



IBU

ACTIVITY REPORT **2020 / 2021**

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DEAR IBU STAKEHOLDERS,

In the past season, we went through perhaps the most unusual period in recent history as a coronavirus disrupted every aspect of our lives.

We had to find new ways to operate and communicate in changed circumstances. Nevertheless, by working together with all biathlon stakeholders, we were able to find solutions that prioritised the health of our biathlon family and also enabled us to stage another season of world-class sport.

Setting up a Medical Advisory Group of internationally renowned experts turned out to be a well-planned decision with far-reaching positive consequences. Based on the group's know-how and advice, we decided to have an exclusive COVID-19 testing laboratory on-site at all our events to ensure a safe and trustworthy environment for our athletes and other stakeholders.

In that light, the IBU worked with the Organizing Committees to gather detailed information on their governments' regulations, potential event-budget restrictions, and the expected financial impact of hosting events with COVID-19 safety regulations in place. Limiting travel by bundling together two BMW IBU World Cup weeks in one venue and moving the Season Finals from Oslo-Holmenkollen to Oestersund were just the most visible examples of such decisions.

The 2020/2021 season also represented a substantial investment for the IBU. We invested in the infrastructure and travel costs of the traveling laboratory, paid for more than 22,000 tests, and increased contributions to the National Federations and the OCs, including those that did not hold events but were originally scheduled to.

In November, we hosted the virtual IBU Ordinary Congress and awarded the IBU World

Championships 2024 and 2025 to Nove Mesto - CZE and Lenzerheide/SUI. The Chairman of the IBU's External Review Commission reported to the Congress on its completed investigation. We then published the final report and demonstrated our commitment to ensuring that the allegations of wrongdoing were investigated in a transparent process.

Despite challenging circumstances, most of our projects from Target26 continued to move forward. We continued our work with the National Federations in virtual Regional Workshops to formulate the Vision-Mission-Overall objectives for the IBU. We launched a Gender Equality Policy and committed to a Sustainability Strategy. We started to build a new digital ecosystem to provide thrilling entertainment for biathlon fans of all ages around the globe. The Biathlon Integrity Unit continued with its activities, safeguarding the integrity of biathlon.

At the end, of course, we again celebrated the beauty of biathlon and another season of fantastic achievements, monumental personal breakthroughs, the successful introduction of an award for the best U25 athlete of the season, and a record-high TV rating at the BMW IBU World Cup and the BMW IBU World Championships.

That is a very sound basis for further growth in biathlon in the coming seasons.

Continue to stay safe and healthy,



A handwritten signature in black ink, reading "Olle Dahlin". The signature is fluid and stylized, with a large initial "O".

OLLE DAHLIN
IBU President



BIATHLON FAMILY AT ITS BEST

To say that the 2020/2021 season was like no other is an understatement.

- It was a season nobody ever expected.
- It was a season nobody had ever planned for before.
- It was a season that kept asking questions.
- It was a season that demanded thorough answers in no time.
- It was a season that tested everything that biathlon ever stood for.
- It was a season that tested the true meaning of the Biathlon Family.
- It was a season that showed what a phenomenal family the Biathlon Family is.

Just think. When most people were homebound, the Biathlon Family set out on a journey, rolling around The Bubble they created for months, with the first steps taken a day or two after the end of the 2019/2020 season. There were weeks during the last summer when the world got increasingly (and prematurely) optimistic, yet we stayed grounded. We focused on option A and prepared options B and C. We were proven right in the autumn when the number of infections started to go up higher and higher. It was then and there that we knew that if we were to have a season, it would need to be dramatically different from any other. We decided to follow the opinion of the experts strictly and set up a Medical Advisory Group. It was the foundation stone for all other decisions. We opted to have only PCR tests to create a stable environment and to have an exclusive traveling lab. It was a high cost, but it reassured the athletes and all the other people operating within The Bubble. Based on the IBU's safety-first rule, we adopted testing schedules within the competition schedules. We limited traveling as much as possible and decided to schedule back-to-back weeks in the same

venue. When we made plans for those venues, we didn't communicate only with NFs and LOCs, or our usual partners. We also had to comply with the policies, measures, and ever-changing decisions of the national authorities. We tested The Bubble at the BMW IBU World Cup in December 2020 and applied the know-how we gathered to the IBU Cup and the IBU Youth/Junior World Championships from January 2021.

What we got in the end was a fantastic season of biathlon with TV ratings for the IBU World Championships at an all-time high. This success was possible because of the meticulous planning and execution of the Sports & Event Department. It was possible because the Development Department empowered smaller nations, with regional events giving athletes opportunities to compete closer to home. It was possible because the Finance and Administration Department held the fort in the Headquarters and supported NFs and traveling staff around the clock. It was possible because the Biathlon Integrity Unit kept building athletes' trust quietly. It was possible because the Communications Department kept creating unique content for millions of fans worldwide and kept the world media updated while they built a new digital ecosystem. It was possible because of the flexibility of the NFs, the LOCs, the IBU's marketing partner Infront, and the IBU's media rights partner Eurovision.

It was possible because each of us sacrificed and performed at the highest possible standards. It was all possible because we trusted each other and knew we can always rely on each other.

It was possible because the 2020/2021 season was The Biathlon Family at its best.



A handwritten signature in black ink, appearing to read 'Niklas Carlsson'.

NIKLAS CARLSSON
IBU Secretary General



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SEASON
2020 / 2021



HOW THE IBU MASTERED THE 2020/2021 SEASON

The 2019/2020 season was shortened by the fast-spreading coronavirus pandemic that reached around the globe and posed an unforeseeable threat. What was clear early in the preparations for the 2020/2021 season was that it would be like no other. The health and safety of all participants became the main concern around which everything else revolved. It took meticulous planning of safety measures, testing procedures, and competition schedules as well as a great deal of flexibility to stage the season.

MONITORING The IBU monitored the global developments closely from the moment the 2019/2020 season stopped abruptly in Kontiolahti, Finland and did not get carried away with the summer optimism. In the autumn, the number of infections started to rise all over the world. At that moment the IBU already knew that the preparations for 2020/2021 would have to be different from those of any season before.

MEDICAL ADVISORY GROUP The process of thoroughly preparing the 2020/ 2021 season started with internal brainstorming within the Sports & Event Department. To foresee and estimate what

possible measures and actions the pandemic would require from the IBU in order to have a season was the main focus. The IBU decided to set up a Medical Advisory Group that included internationally renowned experts whose scientific opinion could be trusted and followed.

PCR TESTS ONLY The key decision taken based on the advice of the Medical Advisory Group was to implement a strict test protocol relying only on PCR tests. The IBU knew that NF members were prepared to go through many challenges in order to stage the season, but they needed a sense of stability. Most other sports put a testing structure in place, but they relied on existing infrastructure at their venues and on local health authorities, where different tests were used. The IBU wanted to avoid depending on the daily infection rate in the countries that hosted its events and on the willingness of local health authorities to squeeze athletes and all other participants into their testing schedules.

EXCLUSIVE TESTING MOBILE LAB The IBU instead decided on an exclusive COVID-19 mobile testing laboratory that accompanied the events throughout the season. It held talks with a few labs

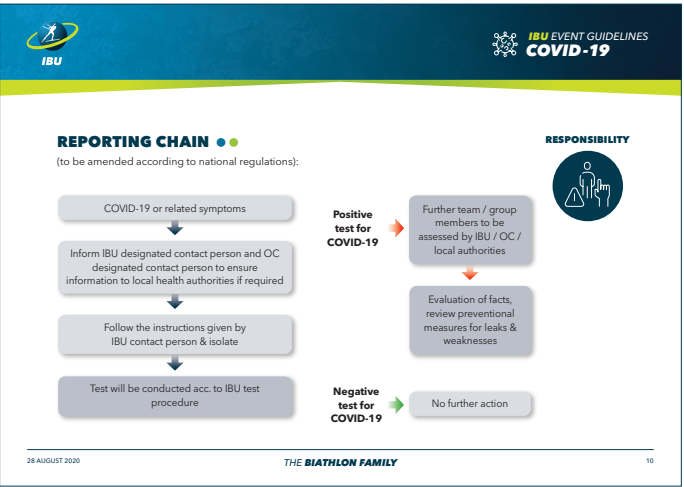
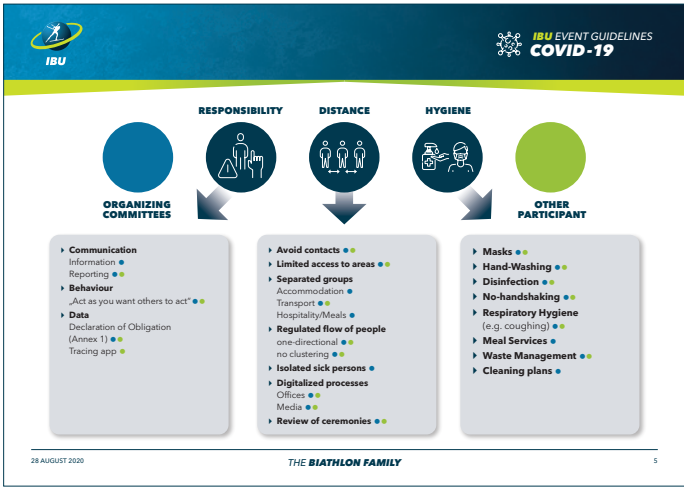
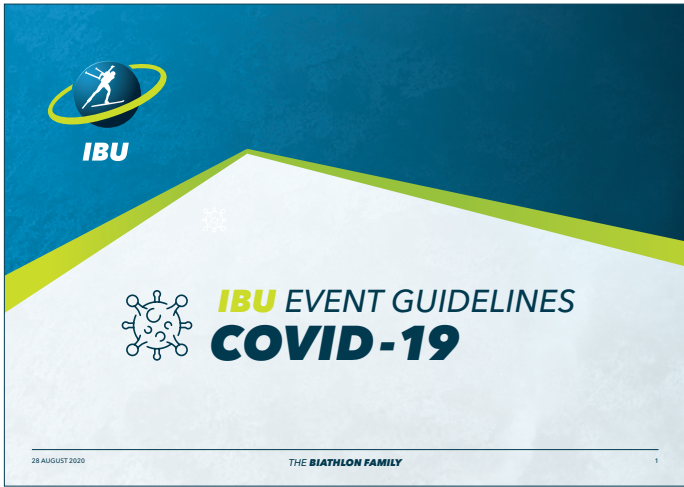


and decided on the Berlin-based Think.Health. They had enough experience with other sports that the IBU didn't need to explain the whole alphabet of sport-related dynamics. Based on the IBU's 'safety-first' rule, testing schedules were included in the competition schedules.

BACK-TO-BACK WEEKS The Medical Advisory Group also advised the IBU to limit travelling as much as possible. That is why the decision to sched-

ule back-to-back weeks in the same venue was agreed upon. The IBU used its existing accreditation system but added colour codes to ensure that there was no overlap between different stakeholders and participant groups at the venues.

MANDATORY TESTS Accreditation was only handed out if a valid negative COVID-19 PCR test was presented and the IBU's COVID-19 declaration was signed to agree to all measures and restrictions





taken to secure the safety of the event. Tests were not allowed to be older than 72 hours.

COLOURED ACCREDITATION SYSTEM In order to keep better track of contact between people at each event and to limit such contact, every accredited person was categorised into a certain group. The colour of an accredited person's group(s) was visible on the accreditation card and affected access areas and the flow of movement. A fully completed IBU Membercenter profile and accreditation request was a precondition for eligibility. Media reps were required to sign the COVID-19 declaration to agree to all measures and restrictions taken to secure the event bubble.

ACCESS TO ATHLETES Media representatives physically attending events were not able to have direct access to athletes, competition or team areas, except the Mixed Zone, where there was a mandatory distancing corridor for athletes and media. There was a reduced media corridor with distancing at the shooting range.

MEDIA CENTRE The media centre was laid out in a way that ensured that social distancing regulations could be adhered to.

PRESS CONFERENCES IBU press conferences were streamed live to media centres and on the federation's Facebook profile and conducted by the IBU Communications personnel with no other members of the media present.

THE "BUBBLE" It proved to be the safest place for everybody after the on-boarding was finished in each Trimester. The bubble successfully took a charter plane from Finland to Austria, a scenario that was repeated for the journey from Nove Mesto na Morave to Oestersund. Having an agreement with the NFs and OCs wasn't enough; it all depended on the policies, measures and decisions of the national authorities. The IBU set a deadline before Trimester 1 for all the (pre)scheduled venues to put forward confirmation letters written by their NFs and OCs as well as their governments. The IBU decided to keep this policy, monitor the situation, and adapt accordingly, trimester by trimester, because of the very dynamic pandemic developments.

TRIMESTER 2 IBU decided to go along with the DSV (German Ski Association) and opted for Oberhof as a venue due to strong support from its local government and in order to give the OC there more real-time testing of its venue before the IBU World Championships 2023. The South Tirol region

quickly confirmed their willingness to host the Antholz-Anterselva week. The IBU confirmed the date and venue for the IBU World Championships 2021 before the season began, as it didn't want to change the venue for its flagship event.

TRIMESTER 3 The last trimester was very challenging because the COVID-19 situation evolved so much and so extremely. The situation in Norway was very different from the one in the Czech Republic. After consulting with the Holmenkollen OC, the IBU realised that even if the Norwegian authorities decided to allow the season's finals to take place, the requirements would be almost impossible to fulfil. The Oestersund OC received permission from the Swedish authorities and had no problems stepping in for Oslo to host the finals.

STAKEHOLDERS The 2020/2021 season started with the BMW IBU World Cup; the IBU Cup started in January while the IBU Junior Cup was cancelled, and only the IBU Youth/Junior World Championships were staged in Obertilliach, Austria to provide at least one peak event for the youngsters. This decision was not made right away. IBU had to take into account all the stakeholders and all the participants, as everybody was influenced by the situation. The IBU was also advised not to start with all levels of competitions at the same time, which turned out to

be very wise and very helpful. In the IBU Cup and at the IBU Y/J WCHs, the IBU used the same principles as in the BMW IBU World Cup regarding testing, colour-code accreditations, and the bundling of weeks.

IBU REGIONAL EVENTS After the IBU Junior Cup was canceled for the 2020/2021 season, the IBU implemented the long-term project "IBU Regional Events" to ensure that high-level biathlon competitions were available to young people engaged in biathlon. In the end, 8 out of 17 Regional Events took place as planned.

MATERIAL DISTRIBUTION To minimise the risk of infection as much as possible and in following the IBU's own COVID-19 rules, material distribution was limited to one pick-up person only, while the IBU prepared all packages for National Federations up front to shorten pick-up times.

LOGICAL DECISION Focusing on the BMW IBU World Cup was also a very logical decision from a purely economic point of view: it is biathlon's most visible and most successful product that generates revenues securing the overall support of the whole biathlon family.

INVESTMENT This season represented a massive investment from the IBU, as more than 22,000 tests were subsidized. Additional costs included the infrastructure of the lab, travelling costs for the lab, and increased contributions to the NFs and OCs, including those that held events and those that were originally scheduled to hold events but did not.

PERSEVERANCE Throughout the season, the BIU has been present at IBU events, including the IBU Biathlon World Championships in Pokljuka, Slovenia. During the World Championships, the BIU outlined its testing efforts in 2020. Despite being under public health restrictions for much of the year, anti-doping sample collection remained far higher than in many other sports.

EVENTS 2020 | 2021



A SEASON IN THE BUBBLE

The guidelines and the bubble that the IBU created with the help of health experts before the season proved to be a huge success and enabled the season in which Tiril Eckhoff had 13 wins and won her first-ever Total Score title, JT Boe withstood

the season-long attacks of Sturla Holm Laegreid, Dzinara Alimbekava and Laegreid wore Blue bib at the end of the competitions in Oestersund as the best U25 athletes of the season.



BMW **IBU** WORLD CUP 1+2
KONTIOLAHTI FIN



BMW **IBU** WORLD CUP 3+4
HOCHFILZEN AUT



BMW **IBU** WORLD CUP 5+6
OBERHOF GER



BMW **IBU** WORLD CUP 7
ANTHOLZ-ANTERSELVA ITA



BMW **IBU** WORLD CUP 10
OESTERSUND SWE



BMW **IBU** WORLD CUP 8+9
NOVE MESTO NM CZE



JOHANNES THINGNES BOE NOR
428 WORLD CUP POINTS



MARTE OLSBU ROEISELAND NOR
415 WORLD CUP POINTS

AFTER TRIMESTER 1

[illegible]

BMW **IBU** WORLD CUP 1
KONTIOLAHTI FIN

BMW **IBU** WORLD CUP 2
KONTIOLAHTI FIN

BMW **IBU** WORLD CUP 3
HOCHFILZEN AUT

BMW **IBU** WORLD CUP 4
HOCHFILZEN AUT

BLUE BIB GENERATION EMERGES

After the first four weeks of the 2020/2021 season and nine individual weeks of competitions, JT Boe and Marte Olsbu Røiseland were atop the Total Score standings. A pack of high-charging challengers was on their tail. Sturla Holm Lægreid (three wins), Sebastian Samuelsson (one win), and Johannes Dale (one win), all born within three months of each other in 1997, started a most formidable battle for

the newly-introduced Blue bib, worn by the best athlete under 25 years old. Hanna Oeberg was the best-performing female athlete in Kontiolahti, while Tiril Eckhoff picked up her form in Hochfilzen. Olsbu Roeiseland was the most consistent among the women. Dzinara Alimbekava had a spell of top form and won her first-ever competition in the sprint in the first week of Hochfilzen.



AFTER TRIMESTER 2



JOHANNES THINGNES BOE NOR
709 WORLD CUP POINTS



MARTE OLSBU ROEISELAND NOR
625 WORLD CUP POINTS



JOHANNES THINGNES BOE NOR
1.052 WORLD CUP POINTS



TIRIL ECKHOFF NOR
1.152 WORLD CUP POINTS

JANUAR 2021

FEBRUAR 2021

MARCH 2021

BMW **IBU** WORLD CUP 5
OBERHOF GER

BMW **IBU** WORLD CUP 6
OBERHOF GER

BMW **IBU** WORLD CUP 7
ANTHOLZ-ANTERSELVA ITA

IBU WCH BIATHLON 2021
POKLJUKA SLO

BMW **IBU** WORLD CUP 8
NOVE MESTO NM CZE

BMW **IBU** WORLD CUP 9
NOVE MESTO NM CZE

BMW **IBU** WORLD CUP 10
OESTERSUND SWE

TOTAL SCORE FIGHT INTENSIFIES

Before the start of the IBU World Championships 2021 in Pokljuka, Slovenia, there were only nine points separating Marte Olsbu Roeiseland (625), who led the Total Score standings after Trimester 2, from Hanna Oeberg (616) in third place, with Tiril Eckhof (617) between them. Then, the leading trio suddenly became aware of Lisa Theresa Hauser. The Austrian not only had four third-place finishes and a win in Trimester 2, but she also won 281 points in the trimester, just like JT Boe.

Antholz-Anterselva has historically been a very important venue for Russia, and that tradition continued this season. A year after he won a gold medal in the sprint (and a bronze in the pursuit) at the IBU World Championships, Alexander Loginov shot a perfect 20/20 and won the individual for his third win in the BMW IBU World Cup. The Russian women's relay won with a very balanced performance. The men's relay team finished third.

FIRST TOTAL SCORE FOR TIRIL ECKHOFF, THIRD IN A ROW FOR JT BOE

Tiril Eckhoff won the Total Score title for the first time in her career in one of the best seasons ever accomplished by a biathlete. Eckhoff won 13 competitions, an achievement that fell just one win short of Magdalena Forsberg's record 14 wins in the 2000/2001 season. Eckhoff won 52.4 points per competition, which translates to somewhere between second and third place on average. She also won the Total Score titles in the sprint (seven wins) and the pursuit (six wins) as well as six medals, four of them gold, at the IBU World Championships Pokljuka 2021.

On the most important day of the season, when he felt unsure of his rifle and unsettled in his shooting routine as the wind blew relentlessly in the Oestersund stadium, JT Boe kept his composure and Sturla Holm Laegreid at bay to win his third Total Score title in a row.

This rare feat was accomplished only by Frank Ulrich (1979/1980-1981/1982) and Raphael Poiree (1999/2000- 2001/2002), before Fourcade managed to do the unthinkable and win the title seven times in a row (2011/2012-2017/2018).



SCORE WINNERS SEASON 2020-2021



TOTAL, SPRINT AND PURSUIT SCORE WINNER
TIRIL ECKHOFF NOR

TOTAL AND SPRINT SCORE WINNER
JOHANNES THINGNES BØ NOR



PURSUIT AND INDIVIDUAL SCORE WINNER
STURLA HOLM LÆGREID NOR



MASS START SCORE WINNER
INGRID L. TANDREVOLD NOR



MASS START SCORE WINNER
TARJEI BØ NOR



INDIVIDUAL SCORE WINNER
DOROTHEA WIERER NOR & **LISA THERESA HAUSER** AUT

RETIREMENTS 2021



ONDREJ MORAVEC CZE

SIMON SCHEMP GER

ARND PEIFFER GER



NICOLE GONTIER ITA



MOST WINS (INDIVIDUAL)
IN THE 2020/2021 SEASON



MOST WINS (NATIONS)
IN THE 2020/2021 SEASON



DIFFERENT WINNERS



TOTAL SCORE WINNER
POINTS WON PER COMPETITION





presented by 

TIRIL ECKHOFF CEMENTS HER LEGACY

Tiril Eckhoff won four gold medals, two of them in the individual competitions, one silver and one bronze to finish the IBU World Championships in Pokljuka as the most decorated athlete. She was fully focused in her 10/10 shooting in the sprint. She doubled down with first place in the pursuit and added wins in the mixed relay and women’s relay

MEDAL STANDINGS

NATION	GOLD	SILVER	BRONZE	TOTAL
1. NORWAY	7	3	4	14
2. FRANCE	2	2	3	7
3. SWEDEN	1	3	2	6
4. AUSTRIA	1	2	-	3
5. CZECH REPUBLIC	1	-	-	1
6. GERMANY	-	2	-	2
7. BELARUS	-	-	1	1
7. RBU	-	-	1	1
7. UKRAINE	-	-	1	1

to her golden collection. She fought hard to bring in her closing leg to take home a silver in the single mixed relay. Her determined fight in the last loop of the mass start that ended with a bronze medal might have been Eckhoff’s best effort at Pokljuka.

Sturla Holm Laegreid began the Pokljuka 2021 World Championships with the opening leg and a gold medal in the mixed relay. As a leader in the men’s individual Total Score standings, he knew this was the competition he could and wanted to win. He visualised his race at least 10 times in his meditations and then stayed clinical in his golden 20/20 performance. He got a tip of the hat from the great Martin Fourcade after the competition. Laegreid clinched his second individual gold with a win in the mass start.

Norway was the most successful nation at Pokljuka 2021, winning 14 medals: seven gold, three silver and four bronze. France was second on the medal table with seven medals: two gold, two silver and



4
MOST GOLD MEDALS
STURLA HOLM
LAEGREID
NOR



LISA THERESA
HAUSER
AUSTRIA’S FIRST-EVER
WOMEN GOLD

three bronze. Sweden had its best World Championships ever with six medals: one gold, three silver and two bronze. Lisa Theresa Hauser’s gold in the mass start was Austria’s first gold for women. The Czech team went home with Marketa Davidova’s

gold in the individual while Germany celebrated silver medals for Arnd Peiffer’s individual and the women’s relay. Belarus had a bronze from Hanna Sola in the sprint while the RBU (men’s relay) and Ukraine (women’s relay) won a bronze each.



6
MEDALS,
A RECORD FOR
SWEDEN



4
MOST GOLD MEDALS
TIRIL
ECKHOFF
NOR



IBU CUP BIATHLON 1+2
ARBER GER



IBU CUP BIATHLON 3+4
BREZNO-OSRBLIE SVK



IBU CUP BIATHLON 5
OBERTILLIACH AUT

IBU CUP TOTAL SCORE WINNERS

The IBU Cup season started late and saw six competitions: five IBU Cups and the Open European Championships. Due to the increased start quota, the IBU Cup season had many more competitors than in the previous seasons. Under these special conditions, Vanessa Voigt of Germany and Filip Fjeld Andersen of Norway won the IBU Cup Total Score Crystal Globes.

WINNER MEN A DREAM COMEBACK FOR FILIP FJELD ANDERSEN

“That is completely out of my mind. I had no expectations of this before the season. I am speechless,” said Filip Fjeld Andersen, who was happy with his first-ever senior biathlon year, especially after he broke his ankle in 2019. As if that were not enough, he also had to undergo three heart surgeries to fix a condition called atrial fibrillation. At one point, neither he nor his family was sure whether he would continue in biathlon at all.



WINNER WOMEN A SHINING SEASON FOR VANESSA VOIGT

After starting with Russian domination, the IBU Cup season saw a turn of events in the IBU Cup series when 23-year-old German Vanessa Voigt shined in her second senior season to claim the Total Score Crystal Globe. Having had a shoulder injury before the season kicked off, she was not confident about her chances to put up a good performance. Adjusting her goals after an unsuccessful OECH, she was full of willpower to show everyone what she was made of. “The beginning was very hard for me. But then I knew that the IBU Cup is in Osrblie, and I love this place. My mind said—Now start new and go for that!” With that motivation in front of her eyes, the German biathlete found a much-needed breath of fresh air and earned three wins in a row in Brezno-Osrblie. After that, she knew that she would be victorious this season. “After Osrblie, I knew that this would be my season, and I would win this Globe.”



A GREAT WEEK FOR THE HOME TEAM



The Open European Championships in Duszniki-Zdroj opened with competitions in the individual. Polish star Monika Hojnisz-Starega chose the 15km individual to be her only OECH competition and won a gold medal. Kamila Zuk also proved her potential by claiming gold in the pursuit. Latvia’s Andrejs Rastorgoujevs managed to push himself to a victory in the individual despite a rocky start. Motivated by her teammate, Baiba Bendika claimed a win in the sprint despite collecting one standing penalty. The men’s sprint brought a great moment of joy for Swiss biathlon fans when Martin Jaeger won the gold medal, closing all the targets. Meanwhile, Artem Pryma of Ukraine won a gold medal in the men’s pursuit. The IBU Open European Championships concluded with mixed relays. In beautiful sunlight, Germany’s Stefanie Scherer and Justus Strelow, with five spare rounds, proved to be the best team in the single mixed relay. In the mixed re-

lay, after a rough start, Emilie Aagheim Kalkenberg, Aasne Skrede, Erlend Bjoentegaard, and Sivert Gut-torm Bakken finally broke the seal for Team Norway and won a long-awaited gold in the mixed relay.

MEDAL STANDINGS

NATION	GOLD	SILVER	BRONZE	TOTAL
1. LATVIA	2	-	-	2
2. POLAND	2	-	-	2
3. NORWAY	1	3	3	7
4. GERMANY	1	1	1	3
5. UKRAINE	1	1	1	3
6. SWITZERLAND	1	-	-	1
7. RUSSIA	-	1	3	4
8. CZECH REPUBLIC	-	1	-	1
8. FRANCE	-	1	-	1



FRANCE DOMINATED IN OBERTILLIACH 2021

MEDAL STANDINGS

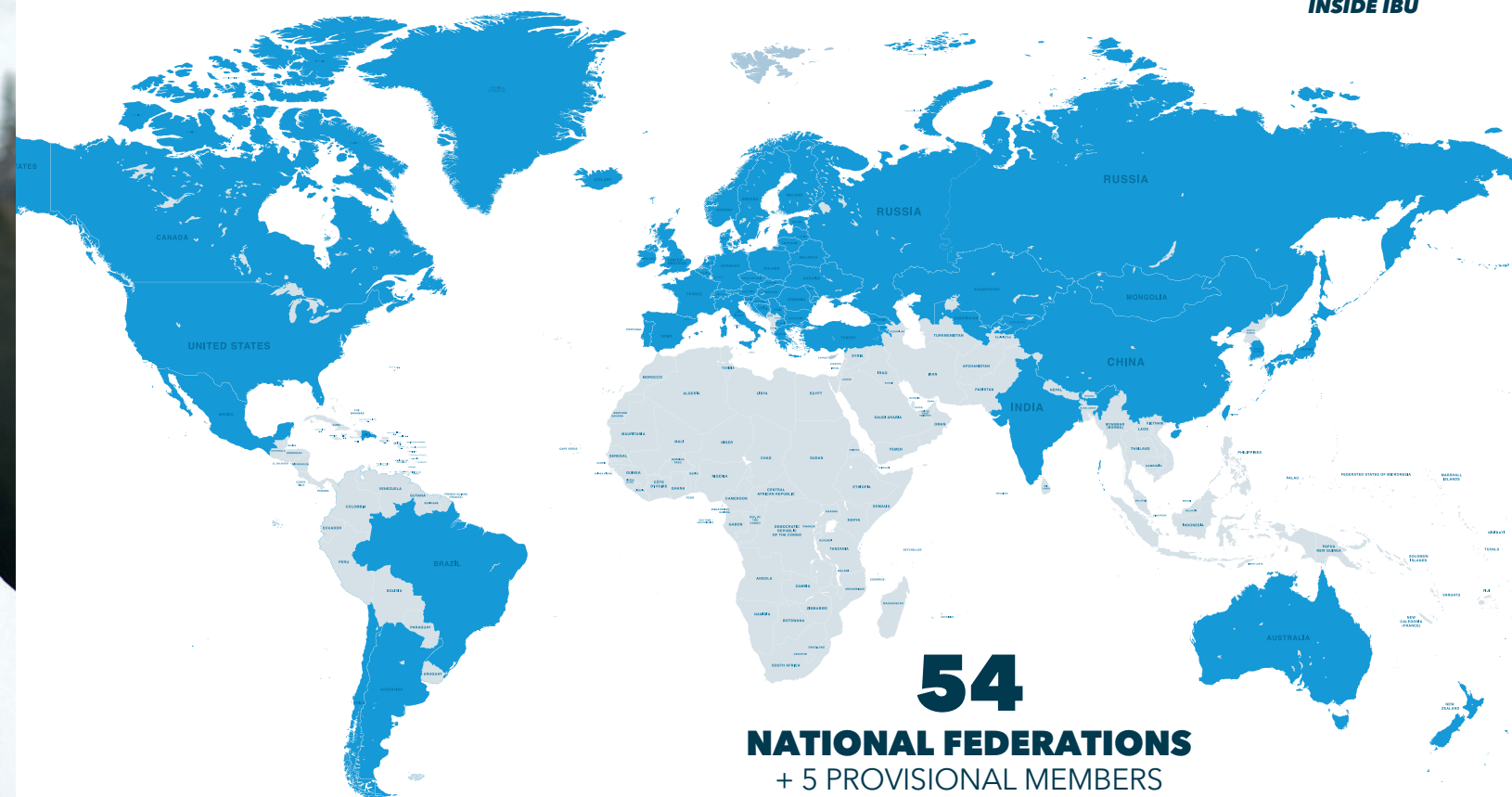
NATION	GOLD	SILVER	BRONZE	TOTAL
1. FRANCE	7	3	1	11
2. RUSSIA	3	-	2	5
3. SLOVENIA	2	3	-	5
4. SWITZERLAND	2	-	-	2
5. POLAND	1	1	1	3
6. GERMANY	1	-	1	2
7. ITALY	-	5	5	10
8. NORWAY	-	2	1	3
9. CZECH REPUBLIC	-	1	1	2
9. SLOVAKIA	-	1	1	2
11. AUSTRIA	-	-	2	2
12. SWEDEN	-	-	1	1

France ended a highly successful IBU Youth/Junior World Championships in Obertilliach as (by far) the most decorated nation by winning 11 medals, seven of them gold. Italy won 10 trophies, five of them silver and five bronze. Emilien Claude was the absolute star of Obertilliach. He won a gold medal in the sprint and the pursuit, anchored the French relay team to a win, and won a bronze medal in the individual. Claude's was a beautiful story in more than just a sporting way, just like the one of Amy Baserga of Switzerland, who won gold in the sprint and the pursuit. Lena Repinc of Slovenia won all four available medals in the youth women competitions. Denis Irodov of Russia dominated the youth men's field. He won gold medals in all three individual competitions while shooting a combined 49/50. For the first time in the history of the IBU Youth/Junior World Championships, all four winners of the sprint followed up with a win in the pursuit.

INSIDE IBU



IBU CONGRESS The Congress is the general meeting of the National Federation Members, represented by their respective delegates. The Congress holds ultimate and supreme authority in relation to the affairs of the IBU. It has the right to exercise all the powers given to the IBU in its Constitution when it considers it necessary or appropriate to do so to further the purposes of the federation. Ordinary Congress meetings are held every two years (in even years), between June and September where possible.



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

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

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

PROVISIONAL MEMBERS

- | | |
|------------|--------------------|
| AND | Andorra |
| DOM | Dominican Republic |
| ISL | Iceland |
| MEX | Mexico |
| RUS | Russia |

VIRTUAL FOR THE FIRST TIME

On 14 November 2020, the IBU Congress met virtually for the first time in IBU history, in order to protect the health and safety of all participants.

The Biathlon Integrity Unit gave report to the Congress for the first time. The IBU received a presentation from the External Review Commission (ERC) which explained that the ERC has completed its investigation and has drafted a detailed report. 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.

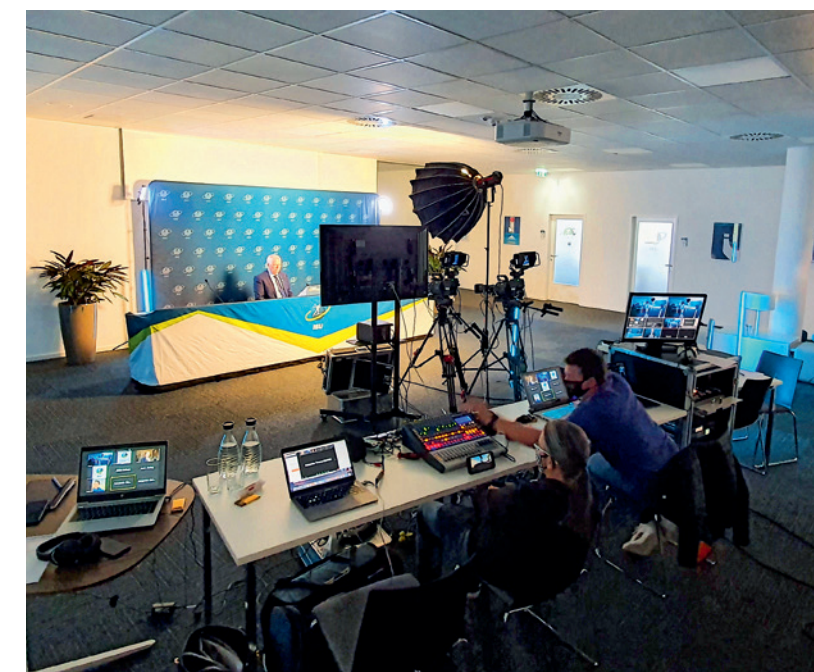
The Congress also decided on motions from the IBU Executive Board, such as amendments to competition rules partly in light of COVID-19 protocols. It also received an update on the work of the IBU Executive Board, which included progress that has been made on the implementation of the Target 26 strategic plan, as well the advancements made in sustainability, development and governance.

The Congress also awarded Nove Mesto na Morave (CZE) and Lenzerheide (SUI) the IBU World Championships in 2024 and 2025 respectively.

IBU President Olle Dahlin said: "We are delighted to announce the hosts of our 2024 and 2025 IBU World Championships. Nove Mesto is famous around the world for producing amazing atmospheres at its biathlon events. The venue will be upgraded further, and with the extensive experience of the organisers, will guarantee a real biathlon festival in 2024. As a biathlon organiser, Lenzerheide is a relatively new member of the biathlon family. But it has undergone a rapid and impressive development in recent years by organising multiple IBU events, including the IBU Youth/Junior World Championships 2020. Its impressive application, including nationwide support, a green event approach have a promising legacy concept."

IOC President Thomas Bach addressed the delegates via a video message in which he congratulated the IBU on the institutional reforms that have been undertaken, as well as the well-thought through IBU Covid-19 Event Concept.

President Bach said: "You are also demonstrating this ability to overcome challenges when it comes to organising live sports events in a safe way. With a diligent preparation with regards to health protocols for the upcoming biathlon season, you are setting an example that sport can be organised safely even under the ongoing health restrictions. This is a very important signal for the entire world of sport giving us confidence in our preparations for future events, including the postponed Olympic Games Tokyo 2020 and of course the Olympic Winter Games Beijing 2022."



14TH ORDINARY IBU CONGRESS

14 NOV 2020 | VIRTUAL CONFERENCE

IN MOTION

The IBU's strategic plan Target 26 established an ambitious roadmap for growing and developing the sport. Its execution is well underway: The implementation of each of the 15 objectives under the five main targets is led by a member of the management team who provides regular progress reports to the Executive Board. Target 26 de-

finied several actions to be realised by 2022, which serves as an important milestone on the road to 2026. Work towards this deadline is on track and will continue to involve relevant stakeholders. Regular interim reports are made available on the IBU website and a detailed report on all Target 26 projects will be presented to the IBU Congress 2022.

TARGET 26 OUR STRATEGY FOR FOCUSING, HITTING AND MOVING - TOGETHER

EMPOWERING OUR FEDERATIONS

Create the Biathlon Academy to provide practical support to Member Federations, athletes and coaches

Establish a more effective system of financial support for all Member Federations

Enhance youth participation and accessible pathways for young athletes

PROJECT TRACKER SPRING 2021

Drafted a concept for a new financial support system for national federations. Established a Development Reference Group and delivered an IBU regional events pilot. Developed the first IBU Academy course for coaches.

ENHANCING OUR EVENTS

Increase the consistency of IBU event standards

Improve fan experience at IBU events

Enhance the experience of athletes and their support teams at IBU events

PROJECT TRACKER SPRING 2021

Implemented a new long-term event allocation procedure. Developed a new OC support concept. Engaged fans in the development of new digital services. Incorporated athletes in various Target 26 projects.

EXTENDING OUR REACH

Establish a fully integrated IBU digital ecosystem

Increase opportunities to showcase elite biathlon internationally

Enhance internationally-viable promotion efforts

PROJECT TRACKER SPRING 2021

Began development of the new IBU website and official mobile application, set to launch at the start of season 2021/2022. Engaged in continuous dialogue with media and marketing partners and enhanced relationships with sponsors.

UPGRADING OUR GOVERNANCE

Strengthen IBU governing principles and regulations

Expand the involvement of biathlon in international and national sporting affairs

Increase engagement of all stakeholders in IBU decision-making

PROJECT TRACKER SPRING 2021

Established a regional engagement process with national federations. Implemented a good governance action plan. Approved an IBU Gender Equality policy and action plan. Conducted an IBU risk assessment.

INNOVATING OUR FUTURE

Develop 'street biathlon' as a unique biathlon discipline

Develop capabilities to place the IBU at the heart of developments in the digital and virtual world

Establish biathlon as a leader in promoting sustainability in sport

PROJECT TRACKER SPRING 2021

Approved IBU Sustainability Strategy 2020-2030 and won the IOC / Dow Carbon Award 2020. Conducted a survey with national federations to set the future direction for street and summer biathlon.

STATUS OF ALL 46 GOALS FOR 2022

7 GOALS COMPLETE | 30 GOALS ONGOING | 9 GOALS NOT YET STARTED

TARGET 26

EXTERNAL REVIEW COMMISSION

FINAL REPORT

The International Biathlon Union published the final report of the independent External Review Commission (ERC) on January 28, 2021.

The IBU Executive Board appointed the ERC, chaired by Jonathan Taylor QC, in November 2018 to conduct a full investigation into the allegations made against former IBU President Anders Besseberg and former IBU Secretary General Nicole Resch.

Following an exhaustive investigation, the ERC concluded that both Mr. Besseberg and Ms. Resch have cases to answer for breach of the IBU's rules, based on their apparent protection of Russian interests, particularly in the context of anti-doping, without good justification.

The ERC has supplied a full, unredacted copy of the report, together with all supporting evidence, to the Biathlon Integrity Unit (BIU). Under the new IBU Constitution adopted in 2019, the BIU has the sole responsibility of determining 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.

ERC Chair Jonathan Taylor said:

"This final report stands as a case study for the importance of good governance in sport. The complete lack of basic governance safeguards previously in place at the IBU meant the former IBU leadership was able to operate without checks and balances, without transparency, and without accountability. The report shows why all integrity decisions should be made by an independent body that is dedicated solely to protecting the ethical values of the sport, not by an executive board that has to

deal with a number of conflicting interests. However, the Commission commends the new IBU President and Executive Board members for addressing these issues. The IBU has strengthened the constitution and moved forward in line with international best practice, to minimise the chances of wrongdoing like this recurring."



BIU Chair Louise Reilly added:

"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.

The Integrity Unit will also analyse the extensive evidence collected by the ERC and determine whether to bring proceedings for apparent violations of the IBU rules independently, impartially, and without fear or favour, thereby upholding our responsibility to protect the integrity of the sport."

IBU EXECUTIVE BOARD

ABOUT IBU EXECUTIVE BOARD

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

OLLE DAHLIN
PRESIDENT

JIRI HAMZA
VICE-PRESIDENT

TORE BOYGARD
EXECUTIVE BOARD MEMBER

KLAUS LEISTNER
TREASURER

JIM CARRABRE
EXECUTIVE BOARD MEMBER

MAX COBB
EXECUTIVE BOARD MEMBER

CLARE EGAN*
EXECUTIVE BOARD MEMBER

IVOR LEHOTAN
EXECUTIVE BOARD MEMBER

FRANZ STEINLE
EXECUTIVE BOARD MEMBER

NIKLAS CARLSSON**
SECRETARY GENERAL

152ND IBU EB MEETING
PART 1: VIDEO CONFERENCE; 08 MAY 2020

152ND IBU EB MEETING
PART 2: VIDEO CONFERENCE; 06-07 JUNE 2020

153RD IBU EB MEETING
MUNICH, GERMANY; 29-30 JULY 2020

154TH IBU EB MEETING
MUNICH, GERMANY; 26-27 SEP 2020

155TH IBU EB MEETING
VIRTUAL; 13 NOV 2020

156TH IBU EB MEETING
POKLJUKA, SLOVENIA & VIRTUAL; 11 FEB 2021

* IBU Athletes' Committee Representative with voting rights
** IBU Secretary General with no voting rights

A SEASON OF MINDFUL DECISIONS

Throughout the 2020/2021 pre-season and season, the IBU focused on measures and steps that allowed for safe competitions for all stakeholders. It also pressed ahead with the decisions that supported the implementation of Target26 objectives.

152ND P1 The IBU Executive Board established principles to provide financial support to the Organising Committees that lost significant revenues at the end of the 2019/2020 winter season due to restrictions or cancellations caused by COVID-19. The EB also discussed the potential impact of COVID-19 on its upcoming events, including the Summer Biathlon World Championships in Ruhpolding (20-23 August) and the IBU Congress in Prague (10-13 September). A final decision was expected to be taken at the next EB Meeting on 6-7 June.

152ND P2 The IBU Executive Board announced the cancellation of the 2020 Summer Biathlon World Championships scheduled to take place in Ruhpolding (20-23 August) and the postponement of the IBU Congress, after it was agreed that the events could not be staged as planned due to concerns over participation and safety.

Following the decision of the German government to cancel all "mass events" in Germany until 31 August 2020 and in light of the dynamic nature of the COVID-19 pandemic, the German Ski Federation and the Organising Committee in Ruhpolding decided to withdraw from hosting the event and return the rights to the IBU. After evaluating options to reallocate the event, the IBU EB agreed that given the widespread challenges caused by COVID-19, the ongoing restrictions on international travel, and the limited window available in the biathlon calendar to reschedule, it was

in everyone's best interests to cancel the event. The IBU Congress that was scheduled for 10-13 September in Prague was rescheduled to 13-15 November 2020.

153RD The IBU Executive Board met with scenario-planning for the 2020/21 season at the forefront of discussions. The EB expressed its commitment to doing everything possible to deliver a safe and secure biathlon season as scheduled.

The IBU was in close dialogue with all 25 IBU event organisers to better understand the situation in their respective countries and cities. It worked with the organisers to gather detailed information on their governments' regulations, potential event-budget restrictions, and the expected financial impact of hosting events with COVID-19 safety regulations in place. This information was used to determine where adjust-



ments needed to be made and how the IBU could maximise support for its event organisers.

As a result, no calendar changes were made at that stage, but the IBU agreed to decide on the schedule for each trimester of the season separately. It was clear that continued flexibility would be required as the situation kept changing rapidly.

The IBU also **established a Medical Advisory Group**, which includes the experienced physicians Dr. Katja Mjosund (FIN), Prof. Dr. Bernd Wolfarth (GER), Dr. Lars Kolsrud (NOR) and Dr. James Carabre (CAN; IBU EB Member).

During the meeting, the EB also received an update on the progress made on implementing Target 26, with a **particular focus on the development of the sustainability strategy and the digital strategy**. The Development Department also provided a summary of its recent activities, including the progress on establishing the IBU Academy, and the EB discussed the principles for long-term National Federation support and contributions.

The EB received an update from the External Review Commission.

154TH The IBU Executive Board decided that four BMW IBU World Cup events would take place in the first trimester of the 2020/21 season as

planned. **In order to minimise travel and protect athlete and stakeholder safety, they were hosted in just two venues: the Season Opening and week two of the BMW IBU World Cup 2020/2021 in Kontiolahti (FIN) and week three and four in Hochfilzen (AUT).** Originally, Oestersund (SWE) and Annecy-Le Grand Bornand (FRA) had been scheduled to host two of these World Cup events. However, following consultations with the Organising Committees, relevant National Authorities and the IBU Medical Advisory Group, the EB and the organisers agreed that reducing the number of stops on the circuit would protect participant health and minimise travel challenges. The competition dates and disciplines remained unchanged.

The EB confirmed that the IBU World Championships Biathlon would take place on 09-21 February 2021 in Pokljuka (SLO) and that the schedule for the BMW IBU World Cups in January 2021 would be decided in October 2020 and the schedule for the World Cups in February and March 2021 would be decided in November 2020.

The IBU also announced **an adjusted calendar for the IBU Cup**: under the same principle of minimised travel, the series featured three stops in Arber (GER), Brezno-Osrblie (SVK) and Ridnaun-Val Ridanna (ITA) with five event weeks. The Open European Championships remained scheduled for Duszniki-Zdroj (POL) as planned.

The EB agreed **to financially support regional events** in all defined IBU regions in which mainly neighbouring countries compete. Offering a reasonable number of competitions for youth and junior athletes was of high importance following the EB's decision to cancel all IBU Junior Cup events for the 2020/21 season as well as the Junior Open European Championships.

The 14th Ordinary IBU Congress, originally scheduled for 13-15 November in Prague (CZE), was modified to be held virtually on the same dates. The EB also received an update from the IBU Fluor Working Group.



155TH The bidders for the IBU World Championships Biathlon 2024 (Nove Mesto na Morave/CZE) and 2025 (Minsk-Raubichi/BLR and Lenzerheide/SUI) presented their sports-related technical plans and vision for the IBU flagship event. The IBU EB also received a technical report from the recently-established IBU World Championships Evaluation Commission. The new selection procedure was introduced in the reformed IBU Constitution to guarantee the fairness and integrity of host venue selections.

The IBU EB expressed its support for the decision taken by the International Olympic Committee, Beijing 2022 and the Winter Olympic International Federations to replace the international trial events for Beijing 2022 with an adapted trial programme.

156TH The IBU EB met in Bled, Slovenia during the IBU Biathlon World Championships to discuss a number of key subjects including upcoming com-

petition calendars and additional National Federation financial support.

During the meeting, the EB agreed upon the allocation of the BMW IBU World Cup biathlon hosts for the 2022-2026 calendar as well as the allocation of the IBU Cups, Open European Championships, Junior Cups and the Youth and Junior World Championships for 2022-2024.

The World Cup calendar for 2021/2022 was also discussed. Due to the current situation in Belarus, the IBU Executive Board decided to designate the status of the World Cup in Minsk-Raubichi in March 2022 as pending.

As part of the IBU's ongoing commitment to supporting the biathlon family in overcoming the current challenges caused by COVID-19, **the EB also agreed to provide €2 million in additional funding to the National Federations.**

The EB reinforced the IBU's **commitment to promoting gender equality** within the sport with the approval of the IBU Gender Equality Policy.



INTERNATIONAL RELATIONS



MANAGING THE CRISIS AND PREPARING FOR THE FUTURE

While the main focus was on the safe organisation of the 2020/2021 season, all other activities of the IBU continued apace. The IBU played an active role in international sporting relations and participated in many formal and in-formal discussions on the most pressing issues in sport.

At the beginning of June 2020, IBU President Olle Dahlin reported on the **IOC CoCom's virtual meeting**, including a discussion with OBS about Olympic Winter Games Beijing 2022 broadcasting. In July 2020, the President participated at the 136th IOC Session, held virtual. Dahlin also reported on the letter sent by the IOC President to all IFs regarding gender equality. IOC Executive Board recommended to the IFs a minimum of 30% representation of women in their governing bodies.

During the summer of 2020, president Dahlin had virtual meetings with **WADA** President Witold Banka and the **Chinese Winter Sports Federation**.

In July 2020, the President informed the EB about the letter from the IOC regarding the **IOC Carbon Initiative**. It included the offer of support from IOC TOP partner Dow to cover the cost of carbon offset credits of IFs, which implement tangible actions to address and reduce greenhouse gas emissions within their organisations and events. The IBU joined the **UN Sports for Climate Action Framework** in June 2020 and was thus eligible for this initiative. On 05 November 2020, president Dahlin attended the IOC Sustainability and Legacy Commission virtual meeting. The discussion included IBU's feedback. At the virtual IF Forum Sustainability Session, the IBU received an **IOC/Dow Carbon Leaders Award** for its efforts to fight climate change.

In September 2020, president Dahlin delivered a virtual keynote speech for the **World Winter Sports Expo Beijing 2022**.

In November 2020, the **AIOWF Annual Meeting** included attendance by the IOC's sports department and reports from different IOC commissions. The IOC Coordination Committee **Beijing 2022** held a virtual meeting, including a discussion about the venues test-events and the broadcasting. The IBU President also participated in the annual proceedings of the **GAISF General Assembly** in mid-November.

In January 2021, president Dahlin participated in the **virtual AIOWF meeting**. He also took part in the virtual meeting of the **IOC Youth Olympic Games Steering Committee**. In February 2021, the program and quotas for the Gangwon 2024 Youth Olympic Games were confirmed by the IOC Executive Board, with no changes for biathlon.

In March 2021, president Dahlin participated in the **137th IOC Session**, scheduled to take place in Athens on 10-12 March 2021, and shifted to a virtual format due to the travel restrictions. Reelection of **Thomas Bach as the IOC President**, reports of the IOC Commissions and **Agenda 2020+5**, were high on the agenda. Beijing 2022 CoCom and IF meeting, held on 25 March 2021, focused on test events, weather issues, schedule for IF's visits, legacy, and quotas.

In April 2021 a virtual **IOC CoCom Milano-Cortina 2026** meeting was held and later in the month there was a virtual meeting for the AIOWF members with an IOC update about meetings during Tokyo 2020 and Beijing 2022 progress.

AIOWF GOVERNANCE REVIEW

REMARKABLE PROGRESS

The International Biathlon Union welcomed its improved standing in the AIOWF Governance Review on 1 September 2020. It reconfirmed its ongoing commitment to enhancing its governance at all levels of biathlon. Improving the IBU's governance has been a priority since the IBU Executive Board was elected in 2018.

The third governance review saw the IBU's score improve by 33% from the previous report and exceed the target score set by the ASOIF Governance Taskforce. This significant improvement reflected the series of far-reaching governance reforms the IBU has implemented over the last two years, such as the launch of the new state-of-the-art Constitution and its Integrity Code and Biathlon Integrity Unit. The new Constitution, which is at the forefront of good governance, has drawn praise from international experts and has sent out a message about the IBU's commitment to integrity, transparency, and accountability.

Improving the IBU's governance is a major priority of the Target 26 strategic plan, and the federation works continuously to ensure that enhancements in good governance are implemented at the National Federation (NF) level. In that light, the federation hosted a series of virtual regional workshops for National Federations (NFs).

NFs were split across six regions - Americas, Asia and Oceania, Central Europe, Eastern Europe, Northern Europe and Southern Europe - with each region attending three separate digital sessions on Governance, Development and Sustainability.

The first workshop sessions took place on 16 and 17 June 2020 with the IBU delivering the Governance and Development sessions to the Northern Europe region. The five remaining regions received the Governance and Development sessions over the following three weeks before the cycle restarted for the Sustainability session. The last of the 18

sessions across the six regions took place on 18 August 2020. The session on Governance focused on the results of the NF online survey, governance amendments required as a result of the new IBU Constitution and a discussion on the regional challenges that impact the growth of biathlon within the NF's respective countries. The session on

Development addressed the future direction of development support, the concept of the IBU Academy and regional challenges to the development of biathlon. The final session on Sustainability tackled sustainability in the context of Target 26, sustainability issues in biathlon and the vision for 2030.

Each of the sessions was facilitated by IBU President Olle Dahlin and IBU Secretary General Niklas Carlsson with support from the relevant IBU heads of department.

33%
IMPROVEMENT

Secretary General Niklas Carlsson said: "Following the workshop and completion of the NF survey, the IBU has begun work on developing a good governance toolkit for NFs. It includes an easy-to-use self-assessment checklist along with best practice guidelines, and tips and examples on policy implementation. The IBU also plans to conduct a review of the NF constitutions, before developing an upgraded version of the toolkit with additional complementary policy tools."

ABOUT THE AIOWF Association of the International Olympic Winter Sports Federations (AIOWF), founded in 1976 at Innsbruck, Austria is an association of winter sports federations recognised by the International Olympic Committee that compete in the Olympic Winter Games. There are 7 sport federations members of AIOWF: biathlon, bobsleigh & skeleton, curling, ice hockey, luge, ice skating, skiing.

IBU ATHLETES COMMITTEE





Clare Egan
CLARE EGAN
CHAIR

ABOUT IBU ATHLETES COMMITTEE

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

CLARE EGAN
CHAIR ATHLETES COMMITTEE

MARTIN FOURCADE
ATHLETES COMMITTEE MEMBER

AITA GASPARIN
ATHLETES COMMITTEE MEMBER

ERIK LESSER
ATHLETES COMMITTEE MEMBER

HENRIK L'ABEE-LUND
ATHLETES COMMITTEE MEMBER
AND TC MEMBER

LUCKY TO BE ABLE TO COMPETE

The 2020/2021 season posed many challenges for biathletes around the world, but ultimately, we were incredibly lucky to be able to compete at the BMW IBU World Cup, the IBU Cup, and the IBU Youth/Junior World Championships. The Athletes' Committee **continued to prioritize communication and community-building, working to connect and empower athletes** and to reinforce the relationships we have developed with our partners inside the IBU.

In preparation for a complicated winter competition season, the Athletes' Committee mobilized our network of team representatives from about 40 countries for an online meeting with IBU President Olle Dahlin and the IBU Sports and Event department. The meeting was an opportunity for the IBU to explain the COVID-19 Event and Participant Guidelines to the athletes directly, and to address their questions and concerns. This **direct line of**

communication between IBU staff and athletes was key to making our winter a success.

In February, the Athletes' Committee hosted our annual Open Meeting. Typically held in person at a World Cup event, **this year's meeting was held online, which had the advantage of opening up the invitation list to all international-level biathletes.** At least 56 biathletes from 19 nations attended. The meeting agenda included an introduction to the Biathlon Integrity Unit (BIU) hosted by BIU Board Chair Louise Reilly and Head of Unit Greg McKenna, a summary of the IBU's External Review Commission report provided by Commission Chair Jonathan Taylor, and a questions & answers session with IBU Sports & Event Director Felix Bitterling and World Cup Race Director Borut Nunar.

Throughout the year, the Athletes' Committee has worked with our Athlete Representative on the IBU's Technical Committee, Henrik L'Abée-Lund, to ensure that our voice is included in the discussions and decisions about event and competition rules. Athletes' Committee Chair Clare Egan served on the IBU's COVID-19 Event Task Force which led the decision-making process for 2020/21 competitions. In March, **about 15 athletes from at least 12 countries volunteered to partner with the IBU as Ambassadors for one of three topics: gender equality, sustainability, and integrity.** We were delighted to see athletes so enthusiastic about using their voices for the greater good.

When the 2020/21 season came to a close, the Athletes' Committee offered a **special flower ceremony** to a few key members of the IBU's Sports & Event staff for their exceptional efforts to make our competition season possible: Sports & Event Director Felix Bitterling, Sports & Event Manager Daniel Böhm, and IBU World Cup Race Director Borut Nunar. Athletes and our families, friends, and fans all over the world were so grateful for a safe competition season in 2020/21.



IBU TECHNICAL COMMITTEE




CHRISTOPHE VASSALLO
CHAIRMAN

ABOUT IBU TECHNICAL COMMITTEE

The IBU Technical Committee (TC) consists of eleven members. Ten are elected for a period of four years by the Congress after having been nominated by NF full members (1 candidate per NF) and one is appointed by the Athletes' Committee.

The current TC was elected at the IBU Congress 2018 and now includes its very first female member. The TC is led by a chairman elected from among its members. The role of the TC is clearly defined in the IBU Constitution and is fully integrated in the strategic plan Target 26 adopted at the last IBU Congress. It mainly acts in areas closely linked to the technical aspects of the sport of biathlon. Event & Competition rules, equipment, biathlon venue licensing, referees, liaising with coaches and athletes, and drafting the competition calendars are the main areas of responsibility. To work the most efficiently in all those areas, the TC establishes working groups, and the Chairman nominates one leader for each of them. The TC has the following working groups: Rules (competition/OC guide), Referees (education, tests, seminars, Technical Delegates and International Referees, assignments at IBU Events), equipment/material, summer biathlon, development (coach seminars), licenses for venues (inspections, homologations, prolongations), liaison with coaches/athletes. The TC meets twice a year for three to four days of meetings and remains in constant contact throughout the year.

SEPTEMBER 2020 TC MEETING 57 PART 1 OCTOBER 2020 TC MEETING 57 PART 2 TD SEMINAR JANUARY 2021 TC MEETING 57 PART 3	CHRISTOPHE VASSALLO CHAIRMAN TC	FRANZ BERGER TC MEMBER	TOMAZ BERNAT TC MEMBER
		VLASTIMIL JAKES TC MEMBER	MATEJ KORDEZ TC MEMBER
		KARI KORPELA TC MEMBER	HENRIK L'ABEE-LUND TC MEMBER
		LORENZ LEITGEB TC MEMBER	OLGA NAZAROVA TC MEMBER
		HILLAR ZAHKNA TC MEMBER	

TC Technical Committee
TD Technical Delegate
IR International Referee

ADJUSTING TO THE CIRCUMSTANCES

Due to the pandemic, the TC spring meeting 2020 was canceled. The most important information such as calendar proposals and TD/IR appointments were shared within the TC via Email.

For the fall meeting (TC 57) the TC met virtually for the first time in three sessions on 22 September, 2020 15 October 2020, and 28 January 2021.

In the first part of the meeting, the competition schedule for the amended IBU Cup season was fixed. A proposal for the Special Event & Competition Rules - COVID-19 was also set up. These were including amended quotas for start and registration plus additional dropped results to cover situations of no possibility to participate due to travel restrictions.

Moreover, **the TC worked out proposals for the new "U25 Award", a new Regional Event structure, and approved an updated version of the "Youth Guidelines" to help National Federations** with the conduction of competitions for young athletes.

In the second part of the meeting, the TC approved a draft of an amended Olympic Winter Games qualification/quota system which was necessary due to the pandemic situation. Rescheduled events and related TD/IR appointments were on the agenda as well as a presentation of event applications for the seasons 2022-2026 and the allocation of the SB WCH 2022 in Ruhpolding. Finally, the TC proposed to the Executive Board after an update of the current development status the postponement of the implementation of the "Fluor Ban".

In the third part, the TC proposed the event calendars for the World Cup seasons 2022-2026 and the IBU Cup & Junior Cup seasons 2022-2024.

Adjustments in the World Cup and Junior Cup calendar for the season 2021/2022 were proposed to the EB due to various reasons and the date for the SB WCH 2022 was fixed. In the end, some last adjustments in the Special Event & Competition Rules were made and issues of open license inspections were solved.

VIRTUAL TD SEMINAR The virtual TD Seminar was organised on 23 October 2020. It covered the IBU Event Guidelines - COVID-19, the Special Event & Competition Rules - COVID-19, and general Event & Competition Rules changes to prepare all TDs for the upcoming season. All licenses were prolonged without an exam and till the next TD seminar.

DURING THE COMPETITION SEASON As it is for every competition's season the task of the TC was to monitor and evaluate the running of the competitions and to work on adjustments/changes of some rules if needed. One big challenge of this particular season has been the permanent adaptation of TD/IR assignments due to travel restrictions for some Nations.

SPRING TC MEETING The spring meeting (TC 58) wrapped up the 2020/2021 season. **The TC especially thanked and congratulated all the persons involved in the very good management of the COVID19 testing protocol throughout the winter season.**

After a wrap-up of the season 2020/2021, the Secretary-General and the Sports & Event Director, the three Race Directors presented season reports including Coach Meetings, calendar adjustments, and quota issues and the various working groups gave reports of their current tasks.

Changes to the Event and Competition Rules were approved including a detailed proposal for a new Regional Event article.

Updates on several topics handling equipment as e.g. Fluor and Lead were given and TD/IR issues were discussed.

The TC approved the development of digital tests for TD/IR exams and the conduction of regular virtual meetings for TDs outside the traditional in-person seminar held every two years.

License issues and the development of Street/Summer Biathlon rounded up the meeting before Development Director presented updates including the new Regional Event structure.

IBU SPORTS & EVENT



F. Bitterling

FELIX BITTERLING
SPORTS & EVENT DIRECTOR

ABOUT IBU SPORTS & EVENTS

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



BEING FLEXIBLE WAS THE KEY

The general planning and operation of the 2020/2021 season was mainly affected or even dominated by the **COVID-19 pandemic situation**, which is covered in detail above (page 12).

Before the season start, the **qualification system for the upcoming Olympic Winter Games 2022 was updated** to address the challenges posed by the global pandemic.

Unfortunately, **it was necessary to cancel the IBU Junior Cup (except for the IBU YJWCH) and start the IBU Cup season in January 2021** as procedures and resources needed to be gathered and tested. To compensate in part for the missing international junior events, the start quota for the IBU Cup was expanded. This focus **facilitated the successful operation** of all scheduled events and was made possible by the efforts and cooperation of all involved parties, supported by extraordinary additional contributions to our National Federations and Organising Committees.

From a sporting perspective, **the implementation of the new rules worked well**, even though certain aspects cannot be evaluated, such as the Super Sprints, which were not conducted under the new structure. **A new (blue) bib entered the stage** in the thrilling U25 Award, which was appreciated by athletes and fans.

In the end, the 2020/2021 season demanded a lot of **flexibility**, which was always **supported by the Technical Committee’s pragmatic solutions**.

Despite the challenging circumstances, **a new “Regional Event” system** was implemented under the scope of the Development Department to raise the level and broaden the spectrum of international events.

Planning for the 2021/2022 season, including the peak event, the Olympic Winter Games 2022 in Beijing, is already underway alongside **a detailed evaluation of the previous season** including information from several surveys (e.g. the Athlete Survey in cooperation with the Athletes’ Committee).

In addition to the key sportive tasks and duties, several topics relating to the mid- to long-term strategy **“Target26” and the Development Department dominate the current workflow**.

The three main topics are **“Sustainability”** (e.g. snow management, carbon footprint reduction), **“Gender Equality”** (e.g. increasing the number of women in several functions), and **“Digitalisation”** (e.g. simplifying and optimising processes like applications and databases). The resulting tasks will be overseen by one new staff member, hired in summer 2021 for the role of “Project Coordinator for Sports & Event Administration.”

Furthermore, the S&E Department will handle two major ongoing legal/environmental issues: the evaluation of an upcoming **lead prohibition** and the **implementation of the “fluor ban.”**

The legal status of lead and possible alternatives will be monitored. Plans for a **scientific program** to accelerate and support the development are underway.

A reliable test system to detect fluorine will continue to be developed in **close cooperation with the National Federations** and the industry, while in the upcoming 2021/22 season, only waxes that comply with currently applicable law will be allowed at IBU events.

MAIN
SPORT-RELATED
DECISIONS



"Planning for 2020/2021 started in the days and weeks after the abrupt end of the 2019/2020 season. The Sports & Event department worked closely with scientists and the IBU stakeholders to think about the competitions from a new perspective. We focused really down to details and managed to set up the required measures and protocols to navigate the COVID-19 crisis. We witnessed another season of world-class biathlon. But it was the responsible behaviour of everybody that impressed me the most!"

BORUT NUNAR BMW IBU WORLD CUP RACE DIRECTOR



"To streamline most of the IBU's resources and to test carefully planned protocols for managing the COVID-19 crisis at the BMW IBU World Cup events in Trimester 1, the IBU Cup calendar was adjusted and shortened, with the start moved to January 2021. That worked very well for the IBU Cup as we could apply good practices and assembled know-how from the first four weeks of the competitions in the BMW IBU World Cup. We had an excellent level of competitions with the highlights at the IBU Open European Championships in Duszniki - Zdroj, Poland."

KRISTJAN OJA IBU CUP RACE DIRECTOR

"Due to organizational considerations, we couldn't guarantee the same very high standards of protective health measures requested at the BMW IBU World Cup level. The decision was to cancel the IBU Junior Cup for the 2020/2021 season. At the same time the IBU increased quotas for the IBU Cup. The number of regional events increased. This way, young athletes could compete in fantastic IBU Y/J WCHs in Obertilliach, Austria."

ARNE EIDAM IBU JUNIOR CUP RACE DIRECTOR



IBU DEVELOPMENT





Dagmara G.
DAGMARA GERASIMUK
DEVELOPMENT DIRECTOR

ABOUT IBU DEVELOPMENT

The IBU aims to develop the potential of its National Federation members and to build sustainable systems, structures, and pathways for athletes from beginner to elite levels. The IBU does this by providing educational resources and developmental support that reinforce the delivery of structured development systems, projects, and activities.

The IBU Development pillars concept is based on:

POPULARISATION Creating tools that can engage children all over the world in practicing biathlon from an early age. Expanding global participation in entry-level biathlon competitions (including IBU Junior and Youth events, IBU Cups, regional events, and junior national championships).

EDUCATION Offering coach development resources and courses to provide qualifications for our coaches and increase interest in our sport. Increasing the qualifications of technical officials, NF staff, and IBU event managers. Encouraging more scientific research and innovation in biathlon.

ATHLETE DEVELOPMENT Supporting athletes in combining their careers with a sports career. Supporting athletes in preparing for life after sport.

NF DEVELOPMENT Building the capacity of existing members to better regulate, promote, and develop the sport on a national level. Increasing the number of (active) members joining the IBU.

DAGMARA GERASIMUK
DEVELOPMENT DIRECTOR

RIIKKA RAKIC
SENIOR PROJECT MANAGER

THERESA JOST
PROJECT COORDINATOR
DEVELOPMENT

TARGET26

**EMPOWERING
OUR
FEDERATIONS**

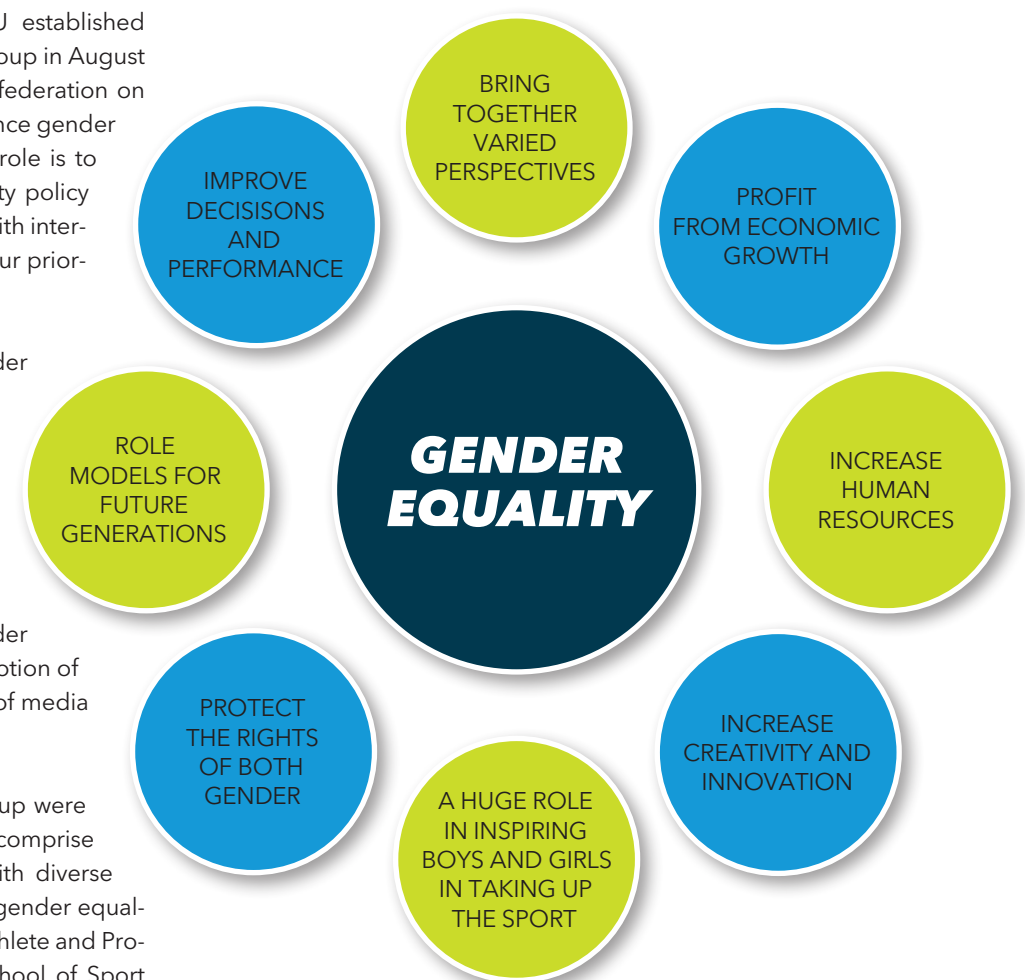


PROGRESSING ON MANY FRONTS

EXPERT REFERENCE GROUP IBU established the IBU Gender Equality Working Group in August 2020 to help guide and advise the federation on strategies and policies that will enhance gender equality at all levels of biathlon. Its role is to ensure that the IBU's gender equality policy is created and implemented in line with international standards with a focus on four priority areas:

- Equal representation and gender sensitivity in decision-making.
- Equal representation and gender equality in coaching and teaching in sport.
- The fight against gender violence in sport and the role of sport in preventing gender violence.
- The fight against negative gender stereotypes in sport and the promotion of positive role models and the role of media in this perspective.

The members of the Working Group were selected by the Executive Board and comprise male and female representatives with diverse experience and expertise related to gender equality. Kari Fasting, former Norwegian athlete and Professor Emerita at the Norwegian School of Sport Sciences in Oslo, Norway, is serving as the body's external expert. Fasting has conducted research into equality and diversity in sport as well as sexual harassment and abuse in sport and has worked as an expert consultant for a host of major organisations including the IOC, UNICEF, and the EU.



IBU GENDER EQUALITY WORKING GROUP

Daniel Boehm	IBU Staff, former biathlete
Sarah Dentry-Travis	Board Member of Biathlon Canada
Sofia Domeij	President of the Swedish Biathlon Federation
Kari Fasting	Norwegian School of Sports Science (Expert)
Darya Leosh	Belarus Biathlon Federation
Greg McKenna	Head of the Biathlon Integrity Unit
Karin Orgeldinger	Executive Board Member DSV, Sports and General Manager Biathlon and Nordic Skiing
Tapio Pukki	Finnish Biathlon Association
Emőke Szőcs	Hungarian Team Coach (Nordic Director)
Barbora Tomesova	Czech Biathlon Union, Sports Club NMNM

GENDER EQUALITY POLICY In February 2020 published the IBU The Gender Equality Policy, which set out three focus areas and objectives to achieve by 2026:

Governance: ensuring that women are recruited to senior management governance and leadership positions and are assigned roles of influence with decision-making responsibilities. Gender equality in national and international biathlon organisations will be entrenched through statutes, policies, and the electoral process.

Sport: increasing the recruitment and development of women coaches, referees, and officials at the highest level of the sport while keeping the existing equal balance in international competition participation, formats and sport technical rules, and equal pay. Safeguarding athletes from harassment and abuse in sport.

Portrayal: avoiding prejudice and stereotypes in the portrayal of women and men in all biathlon areas by raising awareness of what constitutes bias, both conscious and unconscious, and ensuring an equal media presence.

IBU defines gender equality as a process of equitably allocating resources, opportunities and entitlements to both females and males in order to ensure that the sport of biathlon is free of gender discrimination.

There are currently:

- **5** women presidents among **59** IBU NFs
- **8** women as head coaches of national teams in the last **10** years
- **5-6%** women among IBU Technical Delegates
- **20%** women among Directors, SG in the NFs
- **27** of **56** NFs (48%) report having a gender equality or diversity policy
- **77%** of NFs don't have any programmes in place to encourage female leadership

UNCONSCIOUS BIAS SEMINAR After successfully organizing the first-ever IBU Gender Equality Seminar in Warsaw in 2019, the IBU organized another seminar in April 2021 with the ESCP Europe Business School Berlin. It was led by Dr. Marion Festing, Professor of Human Resource Management and Intercultural Leadership at ESCP Europe's Berlin campus. She shared her knowledge about the effects of unconscious prejudices and how important it is to consider this topic on the way towards gender equality.

The seminar was organized in a workshop format, limited to 50 participants and split into two equal groups to ensure active participation. The total duration of each group was 10 hours, split over 3 days.

In total, 49 people from 40 NFs registered for the seminar.

In the end, 33 participants from 29 NFs as well as 5 participants from the IBU/BIU/EB successfully completed the seminar. 24% of the participants were male, 76% were female.

All participants were invited to join the "Empowering Women in Biathlon" LinkedIn Group for long-term knowledge and experience exchange.

The respondents ranked their satisfaction with the seminar with 9 out of 10 points, where 10 means "absolutely satisfied."

100% of respondents said that they are now more aware of the existence of unconscious bias and gained new insights into biases and themselves. 89% said that this training will improve their interactions with others and that they are ready to advocate for change in their organization.

ESTABLISHMENT OF THE ACADEMY EXPERT REFERENCE GROUP The IBU Academy (IBUA) is committed to improving the world of biathlon today and for future generations through outstanding research, education, preservation and practice. IBUA educates aspiring leaders worldwide who will serve all sectors of biathlon.

The mission of the IBUA is to offer internationally recognized and competitive opportunities for learning, discovery and engagement to a diverse population of athletes, delegates, referees and managers in a real-world setting. The IBUA offers a wide range of programs at the entry and professional levels and pursues a broad agenda of research and creative activities. As a resource for knowledge in the biathlon society, the IBUA builds partnerships with other educational institutions, community organizations, government agencies, and the private sector to serve the development of biathlon around the world.

ROLE OF THE IBUA EXPERT GROUP To ensure that the educational system being created complies with modern standards and contains the latest available knowledge, the IBU has set up an IBUA Expert Group (AEG). The AEG will provide the responsible staff with both scientific and practical advice to implement the best educational programs in the sport of biathlon. Its members:

Matthias Ahrens Head Coach, Biathlon Alberta Training Centre, Canmore

Bernhard Eisenbichler Head of Biathlon, NF GER
Jane Fitzpatrick Sports and Exercise Physician, University of Melbourne

Grzegorz Juras Rector of The Academy of Physical Education in Katowice

Marko Laaksonen Mid Sweden University

Harri Luchsinger Head of Development and Sport Science, NF NOR

Kaisa Makarainen Athlete representative

Wolfgang Pichler Swedish Olympic Committee

Vegar Rolfsrud Head of Youth and Development, NF NOR

Gerold Sattlecker* formerly University and State Sports Centre Salzburg/Rif

* IBU Education Manager since Aug 21

COACH WEBINAR WEEK In September 2020, the IBU decided to organise a Coach Webinar instead of the yearly in-person Coach Seminar to ensure that coaches from all NFs could take part in the single sessions and to avoid having too many people together in one place due to the COVID-19 pandemic. The goal was to provide coaches from all National Federations with key knowledge in the principles of training young athletes at a national level.



The training was held over four days and featured an international team of biathlon experts from elite sports, education, and psychology. The experts delivered a series of lectures focusing on a different topic each day:

- Talent Identification and Development;
- Skiing Technique;
- Shooting;
- Psychology in Biathlon.

The opening session was delivered by legendary biathlon coach Wolfgang Pichler, who drew from his extensive experience to discuss the role of a head coach and how to develop junior athletes into Olympic medalists. Summarising the key ingredients needed to make top-level coaches, Pichler said, 'Passion. Discipline. Dedication.'

80% of respondents said that the sessions fulfilled their expectations and the knowledge gained was applicable to their work, and that they were going to implement some of the new learnings in the training process.



IBU-IOC VIRTUAL CAMPS In the period between 19 October - 29 November 2020, the first-ever IBU-IOC Virtual Camps were successfully concluded after several weeks of mentorship, training, and Q&A Sessions. All classes were held via Zoom, with athletes and coaches from 24 developing National Federations participating.

Athletes and coaches had the opportunity to learn from athletes like Michael Greis and Kaisa Makarainen and ask them their most burning questions. Experts like Nicole Rodriguez (strength training) and Dr. Stefan Lindinger (skiing technique) provided analysis sessions while the BIU updated participants on important matters such as anti-doping and safeguarding within biathlon. The scale of the Virtual Camps came with its own set of challenges, such as time differences and second-language limitations. Participants were divided into five groups with adjusted meeting times and simultaneous translation into the Russian language.

- **3 weeks** with **3 IBU coaches** (Luca Bormolini, Matthias Ahrens, Matej Kordez)
- **105 participants**
- **158 hours** of online meetings
- **8 experts** (Michael Greis, Kaisa Makarainen, Emil Bornetti, Benjamin Wirthgen, Lucie Rothauer, Nicole Rodriguez, Dr. Stefan Lindinger, Dr. Dagmara Gerasimuk)



MATERIAL DISTRIBUTION In the 2020/21 season, the IBU decided that according to our current development structure, all B Nations (15) should receive 30% of the material, all C Nations (22) should receive 60% of the material and all D Nations (7) should receive 10% of the material in order to carry out the allocation in a fair and transparent way.

A Nations (advanced structure) and E Nations (provisional and inactive members) are excluded from material distribution according to the IBU Development structure principles (2016).

Biathlon equipment like skis, ski boots, bindings, poles, ammunition, rifle parts, ski uniforms, gloves, wax, roller skis and many other items are distributed to the IBU's member federations to support the development of biathlon on a national level.

The distribution is based on a wishlist provided by the NFs and is regularly organized in December.

In total, **43 National Federations** received materials from **27 supplying partners** with a total value of about **700,000 €** (supplying partners had to deliver a reduced amount this year due to COVID-19 and the fluor ban).

REGIONAL EVENTS This project is focused on structured and future-oriented long-term activities and promotes cooperation among NFs within and between the IBU Regions. IBU support is intended as partial support for organizers and may also include partial support for participants. Financial support from the IBU can be spent on costs presented in the application and approved by the IBU according to the project principles.

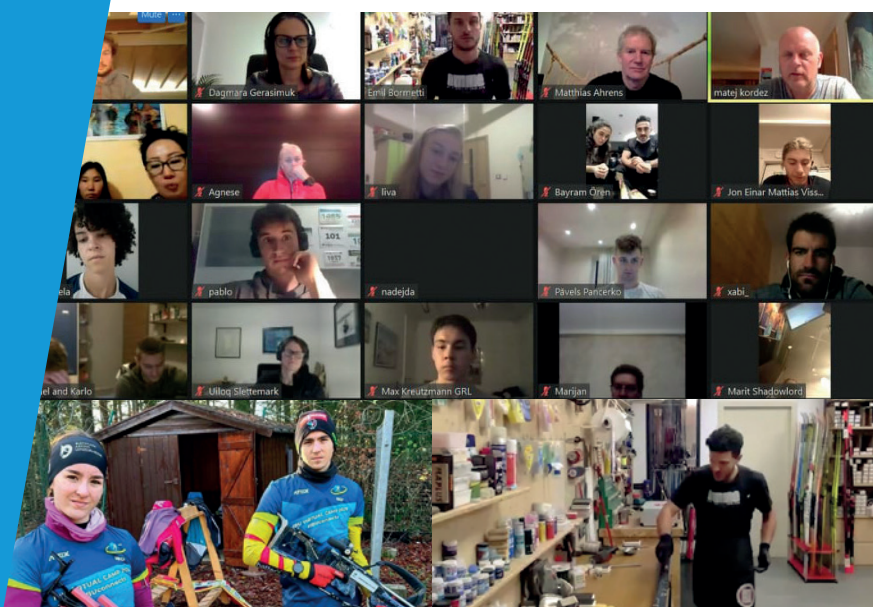
THE MAIN OBJECTIVES

- Supporting the NFs in the development of high-quality international competitions for young athletes.
- Addressing the gaps in participation pathways by supporting the NFs in introducing programs based on international cooperation.
- Creating the possibility of broad participation in sports competitions (popularization).
- Supporting the NFs in using local biathlon facilities and venues to promote biathlon in the country and region.
- Increasing the activities and effectiveness of biathlon federations/associations and clubs in promoting the sport among children and youth.
- Gaining access to additional resources and funding.



After all the Junior Cup events had to be cancelled for the 2020/2021 season due to the challenges related to the COVID-19 pandemic, the newly-established IBU Regional Events gained even more significance. They provided youth and junior athletes with a chance to compete while minimising travel. In total, athletes from 19 NFs took part in 8 events from December to March.

The IBU supported event-organizing NFs with **€ 87,570** and all participating NFs with a **€ 42,000** travel contribution.



TARGET26

INNOVATING
OUR
FUTURE

FROM PLANNING TO ACTION

From May 2020 until April 2021, the IBU began work toward establishing itself as a leader in sustainability in sport. The first actions included joining the United Nations Sports for Climate Action Framework, launching the Sustainability Policy and Strategy 2020-2030, and running a highly successful Biathlon Climate Challenge. The IBU's efforts were recognised by the International Olympic Committee with a Carbon Action Award in November 2020.

CLIMATE ACTION FRAMEWORK As the first sustainability initiative under its new strategic plan Target 26, in June 2020 the IBU joined the United Nations (UN) Sports for Climate Action Framework, which provides a platform for the sports community to develop a shared approach to climate action.

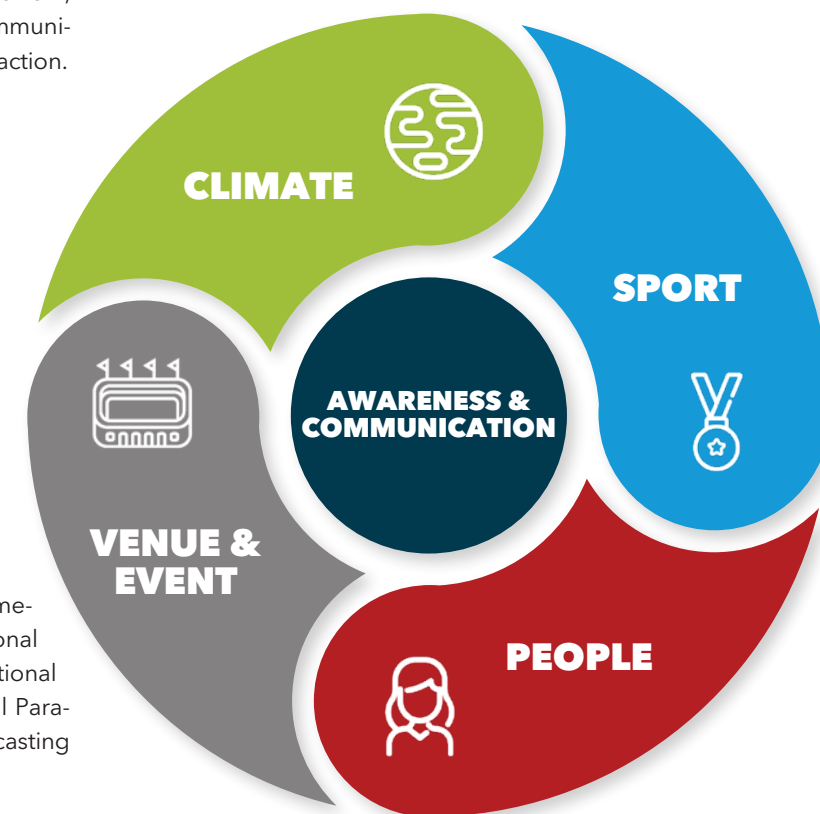
In signing the Framework, the IBU committed to the following five principles:

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

The UN's Sports for Climate Action Framework includes more than 250 international sports organisations, such as the International Olympic Committee (IOC), the International Paralympic Committee (IPC), European Broadcasting Union (EBU) and many more.

LAUNCH OF SUSTAINABILITY POLICY AND STRATEGY 2020-2030 Approved by the Executive Board in September 2020, the IBU's Sustainability Policy and Strategy 2020-2030 provides a roadmap for the implementation of its sustainability programme. A bold plan to balance the social, economic, and environmental impacts of the sport of biathlon, it was developed following a structured process designed to maximise stakeholder buy-in to involvement.

Overall, the IBU Sustainability Strategy outlines the active steps that anyone involved in the sport of biathlon needs to take to provide for the sports' current and future needs.



IBU SUSTAINABILITY

The strategy was designed around five Focus Areas with the following principles and specific objectives for 2030:

- Defining climate change as a direct threat to the future of biathlon and addressing the importance of neutralising the sport's impact on its environment.
- Acknowledging the sport's role in ensuring a long-term positive impact in the communities in which it is practiced, while promoting active sport participation at all levels.
- Emphasising the responsibility to advocate for climate action and sustainable development.

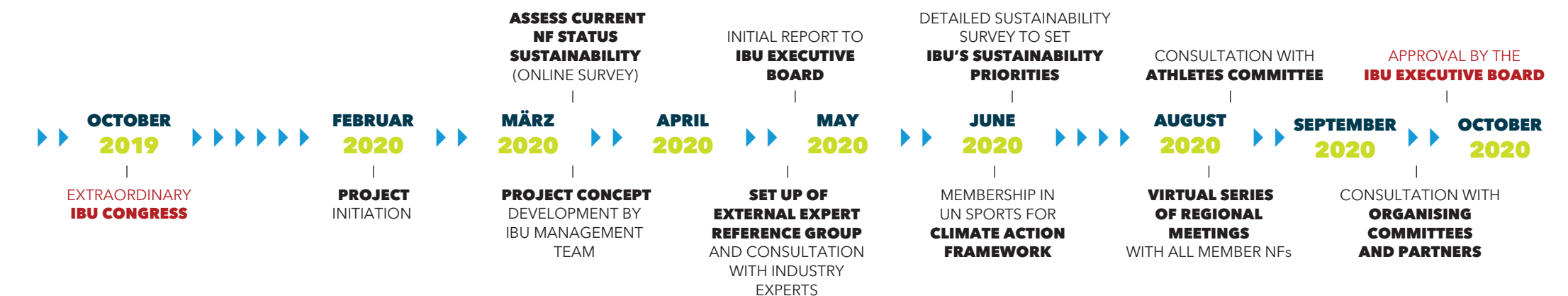
CLIMATE Reduce footprint by 4.5% annually and become climate neutral at the latest by 2030. This commitment includes both the IBU as an organisation and its event series. The main areas of impact under its purview are travel and transport, energy consumption, food & beverage, and snow management.

VENUE & EVENT Ensure a long-term positive impact on venue- and event-hosting communities across all activities. Events to implement a complete ban on single-use plastics and ensure that all waste is re-used, recycled or composted.

SPORT Ensure that the sport of biathlon has a neutral impact on its environment, in particular on air, water and soil. This includes avoidance of toxic substances (such as the recent ban on highly harmful fluor products), minimising the use of resources on snow management, maximising energy efficiency and working with the industry to promote sustainable development.

PEOPLE Lead by example in implementing good governance standards and practices, including for gender equality and diversity. Implement proactive strategies to grow youth and mass participation, support athletes during and after their careers, and promote inclusion.

COMMUNICATION & AWARENESS Amplify the message by advocating for climate action among all stakeholder groups and support sustainable development both within the sport and across all winter sports.



To address the many challenges, the IBU invited a leading group of experts to join its Sustainability Expert Reference Group (ERG).

CARBON ACTION AWARD In November 2020, the IBU was rewarded by the International Olympic Committee (IOC) and the World-wide Olympic Partner Dow for its efforts against climate change. As award winner, the IBU received carbon offsets from the Dow to compensate for its 2020 unavoidable residual emissions. These include a diverse set of climate solutions, from conserving eco-systems and avoiding deforestation to energy efficiency and renewable energy.

To receive the award, the IBU measured its carbon footprint and developed a Carbon Management Plan to reduce its emissions going forward. Key elements of this plan include a sustainable travel policy, a transition toward renewable energy both in mobility and energy consumption, and reviewing and addressing the climate impact of its supply chain.

**CARBON ACTION AWARD OF THE IOC AND DOW
NOVEMBER 2020**



BIATHLON CLIMATE CHALLENGE In honour of Earth Day 2021, in April 2021 the IBU launched the inaugural Biathlon Climate Challenge (BCC), which connected an active lifestyle with climate action. Biathlon fans worldwide were challenged to join one of ten different teams – all led by biathlon superstars – and track their physical activity in a fitness app that converted the distance they covered or calories they burned doing exercise into trees to be planted by a reforestation project.

8,000
FANS

56,992
ACTIVITIES
MADE



618,595
KM
COVERED

32 M
KCAL
BURNED

Some 8,000 biathlon fans joined the challenge, and the BCC reached its ambitious goal of 100,000 trees in spring 2021. These trees will be planted on the coast of Northwest Madagascar by Eden Reforestation Projects, the NGO partner of the BCC.

IBU COMMUNICATIONS



Winkler
CHRISTIAN WINKLER
COMMUNICATIONS DIRECTOR

ABOUT IBU COMMUNICATIONS

The Communications Department is responsible for all official communication of the IBU with its internal and external stakeholders and fans. Three permanent staff members are supported by freelance experts to deliver on a wide range of tasks. The team produces the complete content for all our owned and operated digital channels including IBU TV videos, social media posts and photos. With a lot of flexibility in the past Covid-19 season, we planned, managed and oversaw the media operations from accreditation, to mixed zone management and media center setup to the press conferences for all IBU events in close cooperation with our organising committees, broadcaster and partners. All institutional communication such as newsletters, press releases, stakeholder information and print products are developed in the Communications Department. During the pandemic - together with our media partner Eurovision Sports - we have proven that it is possible to extend the reach of our sport and improve the content of our broadcast.

The IBU Communications Department works across all other management functions and is involved into all other IBU departments' workstreams to guarantee the best possible communications for our common projects under Target 26. The communications team's strategic focus lies on the development and implementation of an integrated digital ecosystem as mandated by our federation's Strategic Plan.

CHRISTIAN WINKLER
COMMUNICATIONS DIRECTOR

MARIYA OSOLODKINA
WC MEDIA MANAGER

CHRISTIAN MANZONI
PHOTO MANAGER

RENÉ DENFELD
DIGITAL MEDIA MANAGER

JAKA LUCU
PUBLICATIONS MANAGER

CONTENT CREATORS
SOCIAL, PHOTO, VIDEO, EDITORS



MANAGING THE CRISIS AND BUILDING A DIGITAL FUTURE

The past season was challenging on many fronts as the COVID-19 pandemic kept changing circumstances and **demanding swift adjustments and responses from all IBU stakeholders**. In the preparations for and during the 2020/2021 season, the Communications Department worked closely with the IBU Executive Board and the Sports & Events Department to make sure that all stakeholders and the public were well-informed about the measures required for the safe conduct of our competitions.

The IBU Communications Department also adapted its operations during the pandemic and **extended its content services** for the media, since many journalists were not allowed to travel to events last winter. With the great support of our OCs, it was possible to implement new Mixed Zone layouts, alternative press conference setups, changed access rules for journalists, and new media zones.

Our common efforts were worth it! Numbers revealed that interest in biathlon grew during the pandemic winter. **There was a 7% increase in viewer hours this year for the IBU World Championships Biathlon in Pokljuka, Slovenia compared to last year's event. In Sweden and Nor-**

way, events during the World Championships achieved more than 80% market share, and in Germany, the highest average audience for an event reached over five million. Our annual fan survey has shown that almost a quarter of biathlon fans said that they are a little or much more interested in biathlon since the beginning of COVID-19.

The strategic priority over the past year was to build **a new digital ecosystem** as mandated by Target 26. In order to grow and engage our fan base on our digital channels, we joined forces with Finnish digital transformation experts Vincit to build new platforms that provide thrilling entertainment and relevant information for biathlon fans around the globe. This includes a **brand-new biathlonworld.com website and iOS and Android applications** that will be launched in November 2021. With real-time updates, user-friendly statistics, and brand-new athlete profiles, biathlon fans will be able to follow competitions and get insights into biathletes and the sport in general. Over the next few years, we will continuously develop these platforms and integrate our athletes, NFs, and OCs to create value for them and to promote the sport to an ever-growing digital audience. To make sure we give biathlon fans what they want, we asked them what they expected to find on the IBU's digital channels in a fan survey last season. This **feedback from over 13,000 responses** was included in the process of building the new IBU platforms.

The Communications Department kept IBU stakeholders and the interested public informed about the many institutional activities currently being implemented in our federation. A great example of how institutional topics and public advocacy can go hand in hand was the **Biathlon Climate Challenge**. We promoted the Challenge, which aimed to connect an active lifestyle with climate action, across all our channels. Almost **8,000 fans** joined in and earned **100,000 trees**, which will now be planted in Madagascar.





IBU WORLD CHAMPIONSHIPS, POKLJUKA 2021

- Over **192.5** million hours viewed on the TV (the highest number ever)
- **4** million more hours viewed on the TV than for WCHs 2020
- **25** broadcasters
- Over **640** hours of TV coverage globally
- **1.5** million sessions registered on biathlonworld.com



IBU YOUTH & JUNIOR WORLD CHAMPIONSHIPS

- The total average TV audience grew **25%** on a year-to-year basis

SOCIAL MEDIA

- Record breaking **32** million Athlete GIFs views
- Over **50,000** unique views per Instagram Story during IBU World Cup Finals

	141,000 followers (+4.5%)
	66,000 followers (+16%)
	148,000 followers (+31%)
	30,000 followers (+30%)



IBU OPEN EUROPEAN CHAMPIONSHIPS

- The total average audience grew **271%** on a year-to-year basis

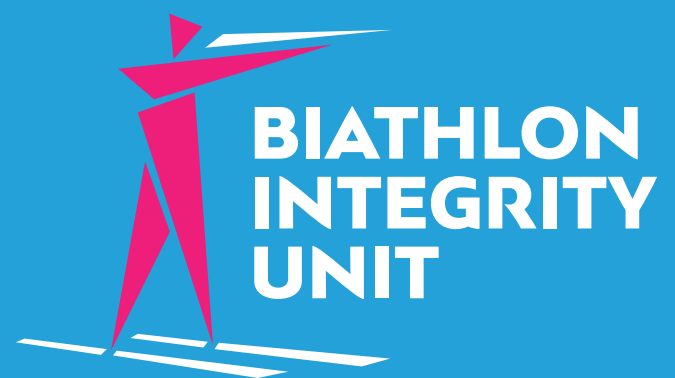


BMW IBU WORLD CUP 2020/2021

- Coverage in more than **60** markets globally
- **68.3** million hours viewed on average per week
- Total average audience: **9** million viewers per competition

FAN SURVEY RESULTS

- **65%** of fans said that biathlon is either very important to them or one of the most important things in their life
- **13,330** fans participated in the 2021 survey, compared to **4,202** in 2020
- **76%** of fans would like to use an IBU App





GREG MCKENNA
HEAD OF BIU

ABOUT BIATHLON INTEGRITY UNIT

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

Operationally independent of the IBU, the Unit includes its own oversight body in the guise of the Biathlon Integrity Board. This Board consists of three voting members – each of whom are experts in sports governance with limited previous connection to biathlon – and two non-voting members. One of the non-voting members is a member of the IBU Executive Board and her/his role is to act as a liaison between to the two Boards. The final non-voting Board member is the head of Integrity Unit.

GREG MCKENNA
HEAD OF BIU

LUCIE ROTHAUER
PREVENTION MANAGER

CARLOS KAMMERLANDER
ANTI-DOPING COORDINATOR

SANDRA GIGLMAYR
OFFICE ADMINISTRATOR

INVESTIGATION
INTELLIGENCE 3RD PARTY

FULLY OPERATIONAL

For the last 12 months, the Biathlon Integrity Unit has been working hard to build an operationally independent and effective Biathlon Integrity Unit (BIU). Work has included the recruitment of key staff members including the first Head of the BIU, Greg McKenna, the development of working practices, and investigations into rule violations. The BIU has now been operational for 12 months.

KEY DEVELOPMENTS In July 2020, the BIU launched its **brand new, user-friendly website**. It aims to serve as a central hub of information for all integrity matters related to biathlon.

August 2020 saw Senior Investigations and UK Law Enforcement professional **Greg Mc Kenna announced as the first Head of the BIU**. McKenna joined after 27 years spent in UK law enforcement, including 13 spent with the National Crime Agency.

In September 2020, the IBU Regional Workshop Coach Seminar took place virtually, with the BIU contributing its first session on **values-based Anti-Doping Education** for coaches.

In October 2020, **the BIU brought its first case to the Court of Arbitration for Sport (CAS)**, which resulted in former Russian biathlete Evgeny Ustuygov being found to have committed an Anti-Doping Rule Violation (ADRV) on the basis of his Athlete Biological Passport (ABP). The athlete was found to have used a prohibited substance and/or method in the period 2010-2014. The CAS also found that he had the benefit of protection and support to improve his performance, and in light of those aggravating factors, a four-year period of ineligibility was imposed.

October 2020 was also **the launch date of the BIU on social media**, with its first communications visible on Instagram and Twitter.

By the end of 2020, the BIU had partnered with the University for Health Sciences, Medical Informatics and Technology's (UMIT) Institute for Sport Alpine Medicine and Health Tourism based in Tirol, Austria to build and implement a comprehensive clean sport education programme. This **two-year WADA Code-compliant programme** focuses on values-based anti-doping education, in particular on monitoring, analysing and evaluating education products.

The start of 2021 saw 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, physiotherapists, administrators and other stakeholders, was communicated widely by the BIU on its communications channels. WADA's new and improved Anti-Doping Education and Learning platform (ADEL) was also launched for athletes. 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. The availability of education and learning programs for the Biathlon Family, whether they are athletes, coaches, parents or other entourage members, is a positive step forward for instilling a positive culture in tomorrow's athletes.

In **partnership with the International Testing Agency (ITA)**, the BIU staged the first session of its

2021 Educational Webinar Series, which was available to biathletes and their support personnel. The webinar session was titled: 'Set up for a successful year – Tips on navigating the anti-doping system'.

In February 2021, the IBU published the final report of the independent External Review Commission (ERC) as a demonstration of the federation's commitment to ensuring that allegations of wrongdoing are thoroughly investigated in a fair and transparent process. The BIU began **to analyse the extensive evidence collected by the ERC** and determine whether to bring proceedings for apparent violations of the IBU rules. This work continues.

Throughout the season, the BIU has been present at IBU events, including the IBU Biathlon World Championships in Pokljuka, Slovenia. During the World Championships, the BIU outlined its testing efforts in 2020. Despite being under public health restrictions for much of the year, anti-doping sample collection remained far higher than in many other sports. The BIU also confirmed that in a bid to increase testing effectiveness, more information sources such as intelligence from the Biathlon Family, performance data and information from other integrity organisations would be analysed.

The 'Whereabouts' Rules are considered the foundation of any anti-doping programme. Without accurate location recording, Doping Control Officers are unable to collect vital samples. The BIU **has committed greater resources to educating** and, where necessary, enforcing the Rules in this area. Unfortunately, in 2021, a number of athletes have fallen foul of these Rules. The BIU will continue to work hard to raise awareness and highlight the importance of the Whereabouts process.

The BIU encourages anyone with information relating to any sort of wrongdoing, no matter how minor the information may be, to make contact. Information can be passed on anonymously via the whistleblower portal, which is accessible through the BIU website. Alternatively, access to a member of the BIU is available 24 hours a day, 365 days a year by calling +43 662 85 50 50 16. Again, anything discussed will remain in confidence with the BIU.

IBU FINANCE & ADMINISTRATION



MARGIT EIDENHAMMER
HEAD OF FINANCE & ADMINISTRATION

ABOUT IBU FINANCE & ADMINISTRATION

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

MARGIT EIDENHAMMER
HEAD OF FINANCE & ADMINISTRATION

MARTINA PERENDI*
ADMINISTRATION SUPPORT MANAGER

BEATRIX KRUMBÖCK
ACCOUNTING AND PAYROLL

INGRID LACKNER
ACCOUNTING

GRACE SOGGI
TRAINEE

* Martina Perendi left the IBU after 30 April 2021



FINANCIAL REPORT

The 2020/2021 fiscal year was dominated by measures necessary to contain the pandemic. The Covid-19 situation generated higher costs in the sports area (testing, security measures, etc.) as well as additional payments to the NFs and OCs.

The BIU and Sports & Event Departement received more financial support than in the previous year.

Compared to financial year 2019/2020, over 5.3 million more euros were distributed to the national federations and to Sports and Event.

More than 2 million euros were needed to cover the cost of Covid measures (PCR testing, hygiene) at competitions and events.

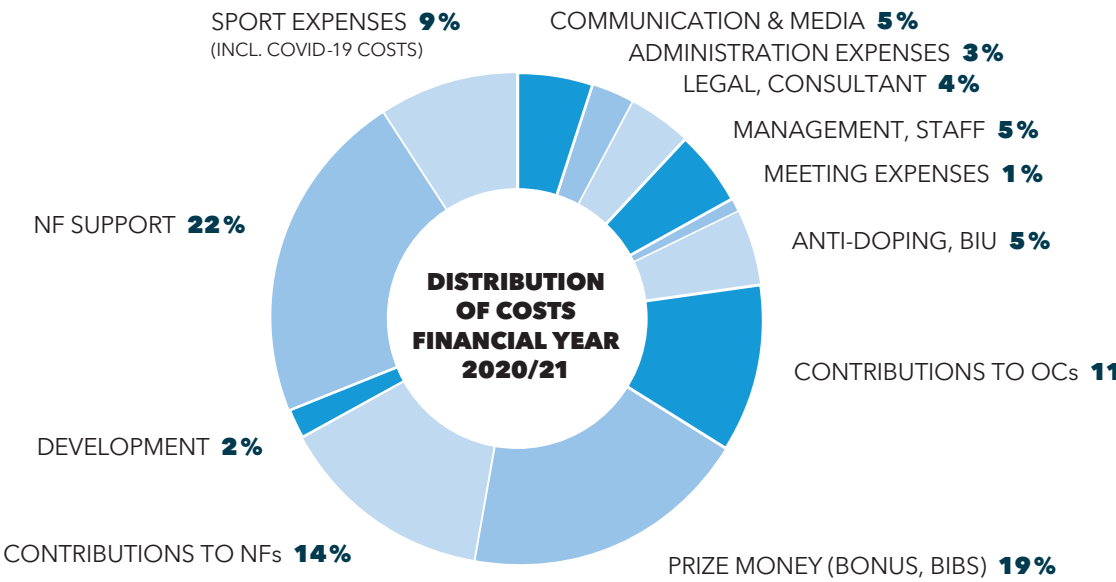
Personnel costs have increased slightly both in the BIU area and in the IBU, as more personnel were needed.

The depreciation and amortization items were adjusted, as some projects are obsolete and intensive work has already been done on the new Digital Ecosystem. The depreciation therefore increased by around 70,000 euros compared to the previous year.

The change in investment strategy according to the determined Financial Investment Instruction has had a positive effect of around 350,000 euros compared to the previous year. The negative performance of the securities from last year could almost be compensated by higher market value compared to book value.

The 2020/2021 financial year closed with a negative result of 998,000 euros.

Due to higher expenses this year and taking into account the circumstances of last season, this negative result is nevertheless a good result.



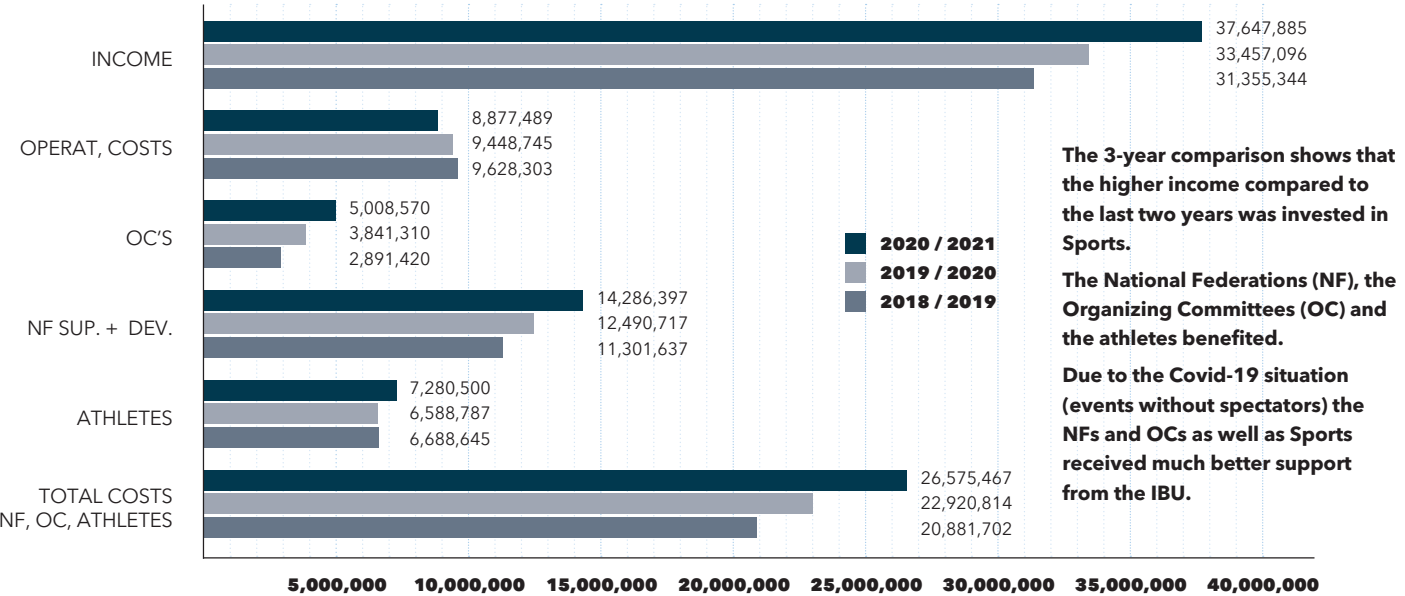
FINANCIAL STATEMENTS IN THE FINANCIAL YEAR 2020/2021

PROFIT AND LOSS STATEMENT	2020/2021 EUR	2019/2020 EUR
1. Revenues		
a) Membership fee	16,950.00	16,950.00
b) Other income	32,630,934.76	27,970,351.84
	32,647,884.76	27,987,301.84
2. Other operating income	184,139.75	222,835.65
3. Contributions to National Federations and Sports		
a) Contributions to National Federations and Sports	32,145,542.16	26,803,527.13
4. Staff and Management		
a) Staff costs and Management expenses	1,535,283.85	1,036,767.80
b) Social Expenses	378,725.77	230,480.70
	1,914,009.62	1,267,248.50
5. Depreciation on intangible and tangible assets		
a) thereof tangible assets	291,724.89	222,026.00
6. General administration	4,583,766.75	4,256,309.87
7. Subtotal 1-6	-6,103,018.91	-4,338,974.01
8. Income from securities	195,794.40	263,159.99
9. Interest earned	2,146.02	25,820.19
10. Income from sale of and addition to securities	657,229.87	208,792.59
11. Expense for Securities	746,975.41	48,124.44
12. Interest expense	13.46	0.00
13. Subtotal 8-12	108,181.42	449,648.33
14. Capital gains tax	3,216.35	23,138.76
15. Earnings after taxes	-5,998,053.84	-3,912,464.44
16. Release of temp. restricted reserves	5,000,000.00	5,000,000.00
17. Operating Surplus	-998,053.84	1,087,535.56
18. Allocation to restricted reserves	2,000,000.00	8,000,000.00
19. Net Income carried forward	3,192,983.07	10,105,447.51
20. Accumulated surplus	194,929.23	3,192,983.07

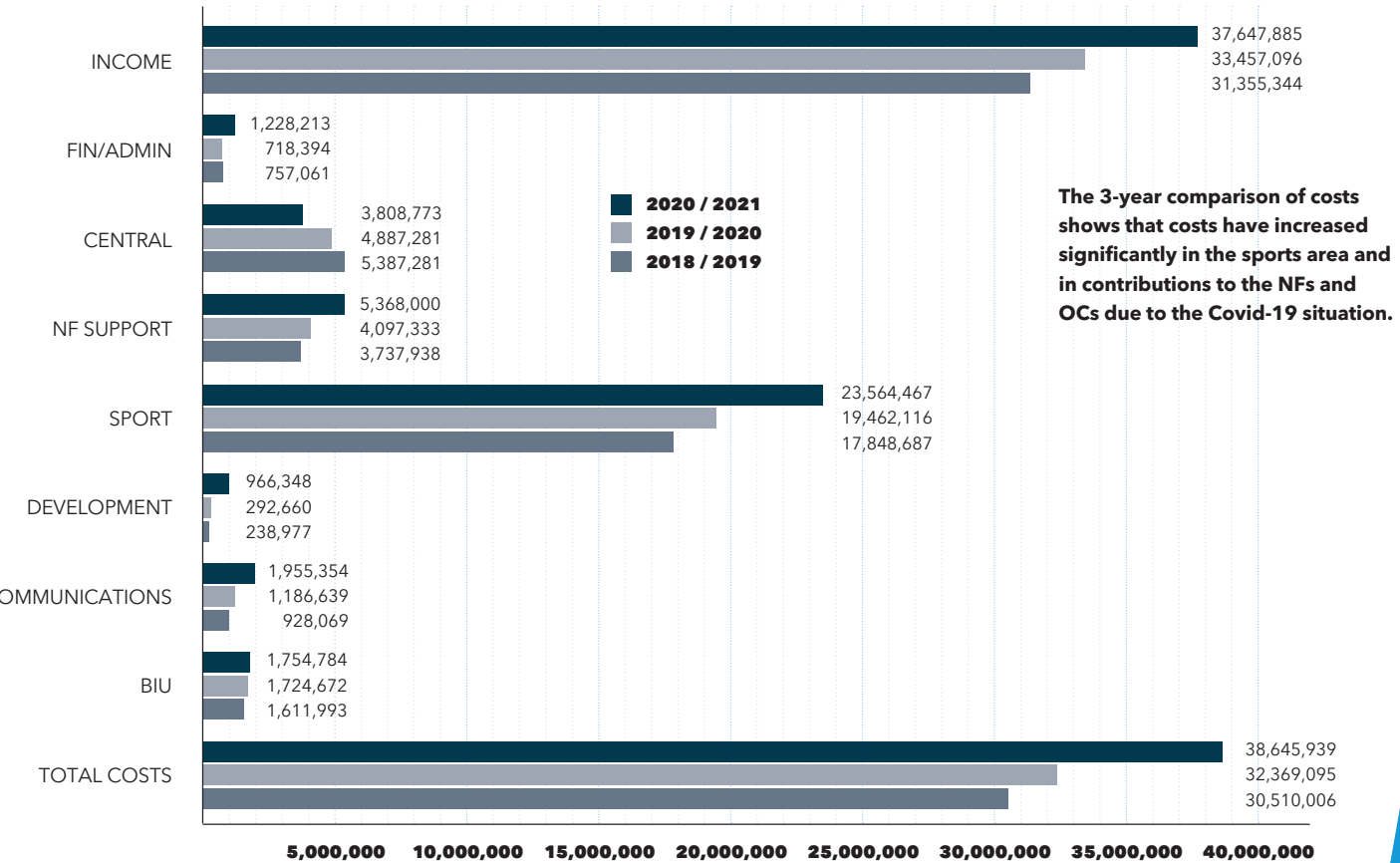
Comparison of FY 20/21 with the previous year:

- Income: The increase results from the dissolution of the signing fee accrual in the amount of 4 million euros and additional income (recharges) that we did not have in the previous year (around 600,000 euros).
 - Contributions to NFs and Sports: Total additional payments of € 5,342,015 compared to the previous year:
 - NF Support (Covid 19) in the amount of € 2,019,200.
 - Activity Bonus in the amount of € 708,000
 - Prize money in the amount of € 736,000
 - Contribution to OCs (Covid-19) in the amount of € 2,130,000 (on the other hand, small contribution payments in the amount of € 965,740 as well)
 - Covid measures (Hygiene, PCR-Testing) in the amount of € 2,579,886 (on the other hand, however, income from partial oncharging in the amount of about € 300,000 as well).
 - Personnel costs: The increase is due to additional personnel. An additional 2 persons in the BIU and 4 persons in the IBU.
 - Depreciation: An increase in depreciation due to the decision we made to dissolve the Virtual Gallery.
 - Securities: The subtotal shows a positive effect in sale/addition of securities of around Euro 350.000
- The result in the last FY therefore amounts to - € 998,054
- The accumulated surplus amounts to € 194,929.23

3-YEARS COMPARISON: FY20/21 VS. FY 19/20 VS. FY 18/19



3-YEARS COMPARISON COSTS BREAKDOWN



COMPARISON FY 20/21 WITH FY 19/20

	Financial Year 20/21	Financial Year 19/20	Change in %
Income	37,648 TEUR	33,457 TEUR	+ 13 %
Finance & Administration	1,228 TEUR	718 TEUR	+ 71 %
Central	3,809 TEUR	4,687 TEUR	- 19 %
NF Support	5,368 TEUR	4,097 TEUR	+ 31 %
Sports & Event	23,564 TEUR	19,462 TEUR	+ 21 %
Development	966 TEUR	293 TEUR	+ 230 %
Communication	1,955 TEUR	1,187 TEUR	+ 65 %
Anti-Doping BIU	1,755 TEUR	1,725 TEUR	+ 2 %

COMPARISON OF LIABILITIES FY 20/21 WITH FY 19/20

	Financial Year 20/21	Financial Year 19/20	Change in %
Net assets restricted acc. Congress	50,000 TEUR	48,000 TEUR	+ 4 %
Net assets temp. restricted	5,000 TEUR	10,000 TEUR	- 50 %
Accumulated surplus	195 TEUR	3,193 TEUR	- 94 %
Other provisions	751 TEUR	658 TEUR	+ 14 %
Liabilities	3,435 TEUR	2,185 TEUR	+ 57 %
Deferred Income	1,000 TEUR	5,000 TEUR	- 80 %
TOTAL LIABILITIES	60,381 TEUR	69,036 TEUR	- 13 %

FINANCE/RESERVES:

- Calculation of reserves in accordance with the Congress decision:
- According to the constitution, we would have to increase the reserves to € 58 million at the end of the financial year 20/21.

Calculation: The P&L result in a total amount of € 38,935,043 which, calculated with the factor 1.5, results in € 58,402,565 = € 58 million rounded.

- In November 2020 the Congress decided: “In the event of financial bottlenecks caused by extraordinary circumstances the Executive Board can decide to use a part of the Restricted Reserves, but need to have a plan, approved by the Congress how to restore it”.
- The Congress in November 2020 decided 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”.

At the EB meeting, it was decided to increase the restricted reserves to **EUR 50 million**.

INTERNAL CONTROL SYSTEM

- The internal control system describes the processes and controls for both bookings and payment transactions, but also for the maintenance of data.
- In discussions with the auditor, we received additional recommendations that have already been integrated.
- The controls that have been set up in accounting for payments and for the purpose of fulfilling contracts, such as the 4-eyes principle, have now been documented.

The internal control system is adapted on an ongoing basis.

REPORT AUDITOR (KPMG)

Area	Assessment	Comments
QUALITY OF INFORMATION	+	Quality of information is very good. Documentation is sufficient and reliable.
BUDGETING PROCESS AND EXPLANATIONS	+	Budgeting is appropriate. 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.
DIGITIZATION OF THE APPROVAL PROCESS	+	The approval process for invoices is no longer paper-based, instead it is carried out via a work flow (System: Docuware)



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