gender representation in governance.

**This motion requires the support of a two-thirds majority (2/3) of the votes cast.**



**III) Motion from the Executive Board for enhancement of the powers of the Executive Board****18. POWERS OF THE EXECUTIVE BOARD****New Article**

18.1.19 In case of occurrence of events or circumstances of an exceptional nature which are outside of the IBU's control (such as terrorism, riot, civil unrest, war (regardless of whether declared or not), strike, nuclear or chemical contamination, epidemic, etc.) (the "Extraordinary Event") compromising the safe and/or regular conduct of IBU's activities, notably, but without limitation, the conduct of the activities of IBU bodies/Commissions and/or the organisation of (including the preparations thereof) and/or the participation in events and/or competitions hosted and/or sanctioned by the IBU, being made impossible, objectively endangered, or, in the reasonable judgment of the IBU Executive Board, not reasonably possible or appropriate under adequate conditions given the circumstances, the IBU Executive Board may in its absolute discretion decide to impose exceptional protective measures aimed at preserving the safe, peaceful and regular conduct of the IBU's activities.

Protective measures may include, without limitation:

- a) the temporary suspension of the exercise of rights of IBU Members representing countries that caused or contributed to or are otherwise relevantly involved in the Extraordinary Event; and/or
- b) the temporary suspension of persons who are affiliated to the IBU Members referred to in subparagraph a) above and/or citizens of the concerned countries, to the extent they are participating in the IBU's activities defined in this Rule (including, without limitation, persons who are elected or appointed as members of IBU Bodies/Commissions, athletes, Officials, support personnel); or
- c) any other measure that the IBU Executive Board deems appropriate in light of the nature and circumstances of the Extraordinary Event.

The protective measures are issued irrespective of any violations by the concerned parties mentioned above of their respective specific obligations under the IBU Constitution and/or the IBU's other regulations

Protective measures may be maintained by the IBU Executive Board (as issued or as amended from time to time) as long as reasonably required by the circumstances. They must be lifted, partially or totally, as soon as reasonably practicable in view of the evolution of the circumstances having led to the issuance of the measures. In case any protective measure imposed is still in place at the time of the next Ordinary IBU Congress, such IBU Congress shall discuss and decide whether the measures shall be maintained."

**Reason for Proposal:** Unforeseen events like the COVID pandemic and the war in the Ukraine triggered the need of organisations around the world including sports federations to react to these unforeseen situations to prevent their organisation and stakeholders from danger and potential harm. The proposed new provision aims to define the existing IBU obligation to prevent the IBU, its athletes, competitions, other assets, and stakeholders from any kind of danger and harm and to provide more clarity what protective measures may be taken by the IBU Executive Board in potentially dangerous situations beyond its control. Further, the new provision confirms the IBU Executive Board's obligation to monitor the evolution of the circumstances having led to the issuance of any protective measures and the need to subsequently amend or lift any measures taken. Finally, the new provision clarifies that protective measures taken by the IBU Executive Board shall be presented to the next IBU Congress for review and approval.

**This motion requires the support of a two-thirds majority (2/3) of the votes cast.**

**IV) Motion from the Executive Board for a staggered membership of the Athletes' Committee****25. ATHLETES' COMMITTEE**

- 25.2 The Athletes' Committee consists of five members, ~~consisting of four elected members~~, including at least two members of the male gender and at least two members of the female gender (provided that there are at least two from each gender among the candidates for election), ~~and a fifth member chosen in accordance with Article 25.3. The elected Three~~ members are elected in Olympic Years ~~and two members are elected in non-Olympic even-numbered years~~ by the Athletes that have competed in the World Cup in at least one of the first two trimesters ~~or at the World Championships or Olympic Games~~ of the season ~~encompassing the Olympic Games~~ in question. Each ~~elected~~ member must have been an active Athlete in that season (or would have been an active Athlete in that season save for injury, illness or other incapacity), and must be Eligible in accordance with Article 27. In addition, the members of the Athletes' Committee must be affiliated to different full NF Members (i.e., no two or more of them may be affiliated to the same full NF Member). Two candidates may stand for election who are affiliated to the same full NF Member provided they have different genders, but only one of them may be elected. The term of office of members of the Athletes' Committee will be four years.

**Reason for Proposals:** To promote continuity of the work of the Athletes' Committee by ensuring that not all members' terms expire in the same year.

To expand the number of elected members to five in accordance with the IOC recommendation that Athletes' Committees should have a minimum of five members.

**V) Motion from the Executive Board for coach representation on the Technical Committee****PART VI ATHLETES' COMMITTEE AND TECHNICAL COMMITTEE****26. TECHNICAL COMMITTEE**

- 26.2 The Technical Committee consists of ~~eleven (11)~~ **twelve (12)** members, one of whom will be appointed by the Athletes' Committee in accordance with Article 25.3, ~~one of whom will be appointed by the World Cup coaches~~, and the other ten of whom will be nominated by full NF Members and elected by Congress in accordance with Article 13.2.7, with such election to be conducted in accordance with the Rules of Congress.

**Reason for Proposal:** To enable the inclusion of a representative of the coaches as a key stakeholder in the development of the sport of Biathlon on the Technical Committee.

**This motion requires the support of a two-thirds majority (2/3) of the votes cast.**

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- 02** Confirmation of duly called Congress
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- b. Motions seeking approval of Reserved Rules**
- c. Motions seeking amendment or annulment of any other Rules
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## MOTIONS FROM THE EXECUTIVE BOARD

### 1. GENERAL REGULATIONS

#### Existing Rule

#### 1.3 Classes of Competitors

The IBU competition season runs from 1 November to 31 October. Age classes for the entire IBU competition season are based on the competitor's age in the calendar year. IBU competitions are held in the following age classes: Men/Women, Junior Men/Junior Women and Youth Men/Youth Women.

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

#### New Proposal

#### 1.3 Classes of Competitors

The IBU competition season runs from 1 November to 31 October. Age classes for the entire IBU competition season are based on the competitor's age in the calendar year. IBU competitions are held in the following age classes: Men/Women, Junior Men/Junior Women and Youth Men/Youth Women.

IBU AGE CLASS	ELIGIBLE ATHLETE YEAR OF BIRTH		
Season	Men/Women	Junior	Youth
01.11.2022 - 31.10.2023	2000 + older	2001, 2002, 2003	2004 - 2007
01.11.2023 - 31.10.2024	2001 + older	2002, 2003, 2004	2005 - 2008
01.11.2024 - 31.10.2025	2002 + older	2003, 2004, 2005	2006 - 2009

**MOTIONS FROM THE EXECUTIVE BOARD****12. WORLD CHAMPIONSHIPS - EVENT RULES****Existing Rule**

- 12.6.1.1.1 a) Those NFs without a quota based on their Nations Cup ranking can earn a start quota of up to a maximum of two competitors through NF Wild Cards. The 10 best-ranked athletes on the IBU qualifying points list from a NF not already having a quota in the WCH, earn a start quota for their respective NF (maximum two per NF). All athletes intending to start through such a quota have to fulfill the personal WCH qualification criteria.
- b) Additionally, the NFs of the Individual, Sprint, Pursuit and Mass Start champions of the previous year's OWG or WCH may enter those competitors at the WCH Individual, Sprint and Mass Start competitions respectively, in addition to their NF's quota. The Pursuit Champion of the previous year's OWG or WCH may enter additionally in the Sprint competition, however, the NF's quota for the Sprint competition may not exceed five (5) per NF.

**New Proposal**

- 12.6.1.1.1 a) Those NFs without a quota based on their Nations Cup ranking can earn a start quota of up to a maximum of two competitors through NF Wild Cards. The 10 best-ranked athletes on the IBU qualifying points list from a NF not already having a quota in the WCH, earn a start quota for their respective (maximum two per NF). All athletes intending to start through such a quota have to fulfill the personal WCH qualification criteria.
- b) NFs with athletes ranked in current top 15 World Cup Total Score has a right to enter those competitors, however, the NF's quota for Sprint, Individual may not exceed five (5) per NF.
- c) Additionally, the NFs of the Individual, Sprint, Pursuit and Mass Start champions of the previous year's ~~OWG or~~ WCH may enter those competitors at the WCH Individual, Sprint and Mass Start competitions respectively, in addition to their NF's quota. The Pursuit Champion of the previous year's ~~OWG or~~ WCH may enter additionally in the Sprint competition, however, the NF's quota for the Sprint competition may not exceed ~~six~~ (6) per NF.

**15. WORLD CUP - EVENT RULES****Existing Rule**

- 15.1.2 Each OC of a WC event must pay for the accommodation and meal expenses for the best 25 male and the best 25 female biathletes for a maximum of seven full days for a three-competition WC event and five full days for a two-competition WC event

**New Proposal**

- 15.1.2 ~~Each OC of a WC event must~~ IBU will pay for the accommodation and meal expenses for the best 25 male and the best 25 female biathletes for a maximum of seven ~~full days~~ nights incl. full board for a three-competition WC event and five ~~full days~~ nights incl. full board for a two-competition WC event according to the valid rates (EB decision) for B-category accommodation (double room).

**MOTIONS FROM BULGARIA****1. GENERAL REGULATIONS****Existing Rule**

- 1.6.1.1 f. Preliminary accommodation reservations must be submitted to the OC two months before the official arrival day of the WCH/YJWCH, and for all other IBU competitions one month before. Final accommodation reservations must be submitted 14 days before the official arrival day and are then financially binding.

**New Proposal**

- 1.6.1.1 f. Preliminary accommodation reservations must be submitted to the OC two months before the official arrival day of the WCH/YJWCH, and for all other IBU competitions one month before. Final accommodation reservations must be submitted 14 days before the official arrival day and are then financially binding. **Exemptions are allowed only for events finishing with disciplines, which start list is created based on a qualification from a previous race(s) (Pursuit, Mass start...)**

**Reason for Proposal:** To avoid unnecessary expenses for NFs

**TC comments:**

*The intention of NF BUL is reasonable/understandable from team perspective. Nevertheless also the OCs and hotels need to have a planning security. These cases usually only apply at the end of an event block while during an event block accommodation will be needed anyway either at place A (current event) or at place B (next event).*

*An option for NFs who are unsure about a participation/qualification in a race as described could be to only book accommodation until the last guaranteed race and prolong the booking if needed.*

**NOT SUPPORTED**

**MOTIONS FROM BULGARIA****15. WORLD CUP – EVENT RULES****Additional****15.6.2 Wild Cards**

- a. Wild Card Definition and Purpose: In addition to the quota for NFs stated above, eight NF wild cards granting a World Cup start quota for one competitor will be given to the NFs that do not have a World Cup quota. Wild cards are limited to two per NF per gender and are valid for a single trimester.
- b. Eligible NFs: The top eight athletes on the IBU qualifying points list from a NF not already having a quota in the WC earn a WC start quota of one for their respective NF. The IBU qualifying points list will be updated after each trimester, or as scheduled and announced annually by the IBU EB. After each update at a trimester end the NFs earning a wild card quota will be allowed to register and start the qualified athletes for the following trimester, or until the next update as scheduled and announced by the IBU EB.
- c. Each athlete who starts in the WC (including NF wild card athletes) will receive Nations Cup points and WC points, and will be listed in all competition results and point rankings.
- d. At the day following every event registration by number deadline, unused wild cards will be reassigned to the next ranked NFs, giving them additional 3-day time window for registration.

**Reason for Proposal:** To give chance for more nations to participate in WC without exceeding the total number of participants

**TC comments:**

*Wild cards are earned exactly in the same way as all other quotas and are not re-allocated from week to week.*

*Wild cards are allocated per trimesters and NFs need to confirm them by a certain deadline. If denied/not confirmed the respective Wild Card can be re-allocated to the next NF in the list which is similar to the OWG with re-allocations.*

**NOTE:** Currently the majority of wild cards NFs registers, but do not show-up at events.

**NOT SUPPORTED AS SUBMITTED**

**New proposal by TC:**

- 15.6.2** b. Eligible NFs: The top eight athletes on the IBU qualifying points list from a NF not already having a quota in the WC earn a WC start quota of one for their respective NF. The IBU qualifying points list will be updated after each trimester, or as scheduled and announced annually by the IBU EB. After each update at a trimester end the NFs earning a wild card quota will be allowed to register and start the qualified athletes for the following trimester, or until the next update as scheduled and announced by the IBU EB. Such earned wild cards must be confirmed by the earning NF for the following trimester within 3 days after the IBU qualifying point list which is the basis for allocation was published. If not confirmed, the respective wild card will be re-allocated to the next NF.



**MOTION FROM CROATIA****9. THE FINISH, COMPETITION TIME AND RESULTS****Existing Rule**

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

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

**New Proposal**

9.2.4.1.2 At youth/junior competitions, competitors whose relay team is lapped for the second time by the leading relay team must **be stopped by the race officials at an appropriate location in connection with the shooting range** In such cases teams will receive rank and points according to the rank they had **when they reached that point.**

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

**Reason for Proposal:** We are all witnessing a lot of problems here. Of course, the problem is not only in the competitors who have insufficient experience in this matter, but the problem is that they disturb other competitors. If an official reacted, such a thing would not happen. The proposal is made as a conclusion of 7 Balkan NFs”

**TC comments:**

*Proposal is already common practice. Anyway it should not be mandatory and solely in the responsibility of officials.*

**NOT SUPPORTED AS SUBMITTED****New proposal by TC:**

9.2.4.1.2 At youth/junior competitions, competitors whose relay team is lapped for the second time by the leading relay team must stop competing at an appropriate location in connection with the shooting range. **Race officials shall support the competitors by informing them as good as possible.**

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

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## **IBU OFFICIALS**

According to Art. 4b (3) of the **IBU RULES OF HONOURS**,

- James E. CARRABRE CAN
- Ivor LEHOTAN SVK
- Klaus LEISTNER AUT
- Franz BERGER AUT
- Ray KOKKONEN CAN
- Kari KORPELA SWE
- Pierre JEANIER FRA
- Hannu LITMANEN FIN
- Fabio MANFREDINI ITA
- Günther RIESS AUT

**will be awarded the IBU Medal of Honour for Officials in Gold.**

## **LONG-TIME PARTNERS OF THE IBU**

According to Art. 5 of the **IBU RULES OF HONOURS**,

- Brigitte BENTELE
- Ingolfur HANNESSON
- Stefan KÜRTE

**will be honored for their outstanding services to the sport of biathlon.**

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## APPLICATION TO HOST THE 16<sup>TH</sup> REGULAR IBU CONGRESS 2024

The National Federation:

Serbia

Hereby bids to host the 16<sup>th</sup> Regular IBU Congress 2024 in the following host city:

Belgrade

Proposed Congress hotel:

Hilton

Guaranteed price of single room per person per night, including breakfast:

At the Hilton hotel, 205 euros per night. In other 4-star hotels, near the Hilton Hotel, 70-100 euros per night.

Closest international airport:

Belgrade Airport. 12 kilometers from the city center.

In addition to the financial obligations involved in hosting an IBU Congress, the bidding national federation will also assume the following expenses:

The Biathlon Federation of Serbia will bear the costs of the halls, daily wages of staff from Serbia, transportation of guests from the airport to the hotel, gala lunch or dinner for all guests.

In agreement with the IBU, the Biathlon Federation of Serbia can bear some of the costs proposed by the IBU.

## ORGANIZATIONAL AND FINANCIAL OBLIGATIONS INVOLVED IN HOSTING AN IBU CONGRESS

Member federations that are applying to host an IBU Congress must, if selected by vote to host the Congress, undertake to fulfil all the organizational and financial obligations listed below. After the host has been chosen, the IBU and the host will sign the corresponding legally binding event hosting declaration.

A bidding National Federation must guarantee that all IBU member federations are legally allowed to enter the hosting country.

### ORGANIZATIONAL OBLIGATIONS

#### 1. Proposed location and venue for the Congress

Please include the following in your planning:

##### • Congress location:

- International plane connections

##### • Congress hotel

- 4\* hotel with Congress hall for up to 300 people;
- Rooms must be able to be reserved in advance without charge up to 80 days before the start of the Congress
- The room price for single rooms incl. breakfast must not exceed the prices stated in the election bid presentation
- Sufficient parking spaces
- Hotel breakfast serving capacity for approx. 300 people, as everyone is likely to eat breakfast at the same time
- Internet, business centre
- IBU welcome desk in the hotel foyer staffed by two (2) OC members

- IBU office for at least 10 persons

- At least three (3) meeting rooms for 20-100 people
- Storage room(s) of at least 20 m<sup>2</sup>

##### • Congress hall

- Availability as of two (2) days before start of Congress sessions
- Desks and chairs for approx. 300 people
- Stage for the Executive Board with desks and microphones for 10 people, speaker's desk and 3-4 screens with a diagonal of at least 55"
- Seating on side of hall for approx. 20 guests
- Wi-Fi
- Three (3) projectors with high resolution, and three (3) screens of at least 5.40m x 3.10m
- Soft drinks during congress session breaks
- Areas in front of Congress hall for bidding committee's presentations



## 15<sup>TH</sup> ORDINARY IBU CONGRESS

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## APPLICATION FORM

### 2. Transport

- To and from the nearest international airport for all Congress participants
- To and from the Congress hotel for all Congress participants (if required)

### 3. Organizing and hosting an official opening ceremony

- Opening ceremony program and group photo
- Invitation of national guests of honour
- Opening event with dinner for all Congress participants, hosted by NF

### 4. Concluding IBU gala dinner

- Proposed location of closing banquet
- Suggested programme items
- Suggested guest list (national guests of honour)

### 5. Activity program for family members accompanying Congress participants

- Hosting an activity programme for Congress guests, and for all Congress participants on the final day of Congress following the final session, including interpreters

### 6. Support of World Championship/Congress bidding committees in relation to

- Organizing accommodation, transport at venue
- Helping to coordinate receptions where bidding committees can present their bid (candidacy)
- Setting up information stands for the Congress participants

### 7. Information materials for the IBU

- Brochures about the Congress venue location and the choice of hotels available
- Logos of the federation and the host city/municipality of the Congress
- Photos of the Congress venue

### 8. Visa issues

- Coordinating and managing visa invitations for Congress participants and guests

### 9. Coordinate IBU venue inspections as and where required

## NATIONAL FEDERATION'S FINANCIAL OBLIGATIONS

### 1. Congress hall - costs of:

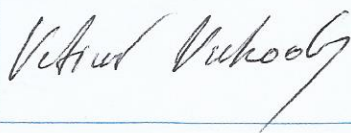
- Hiring the Congress hall and facilities
- Use of Congress equipment
- Beverages during Congress breaks
- Decoration of the Congress hall (flowers, flags, Congress banner, etc.)

- At least two (2) assistants at the welcome desk and assistants during the Congress

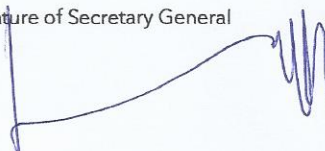
### 2. Two (2) assistants from the NF/OC

- The bidding committee / host country confirms that all IBU member federations are authorized to enter the host country based on national laws.
- The above hosting federation hereby confirms that it has read and acknowledges the organisational and financial obligations involved in hosting an IBU Congress.

Signature of President



Signature of Secretary General



## IMPORTANT

Must be sent by 22 July 2022 to [carola.wojak@ibu.at](mailto:carola.wojak@ibu.at)

- 01** Opening and welcome by the chairperson, the IBU President
- 02** Confirmation of duly called Congress
- 03** Roll call and first announcement of voting strength of the NF Members
- 04** Adoption of the Agenda
- 05** Approval of the minutes of the previous Ordinary Congress meeting
- 06** Congress procedure, appointment of Election Committee, and appointment of tellers
- 07**
  - a. Motions relating to NF status
    - Motions regarding the Russian Biathlon Union and the Biathlon Federation of Belarus
  - b. Second announcement of voting strength
- 08** Receipt and approval of the annual reports of the Executive Board
  - Activity Reports 2020/2021 and 2021/2022
  - Strategic Plan Target 26, follow-up
- 09** Presentation of the audited financial statements and the Auditors' report for the preceding two financial years
- 10** Discharge of the Executive Board for the financial years 2020/2021 and 2021/2022
- 11** Receipt and approval of the annual reports from the Vetting Panel and the BIU Board
- 12** Presentation of updated Budget proposal for 2022/2023 and Budget frames 2023/2024, 2024/2025, 2025/2026
- 13** **Biathlon World Championships 2027**
  - a. Presentations of the candidates for the World Championships 2027
  - b. Motion for appointing the host of the Biathlon World Championships 2027

**14 Elections**

- a. Procedure for elections presented by the chair of the Election Committee
- b. Candidate(s) presentation for President
  - Election of the President
- c. Candidate(s) presentation for Vice President
  - Election of the Vice President
- d. Candidates presentation for Treasurer
  - Election of the Treasurer
- e. Candidates presentation for Executive Board
  - Election of the other Executive Board Members
- f. Election of the Members of the Technical Committee

**15** Approval of the members of the BIU Board**16** Appointment of the Auditors, on the recommendation of the Executive Board**17** **Motions**

- a. Motions proposing amendments to the Constitution
- b. Motions seeking approval of Reserved Rules
- c. Motions seeking amendment or annulment of any other Rules
- d. Any other motions

**18** Honours**19** Presentation and decision of the host of the next Ordinary Congress 2024**20** **Information from Organising Committees on upcoming events****21** Other items and closing

## 15<sup>TH</sup> ORDINARY **IBU CONGRESS**

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**20**

Information from Organising Committees  
on upcoming events



# GANGWON 2024



- 01** Opening and welcome by the chairperson, the IBU President
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