



**Minutes to the 14<sup>th</sup> Ordinary Congress of the European Handball Federation (EHF)**  
in  
**Glasgow / SCO, 19 -20 June 2018**

Session I &II:	Tuesday, 19 June 2018	09:00 – 12:00 14:30 – 18:00
Session III:	Wednesday, 20 June 2018	09:00 – 12:00
Venue:	Hilton Glasgow	
Participants:	185 Participants	

Delegates from 47 National Federations, 2 Associated Federations, Guests of Honour, Executive Committee, Competitions Commission, Methods Commission, Beach Handball Commission, Comptrollers, Court of Handball, Court of Appeal, Court of Arbitration, EHF EURO Candidates, and Office Staff (see enclosure).

Minutes: M. Brown

Date: 16 July 2018

## PART I (AP 1 - 6) General

### 1. Opening

#### 1.1. Welcome EHF

##### **Michael Wiederer, President of the European Handball Federation (EHF)**

EHF President Wiederer opened the proceedings by welcoming all delegates and guests to the 14<sup>th</sup> Ordinary Congress of the European Handball Federation and noted by the number of congresses, both ordinary and extraordinary, these administrative events have always moved the sport forward. The election congresses take place every four years and the awarding of the men's and women's EHF EURO events take place at the biennial congresses in between.

Having a Congress in Scotland, an associated Federation with whom the EHF continues to work with closely, is proof that Europe is cooperating and he expressed his pleasure how enthusiastic people were to meet each other again after a time. It was a very nice dialogue, an evening with no programme, just a get-together dinner that provided a much appreciated opportunity for relaxed communication, and noted that such occurrences are also what the Congress is about. President Wiederer gave the floor to Stephen Neilson who is not only representing the Scottish Handball Association, but who is likewise a member of the Nations Board, thus representing the smaller handball nations.

#### 1.2. Welcome speeches from Guests of Honour

##### **Stephen Neilson, Chief Operating Officer of the Scottish Handball Association (SHA)**

On behalf of the Scottish Handball Association, Stephen Neilson welcomed the attendees to the Congress in Glasgow stating that Scotland was not a regular place for big handball events. Thus, the SHA was delighted to offer all the guests Scottish hospitality. Though it is clear that Scotland is not known location for handball events as it does not have a big tradition, it is nonetheless a relatively new sport that still many people have not heard of, the SHA is working hard to change that fact and get more children playing handball by continuing its close cooperation with the Scottish government and its agency Sport Scotland.

Taking reference to famous Scottish poet, Robert Burns, known for the 'Rights of Man' and the 'Brotherhood of Man'. Though from the 18<sup>th</sup> Century and the language of the time around 'brotherhood' also included 'sisterhood'; Burns was also known for the song 'Auld Lang Syne', from which Neilson quoted two verses; the song which is sung at new year's and other occasions and reflects times past. Burns was a man ahead of his time and believed in everyone being equal, friendship and humanity throughout the world; Neilson also spoke a verse of another of Burn famous songs - 'A Man's A Man For A' That' – that calls for a coming together of people creating a brotherhood. Neilson, reiterated that it was good to have the participants in Scotland for the Congress; sport allows us to build friendships and create a brotherhood within the EHF, it also gives us the chance to treat each other with respect and as equals, as there are many other areas of life that do not allow for this. Closing his words of welcome Neilson wished for a great meeting and the creation of such a brotherhood in Glasgow.

### **Jamie Hepburn MSP - Minister for Employability and Training in the Scottish Parliament**

MSP Jamie Hepburn opened his address by expressing his delight at being present to represent the Scottish government at the 14<sup>th</sup> EHF Ordinary Congress, and brought the best wishes of Scotland's first minister, Nicola Sturgeon and the entire Scottish government and welcomed the attendees to Glasgow. Hepburn thanked Stephen Neilson and his team for their efforts and dedication in bringing the Congress to Scotland, as previously stated, handball is still a minority sport in Scotland, to have the Congress in Glasgow is an extraordinary achievement. Hepburn stated that Scotland is a country that loves its sports referring to the participation of the national team in the most recent edition of the Commonwealth Games, and having hosted the event in 2014 as well as being the upcoming co-host, together with Berlin, of a multi-discipline European Championship.

In that vein, Hepburn took reference to the upcoming awarding of the EHF EUROS in 2022 and 2024 and extended his best wishes to those nations who had submitted a bid. Hepburn stated that the Scottish government is keen to support the growth of all sports in the country. In his previous role as Minister for sport, health improvement and mental health, Hepburn had the opportunity to see the growth in handball and to meet then, now honorary, President Jean Brihault. Though his ministerial role has changed, Hepburn remained happy to see the growth of handball in Scotland which shows no sign of slowing down. Through the continued encouragement and financial support from the European Handball Federation, the Scottish Handball Association now supports an infrastructure programme that deploys development officers in target areas to support handball in Scotland. Furthermore, the International Handball Federation also committed financial support over the last two years to help and support the development of grassroots handball in Scotland. The national agency for sports, Sport Scotland also provides funding for the further development of handball, which is critical for the future of the sport. He took the opportunity to thank those persons who have invested in this growth. Hepburn also expressed his delight at being able to announce that Handball Scotland has a new home following the opening of the ORIAM, a new sports performance centre located on the campus of the Heriot-Watt University in Edinburgh, and he underlined that having access to this facility can only benefit the future growth of the game.

Referring to his earlier comment of developing the sport at the grass roots level, Hepburn stated that the Scottish government is committed to increasing the amount of opportunities for people of all ages and backgrounds to participate in sport and physical activity. The 'Active Schools' programme delivered by Sport Scotland works in partnership with all the local authorities to support and invest in higher quality opportunities through the school curriculum and to provide an effective pathway between schools and sports clubs. Scottish handball has benefitted from this programme and has seen participation in handball double in recent years. Young people and grassroots development is fundamental to every sport and the Scottish government, along with Sport Scotland and the Scottish Handball Association are determined to make handball a major sport in this country.

Hepburn stated that the presence of the European Handball Federation and its delegates raises the profile of the sport even further, and he thanked the attendees once again for coming to Glasgow. Concluding his words of welcome, Jamie Hepburn MSP, hope that all guests enjoyed their time in Scotland and wished the Congress successful working sessions over the two days.



President Wiederer thanked Stephen Neilson for his inspiring speech and Jamie Hepburn MSP for joining the Congress and giving the attendees an insight into sport in Scotland.

*During the afternoon session on the second day of the Congress, President Wiederer introduced Dr Hassan Moustafa who joined the Congress later than planned due to travel difficulties. Welcoming the IHF President to the stage, Wiederer related a personal anecdote of his first encounter Dr Moustafa when he was a representative for the Austrian Handball Federation at the World Congress in Seoul, Korea 30 years ago in 1988. From this encounter, Wiederer told the Congress that Dr Moustafa has been fighting for handball ever since, as proven by his fight to join the 14<sup>th</sup> EHF Congress in Scotland.*

#### **Dr. Hassan Moustafa, President of the International Handball Federation (IHF)**

Addressing the handball family, Dr Hassan Moustafa stated that he was very happy to be with the representatives on this occasion and underlined that it was not an easy journey that eventually took 1 ½ days. Regardless, he stated that he was here in Scotland to listen and talk to the European representatives. He continued by thanking the EHF President, Vice-President, and Secretary General for the invitation to join the 14<sup>th</sup> EHF Congress. Moustafa conveyed the congratulations of the International Handball Federation to Messrs Wiederer, Bošković, and Hausleitner who are already leading the European Handball Federation in a very successful and very good way. The IHF and EHF continue to work well together on many different aspects of the handball business; with much contact between the two organisations that meet on a regular basis either in Basel or Vienna.

Moustafa mentioned that the EHF, represented via the President and the Vice-President, has a strong voice within the IHF Council, always working together to solve issues through open communication. The cooperation between the IHF and the EHF is not just about working on handball in Europe, but also working for the sport globally. At the same time, it was questioned how to work with new markets such as Japan and the United States, Dr Moustafa took the opportunity to thank the Norwegian Handball Federation for their efforts in their work with China, as well as the French Handball Federation for their work in aiding in the development of handball in the USA. These are very important for the IHF. The IHF President then thanked, EHF Honorary President Jean Brihault for agreeing to be the IHF representative to the USA; Dr Moustafa then reflected on the last IHF Congress and underscored the good decision taken to split the Pan-American Federation into north and south regional federations.

After the Congress in Turkey, Moustafa travelled to Mexico and stated that the Mexican representatives were very happy with the decision; though Moustafa conceded that the decision should have been taken earlier. Moustafa impressed upon the Congress attendees the importance of the relationship with the USA by briefly mentioning a meeting he attended with Brihault with the National Handball Committee; the USA has a contract with IOC worth USD 7.65b with USD 1b earmarked for the promotion of the Olympics in the USA. Having not previously supported the national federation, following the meeting with the IHF, the National Handball Committee re-evaluated the situation. The European Handball Federation continues to aid the IHF in developing handball in these regions. Additionally, following discussions with the representatives, Forum Club Handball is also on board in assisting the IHF in developing handball in North America and China.

Once again, the IHF President apologised for his late arrival citing force majeure; bringing his words of welcome to a close, he wished the European Handball Federation the very best in this for the rest of this administrative period and underlined the good work of the EHF President.

EHF President Wiederer thanked the IHF President for his presence at the Congress and for his words, and emphasised that he appreciated all the effort undertaken by Dr Moustafa just to be in Glasgow for the short remaining time. He stated that his presence was important as it was positive for the European representatives to know that their voice is heard on the international level. On a personal note, and having been part of the IHF Competitions Commission in the past, Wiederer mentioned the fact that the World Championship runs with 24 teams and as of 2020 the European Championship will run with 24 teams. It is impossible to see so many strong European teams staying on the outside of a World Championship; Wiederer assumed that together with the idea of developing handball in the rest of the world (Pan-America, wild card to JPN, and pre-OG promotion), such actions have an impact on Europe. Wiederer reiterated that in 2015 (QAT), the wild card was given to Germany, and in 2017 it was awarded to Norway who ended up in the final. Wiederer continued by saying that the European teams, and especially those on the outside, really can contribute to the World Championship. Therefore Wiederer, underlining that it was a personal idea, addressed the IHF with the proposal of expanding the World Championship to 32 teams. With the 2021 Men's World Handball Championship taking place in Egypt it was requested if the IHF President could re-open organisational talks and suggest the possibility; Wiederer believed that it would be a big thing for the European teams, but also good for the World Championship. Wiederer hoped that the Congress would share his opinion.

## **2. Formal questions**

### **2.1. Roll call**

Secretary General Martin Hausleitner confirmed that following the usual registration process, 50 Federations were announced and 45 received accreditation and were present at the time of the Roll Call. Two additional Federations were expected to arrive during the course of session one. The Associated Federations of ENG and SCO were represented and accredited.

### **2.2. Election of Tellers**

The EHF Statutes foresee the use of an electronic voting system; for the case of intermediate voting, the YES/NO voting paddles were distributed. Tomislav Lukic (Secretary General/CRO), Pirje Orasson (Secretary General/EST) and Monika Wilkinson (Board Member/SCO) were proposed and confirmed as tellers with no opposition.

### **2.3. Congressional procedures**

In accordance with the statutes in principle and if not decided otherwise, all votes (elections, motions, awarding) will take place via electronic voting system, provided by an external company known to the Congress participants. Christoph Gamper, EHF Head of IT, presented the information on the electronic voting system and the keypads, and also explained the voting percentages and majorities. The voting machines were distributed to those nations eligible to vote, and a test vote was successfully carried out.

### **3. Declaration of the lawful convocation of the 14th Ordinary Congress**

With the Congress agenda in compliance with the EHF Statutes, the Secretary General reiterated that the timeline was observed in accordance with the statutes and the period leading up to the Congress. This schedule was reproduced in the Congress documentation for the benefit of the participants. The 14<sup>th</sup> Ordinary Congress was lawfully convoked and was confirmed by 44 votes in favour.

### **4. Minutes**

#### **4.1. Minutes of the 13th Conference of Presidents in Zagreb/CRO 2018**

With no comments raised, the minutes of the 13th Conference of Presidents in Zagreb, Croatia were adopted and confirmed by 42 votes in favour.

#### **4.2. Minutes of the 13th Ordinary Congress in St. Wolfgang/AUT 2016**

With no comments raised, the minutes of the 13th Ordinary Congress in St. Wolfgang, Austria were adopted and confirmed by 43 votes in favour.

### **5. 2016/2017 Reports**

#### **5.1. President**

Coming to the report of the President which is the introductory report to those that follow, President Wiederer opened his report by mentioning his choice of a photographic montage to present the highlights combined with the business report. The report of the EHF President in the 1990s was different compared to the present as there were not so many activities or possibilities to discuss issues of European handball. To the present state of the business with all the information provided via the media, and at the same time with the EHF trying to be a transparent organisation with good governance involving different bodies with the many documents that are produced in order to ensure that within the structure that everyone is properly informed, and also trying to ensure that the outside world is also informed accordingly on all the activities of the European handball Federation, it is different to stand here today and give such a report. To inform on all the activities of the organisation would take too much time, therefore, the idea is to give a brief overview of the past two years using photographic imagery.

The 2016 EHF Congress in St. Wolfgang, Austria where the new function period started was a harmonious congress despite the fact that it was an election congress with many different interests; 70 people were elected (or nominated afterwards in accordance with the statutes) of which 28% are female. Thus, as a sport's federation representing both men's and women's handball on a high level, the right choices were made to build up a structure that involves competent women in its activities. The EHF has continued on a steady upward trajectory over the past 26 years, and it is also mirrored through the different representation in the various EHF bodies.

Referring to the 25<sup>th</sup> anniversary celebrations of the European Handball Federation, President Wiederer reminisced on asking the 300 guests to go outside in the evening in mid-November to take the photo to recreate the EHF logo; again he thanked all the persons who were part of that photo as it is a nice reminder of the event. With the 30<sup>th</sup> anniversary of the EHF approaching in 2021, the President mentioned that ways to celebrate that event are to be considered.



Staying in 2016 and speaking of the final major event of that year and the first event with, in part, a new administration, Wiederer spoke of the Women's EHF EURO that took place in Sweden. The event was very successful, and the integration of the newly elected persons worked very well. However, in order to avoid the same situation at another major event in the future, as the EUROS are always of core importance for the EHF, the organisation has to be sure that there is a smooth transition between the different Commissions and all the responsibles; thus a motion addressing this matter was to be tabled later during the Congress.

The 2017 Women's EHF Final4 in Budapest, and as well the 2018 edition, was described as exciting event that continues to exceed expectations and those persons who requested the implementation of a women's Final4 were right as it gives a new element to women's handball. The finals with Györ and Vardar were two very exciting finals both in the prolongation and independently of the winner; the Women's Final4 has found its place for exciting tournaments. Coming to the men's event, the VELUX EHF Final4 and the surprise winner of 2017, Vardar, and in 2018 seeing an all French final with Montpellier taking the title, it shows that the top events have earned their reputation. Moreover, having seven different winners in the seven years in Cologne also shows that the EHF is able to create neutral spot for such a successful tournament. It is a success story in its ninth year, celebrating its tenth anniversary in 2019 in Cologne with hopefully another top event.

Referring to the image captured on the fringes of the General Assembly of Men's Forum Club Handball (MFCH) in Palma de Mallorca in October 2017, President Wiederer noted that this was just one moment captured from numerous meetings that resulted in one of the many agreements signed. The image shows its symbolic character due to the history that led to collaboration between those parties that wanted a stable development of handball in Europe; the EHF entered into a long-term agreement (12 years) with the clubs which is unique in sport. Not only was it a good foundation to work on the tender process, but at the same time to make everybody understand that the EHF continues to cooperate for the betterment of handball. President Wiederer also informed the Congress participants that a similar agreement with the Women's Forum Club Handball (WFCH) was scheduled to be signed at the end of June. Moreover, an agreement with the European Handball Players' Union (EHPU) was already signed, and a meeting of the European leagues will also take place at the end of June; this means that the handball stakeholders, the different interest groups, continue to let the European Handball Federation know what they stand for as they individually have their interests, and the Professional Handball Board (PHB), and potentially in the future the Women's Handball Board (WHB) if positively decided, is and will be the platform for discussing these issues.

President Wiederer emphasised that the organisation continued to learn from other sports, and with the representatives of the National Federations via the National Teams also on board, and it meant that there is a real representation not only from the EHF, Executive Committee members, Presidents, and Secretaries General representing the overall interests, but additionally when the representatives of the clubs, the players, the leagues, and the national federations meet on those occasions, it is an exchange of interests. The EHF President remained positive that together they all could further develop the common business to ensure that the interests of European handball are secured.



The next image in the photo montage was that of the 25<sup>th</sup> EHF EURO and the first major event of 2018; the 13<sup>th</sup> men's event saw Spain win the title. The luminosity of the golden championship plate in the picture was emblematic of handball's window to the world; though all of handball's patrons have to work hard for such an event, they have to work in such a way that they can take profit from the brilliance of the EHF EUROS. To be exact, EHF EURO 2018 was the second time that Croatia had hosted such an event, the only country to do so. In 2000, when Croatia hosted for the first time, it was the last event with twelve teams, and this year, it was the last event with 16 teams; thus the EHF EURO will enter a new era in 2020 with 24 teams in the men's event.

Reflecting on the image taken at the 13<sup>th</sup> Conference of Presidents in Zagreb, Wiederer underlined that the meeting was in preparation of the Congress where the findings of the working group were presented from which the motions to the statutes to be presented during the Congress were developed. The EHF continues in its endeavours to involve the stakeholders, the Commissions, internal and external partners in the decisions of the organisation, with the understanding that it can make the process more complex; consequently, everyone at a minimum is informed or involved in the decision-making process. Presenting the 2018 VELUX EHF Final4 through the image of the event staff involved, including those of the EHF and EHF Marketing responsible for the organisation of the event and others who have worked multiple final4 events including moderators and local staff. It shows that it is not only a highlight for those being involved in the qualification process, but as well for those organising the event, and people despite the demands of the event, do actually enjoy the event. Taking reference of the presentation regarding the tender, the image taken from the press conference in Cologne was the beginning of long one-year process that was brought to a very successful conclusion with the signing of long-term agreements, for both national and club competitions, with the EHF and EHF Marketing.

The final image in the photo reportage was a meeting of the EHF Executive Committee. President Wiederer remarked that the Executive consists of nine members elected by the EHF Congress, two members from the PHB and WHB, plus the general management of the EHF consisting of the Secretary General, the Chief Finance Officer, and the Chief Sports Officer. Wiederer assured the Congress attendees that the Executive Committee was working in a cohesive and transparent way and the working procedures are clear.

The transition of the President to a new Secretary General began in 2017 with the externally guided transparent recruitment process followed by the installation of Martin Hausleitner after confirmation by the Executive Committee. The cooperation between the President and the new Secretary General remains seamless and without issue. It was highlighted that during the first months, which included the preparations of the EHF Congress, the EHF EURO, as well as the tender process, many of the tasks of the President were still related to the daily business, but the open communication ensured a settled environment and the transition period has moved the organisation closer to the desired future state; the tasks of the President are given especially in as the organisation enters this new phase with the long-term media and marketing agreements and consequently all the new undertakings that have to be overseen. Leading into the finances of the organisation, an in-depth report was prepared for the Congress; President Wiederer underscored the point that the development of the organisation was stable and the EHF still carries the responsibility to develop handball with the monies received from external sources.

Closing his report, President Wiederer thanked the Commission Members on the various levels, working on the technical, legal, and financial levels, for their work. He stated that timetables, which include the Boards, are communicated beforehand and followed to ensure the rundown for a correct decision-making process; thus, the business is running smoothly.

With no comment or questions raised, Congress took note of the report.

### **5.2. Secretary General**

Secretary General Hausleitner opened his first address to the Congress by reflecting upon his entry to the organisation and his initial task of re-evaluating the (internal) 'Rules of Procedure' which defined the structure, the task distribution between a full-time president and a new secretary general, as well as the duties of the Executive Committee; this was completed in autumn 2017 and parallel to that the working group 'EHF in the Future 2020+', chaired by EHF Honorary President Jean Brihault, was initiated and with the involvement of the stakeholder groups (Clubs, WHB, PHB, and the National Federations). The outcome of that working group was presented in Zagreb at the 13<sup>th</sup> Conference of President in Zagreb, Croatia, and led to the statutory motions to be presented at the Congress.

As previously mentioned the EHF entered into intensive negotiations with the stakeholder groups and renewed its Memoranda of Understanding with MFCH and EHPU, with the WFCH agreement to be signed in due course. The Executive Committee took the decision not to renew the agreement with league representatives (European Professional Handball League Association – EPHLA); this was based on the intent to broaden the representation by involving more leagues resp. stakeholders, therefore the National Federations were invited to nominate their representatives interested in league questions to join the EHF on 29 June in Vienna to create a new league board.

Moving onto the activities of the organisation, Secretary General Hausleitner expressed the challenge of reporting on the activities as the same topics are reported on by the President and the Secretary General who work on the same topics but on different levels. Nevertheless, the EHF remains proud of its activities such as the EHF EURO 2018 in Croatia and the upcoming EHF EURO 2018 in France; summer 2018 will see several Younger Age Category (YAC) events take place, as well as the EHF Masters, and the European Open (W16). The European Handball Federation is now organising more competitions, and involving more National Federations, than ever before giving them the opportunity to play and take part in international competitions; the objective remains to develop these younger players so that they can contribute to international handball in the future. The creation of numerous competitions is crucial to the overall development of the game. This has directly led to the development of innovative tools to compliment the administration of the game which are tested and implemented, and finally contribute to a professional picture as we see in the top competitions. As an example, Secretary General Hausleitner mentioned the introduction of the 'iBall' at the 2018 VELUX EHF Final4 that saw a successful implementation and utilisation; the roll-out on the tool will continue in the future.

Continuing, Hausleitner briefly touched upon the development within the area of beach handball which in 2017 saw the live transmission, as well as a successful marketing, of the Beach Handball EHF EURO; this was an important step forward to bring beach handball to a wider audience.

Hausleitner then addressed the organisation of the various conferences and workshops, such as the Conference of Presidents – an important discussion platform held between congresses, and mentioned the agreements with various European universities, the seminars for the referees and delegates, which altogether constitute a year-round programme for handball stakeholders and partners. The initiative to strengthen women's handball continues through the newly elected Women's Handball Board (WHB) which remains very active, with many ideas and initiatives arising that includes the recently produced 'Role Model' video that will be part of the promotion for the EHF EURO 2018 in France, as well as Women's Handball Conference. With several more projects in the pipeline, the WHB contribution continues this branch of the sport.

Continuing, the Secretary General spoke of the doping case, the first in the history of the EHF, to come to light in 2017; the case showed that the systems in place are working, and in response to the situation the organisation increased activities focused on information and education to enhance the awareness on the topic of clean and fair sport. The same holds true for the sector of fraud detection where the EHF has become increasingly active by signing a contract with Sportradar for 'Integrity Service'; thus the EHF can deliver a service that sees every game monitored and can prove or disprove rumours of impropriety. It was underlined that to date no instances of match manipulation have been identified.

In the area of IT projects, Hausleitner spoke of the new initiatives flowing within the organisation suggested by the Technical Commissions and other interested parties; the IT department has the task of evaluating the ideas and finding the appropriate strategies to elicit the potential value to the handball environment. The leading project – Home of Handball – saw the release of the Champions League section with other sections to follow in the near future; furthermore, the electronic match report will be released in the next season as a top product.

The buzzword of 2018 with the EHF and its National Federations is 'GDPR' (General Data Protection Regulation); Hausleitner briefly spoke of the challenges of having to deal with the issue, but underlined that it was a chance to evaluate the internal information and data store policies, and that the EHF would use the opportunity to secure this area of the legal environment and have strict guidelines for the future.

The next topic in the report of the Secretary General was the focus group that dealt with the evaluation of the competition calendar in early January. It was underlined that all stakeholders (players, leagues, clubs, and national federations) were involved in the meeting. New ideas that could bring a new and harmonised calendar were tabled; these ideas will be treated in the coming months in order to deal with the calendar from 2020 onwards.

Other activities of the EHF included the continued efforts towards creating a unified and clear picture of handball to present to the outside world; thus in sense, the EHF was able to donate Gerflor

flooring systems to four Member Federations taking part in the EHF EURO 2020 Qualifiers in October 2018. This action will lend to the objective of moving the EHF EURO Qualifiers into the realm of the top products.

Coming to the tender process, Hausleitner commented on the remarkable experience that came with negotiating the future of handball. Hausleitner emphasised that contrary to the obvious, it was neither the sums involved nor the area TV marketing that provided the most stimulus throughout the process, rather the development potential of handball that lay within the collaboration. Ultimately, and taking the entire process under consideration, Hausleitner confirmed that the offer that would provide the best opportunities for the development of the sport was selected.

Looking to the future, Hausleitner underlined the apparent and emergent need to enrich the digital competence of the EHF, as well as to familiarise itself with its customers to create a new breed of fans – to know who is playing handball and how to develop and fascinate them. The expansion of events and competitions must continue in order to establish the brand, more specifically to establish the competitions as brands though in the current situation, this refers to the Champions Leagues and the EHF EUROS, Hausleitner stressed the point that there remains many opportunities among the lower tier club competitions, beach handball, women's handball, and the YAC events.

Closing his report, the Secretary General voiced the intent to involve the partners of the sport - the national federations and sponsors, etc. - as ambassadors of the sport, and via the new media and marketing agreements with Infront/Perform; the organisation has to grow its infrastructure to support the needs for the next decade.

With no comment or questions raised, Congress took note of the report.

### **5.3. Technical Commissions**

#### **5.3.1. Competitions Commission (CC)**

Opening his report, Chairman of the Competitions Commission Božidar Djurković reminded the attendees that some of the topics concerning competitions were already mentioned in the earlier report by the President; nevertheless, since the 2016 EHF Congress in Austria, the members of the Competitions Commission have worked hard in all the areas of the field. Looking to the Younger Age Category (YAC) events, after the introduction of the new system in 2016 continued with the roll-out for the women's events in 2017; it was hoped that the successes achieved with the implementation of the changes would continue through 2018. Returning the women's YAC events of 2017, the EUROS – W17 in SVK and W19 in SLO – as well as the W17 Championships in LTU and MKD, were played without any major incident.

Djurković highlighted the fact that all the YAC events were organised on a very high level, and it was to be noted that support and assistance was provided to the organisers concerning topics of the halls, minimum standards, advertising set-up, media matters, etc. The Competitions Commission could take pride in the fact that the gap between the teams from larger and smaller nations was decreasing as the quality of the matches are finding equilibrium, and such development benefits handball as a whole. To the upcoming summer events of 2018, Djurković gave a quick overview of

the upcoming competitions and their locations (M18 EURO CRO, M18 ECH AUT/GEO, M20 EURO SLO, and M20 ECH MKD/MNE) and commented that these events also represent a big step forward in the development of the men's YAC competitions. Briefly turning to the EHF EURO 2020 Qualifiers, Djurković emphasised the importance of having 32 teams in the competition and the workshop for the participating teams carried out in Trondheim in April underlining the proactive approach of the EHF to raise the standards of the Qualifiers. Reflecting on the EHF EUROS in Sweden and Croatia, the CC Chairman reiterated that both competitions showed great advancements in the development of the sport, mentioning the impressive TV figures and the attendance in the venues.

Turning to the club competitions, Djurković noted the stability of the playing systems across the repertoire of the competitions i.e. EHF Cup, Challenge Cup; the general standards continue to rise, as well as the media coverage on the individual competitions, and the both the men's and women's Final4s of the Champions League have become benchmarks for indoor sports events.

On the topic of officiating, Djurković reminded the attendees that EHF referees and delegates are nominated to approximately 900 matches per season, and the Technical Refereeing Committee (TRC) continue to deal with all topic appropriate matters. Over the course of the previous season, 16 couples from the Young Referee Programme (YRP) were nominated to various events to such as the European Youth Olympic Festival, (EYOF), the European University Sports Association (EUSA) Games, the European Open, allowing them to earn invaluable international experience. The Competitions Commission supported the efforts on the level of education by working in close cooperation with the EHF Competence Academy & Network (EHF CAN); these courses included the specially tailored EHF EURO Top Referee & Delegates seminar that is held months prior to the senior EHF EURO events, and also takes reference to the new eLearning platform that will be made available as of summer 2018.

Chairman Djurković continued by touching on the subject of the Competitions Commission support of the regular use of match technology, which includes instant replay, an electronic buzzer to signify a team-time-out to replace the green cards, goal-line and goal-light technology, the iBall (introduced at the Final4, and to be rolled out the next EHF EURO in France), as well as additional cameras in the substitution areas, as well as the digital score sheet. He also spoke of the endeavours of the Competitions Commission in the area of anti-doping; the EHF intensified its efforts surrounding testing and education in 2012. Djurković informed the Congress that on average 200 tests are carried out across all competitions, and both in and out of season. Testing at beach handball events will commence in summer 2018. As previously reported, the EHF has focused on informing and educating young players on anti-doping matters.

Closing his report Chairman Djurković thanked the members of the Competitions Commission for their continued efforts, and thanked the National Federations and their representatives for their support of the work undertaken.

With no comment or questions raised, Congress took note of the report.

### **5.3.2. Methods Commission (MC)**

Jerzy Eliasz, Chairman of the Methods Commission began his report by reintroducing the members of the Commission and the supporting staff members from the EHF office that assist in all facets of the MC activities. Beginning with the area of education and training, Eliasz gave an overview of the courses provided, which included the EHF Master Coaches' Course that is run every two years and consists of three different modules; in this period 2016 - 2018, the course took place twice. Furthermore, the EHF in cooperation with the National Federations organised license renewal courses. Supported by EHF lecturers, National Federations also ran courses; thus, currently a cycle of eleven courses are in progress with approximately 250 coaches participating. Three editions of the Young Coaches' Workshop were also organised in 2016, 2017, and 2018; the workshops are open to participants up to the age of 33 years and the current editions saw a balanced mix of male and female coaches register to participate. In cooperation with the German Sports University in Cologne, the Club Managers' and the European Handball Managers' Seminars took place in 2018, this is alongside the newly introduced academic certification for coaches administered through the University of Las Palmas Gran Canaria (ULPGC).

On the level of methods and coaching, specifically the RINCK Convention, the EHF currently has 38 signatory nations; however, the National Federations of Bosnia Herzegovina and Kosovo submitted all relevant documentation for new signatories and will join the convention on the occasion of the Congress taking the number to 40 as of 21 June 2018. Eliasz also mentioned the strategy for cooperation between signatory and non-signatory nations that is currently in development.

Presently, there are several ongoing programmes in the area of development with 13 open SMART agreements that deal with support and cooperation at the grassroots level; two Foster projects are currently in progress, and the MC has continued with the short term projects that provide both material and financial support to the member federations. Chairman Eliasz also highlighted the vast number of EHF lecturers assigned to assist the many National Federations with their various courses, underlining the necessity of the ongoing support given in the area of education.

In order to support the branch of Youth School and Non-Competitive Sport, Chairman Eliasz noted that there were several ongoing activities taking place in this field for which the MC has defined and published teaching material with the cooperation of EUSA and the ULPGC. Additionally, the cooperation between the MC and the Polish Handball Federation saw the production of video clips that focused on basic handball movements. The Goalcha collaboration for the development of street handball is also ongoing. Two meetings of the working group 'Wheelchair Handball' took place in Vienna where specialists convened to discuss the elements surrounding the sport that included tournament organisation, unification, Rules of the Game, and the classification of players. The next Wheelchair Handball Tournament organised in cooperation with the Portuguese Handball Federation is scheduled to take place at the end of November in Portugal. The fifth edition of the 'Handball at School Conference' took place in Poland; the conference saw over 170 physical education teachers and YAC coaches attend, and the yearly international handball summer camp will take place in August at which 120 participants are expected. In collaboration with the EHF CAN, the EHF MC not only organised the fifth edition of the EHF Scientific Conference, but also actively supported the

latest edition of the (EU initiative) European Week of Sport (EWOS). The Methods Commission also continues to oversee the technical services at all major EHF national team events.

Closing his report, Chairman Eliasz thanked the members of the MC and all its collaborators for their positive contribution to the wealth of activities.

With no comment or questions raised, Congress took note of the report.

### **5.3.3. Beach Handball Commission (BC)**

In his opening statement, Ole R. Jørstad, Chairman of the Beach Handball Commission expressed his pleasure of being able to lead an enthusiastic Commission. Briefly mentioning the foundation work in the area of beach handball in 2000, overseen by former EHF Treasurer Ralf Dejaco, and presenting the report to the Congress participants, Chairman Jørstad led with the growth of the EHF Beach Handball EURO since that time. The event has grown from 16 to 29 teams at the last event; from the first YAC BH EURO in 2008 with 14 teams, the event now averages teams 21 nations - 34 teams will participate in the upcoming event in Montenegro. Jørstad noted that this was a testament to the positive engagement of the Commission. Jørstad informed the Congress that there are currently 26 active Federations that regularly participate in the events. The Beach Handball Committee continues to oversee the ebt (and the ebt finals), a club competition that is organised with the beach handball clubs; 2018 is set to be a record year for the number of participating teams and the number of tournaments. Since the introduction of the Beach Handball Champions Cup, the event has taken place thrice in Gran Canaria; however, in October 2018 the event will move to Sicily.

Keeping the focus on the figures, Jørstad spoke of the massive increase in the number of athletes taking part in the senior beach handball events. In the period from 2000 to 2017, this number rose from 128 to 290 recorded players; on the level of the YAC events over a 10 year period (2008 – 2018) the figure has jumped from 112 players to 340.

As briefly mentioned earlier in the reports, the media attention surrounding beach handball has vastly grown; the 2017 EHF Beach Handball EURO experienced full HD TV production that allowed for the matches to be broadcast in twelve countries across two continents. The coverage of the event also produced a highly satisfactory social media imprint with over 1.4 million Facebook impressions and 2 million minutes of viewing time on the platform YouTube; this was also supported by the permanent presence of the sport on ehfTV since 2017. Jørstad then underlined the dedicated, and growing, social media following on Facebook (14,000 followers) and Instagram (5,000 followers); he also announced that the next event would take place in Stare Jablonki in Poland. With the rise in the popularity of the sport showing no signs of slowing down, Jørstad emphasised the intent of attracting new nations to the sport, specifically the 24 Member Federations that are not participating with regularity; he underlined that the members of the Beach Handball Commission were at the disposal of the National Federation representatives for any questions they may have about their integration into the beach handball family and BH projects in the future.

Moreover, Jørstad declared that following the beach handball courses for coaches, referees, and delegates, eight new beach handball delegates and 10 referee pairs, who show promise for the future, were successful in their endeavours in completing the educational courses.

Looking to the future of beach handball and its activities, the Beach Handball Commission has continued to develop targeted media and promotional campaigns; these activities are supported by the satellite media teams who covered the BH EUROS and the Champions Cup as well as the ebt Finals. He stressed the importance of the beach handball social media team as the main target group are teenagers. Moving on, Jørstad spoke of the undertakings in the application of match technologies. Despite that there is no hard goal line in beach handball; the sport has still managed to apply goal line technology successfully as was illustrated in the image within the presentation.

With the Olympic aspirations of beach handball still at the top of the Commission's agenda, Jørstad reminded the Congress participants that beach handball was now for the first time listed as a discipline and would be presented at the next edition of the Youth Olympic Games in 2018 in Buenos Aires, and is scheduled as a demonstration sport in Tokyo in 2020. The next target is to have beach handball on the programme in 2024 and the EHF is supporting the ambitions of the International Handball Federation on all fields. Closing his report, reiterated his aspiration to work with more National Federations in the future.

With no comment or questions raised, Congress took note of the report from the Beach Handball Committee.

Vice-President Bošković gave the floor on the occasion of its 10<sup>th</sup> anniversary to the EHF Competence Academy & Network, an EHF institution working with all technical fields within the organisation.

#### **EHF Competence Academy & Network (EHF CAN)**

Binding the reports of the Technical Commissions, EHF CAN Coordinator Helmut Höritsch, addressed the Congress to report on the undertakings of this specialist unit. The EHF Competence Academy & Network was called into operation by a unanimous decision of the EHF Congress in 2008 in Austria, and in 2014 at the Congress in Ireland a comprehensive report was given. Höritsch informed that his report would focus on the facts and figures from all the areas that were presented by the Chairmen of the Technical Commissions due to the fact that the facilitators of the sport have to be linked to the educational services. He underlined that when speaking of the professionalization of the sport, the area of education also had to be taken under consideration.

Continuing, Höritsch mentioned that prior to the meetings of the Technical Commission, the three Chairmen convene the Technical Delegation (TD) together with the three departmental heads from Competitions, Methods, and Beach Handball to discuss educational services and projects for the development of the technical areas of the sport. The outcome of this TD meeting is then discussed with the Technical Commission Members in the separate meetings find solutions to various issues in order to strategize projects for the future. Höritsch underlined that the protagonists within the EHF are the Technical Commissions, and the external experts are found in the countries of the Member Federations from whom expertise and input was needed, as he placed emphasis on the 'Network'

that constitutes the EHF CAN. This necessity is shown by the growth in the number of EHF lecturers (64) who are nominated based on their expertise. Due to the success of the EHF Scientific Conferences, the EHF Scientific Network was launched in 2016; it was stressed that doors needed to be opened to those persons who could best serve the sport of handball and its development together with all stakeholders e.g. EHF, EHFMR, IHF, EU Commission for sport, and other team sport associations such as UEFA, FIBA Europe, etc.; Hörtsch then mentioned the elite sport education programmes such as MESGO.

Turning his attention to the RINCK Convention, he focused on the facilitators of the sport i.e. the coaches, referees, delegates, as well as the managers within the clubs and federations that needed to be exposed to and offered educational services. Hörtsch stressed that it was imperative that these persons be kept up-to date with the latest information and resources used in the facilitation of the sport. The business executive courses that take place prior to the Final4 were used as an example for 'best practice' e.g. reports given on grassroots activities as well as lectures given from experts in the field of media, marketing etc.; the courses held over the past seven years have already resulted in graduates holding the EHF license.

Moving onto the subject of coaching mentoring, it is an element of the CAN activities where there are high expectations e.g. a member from the Scientific Network has travelled to various countries talking to YAC female coaches to help them create a better environment for young players. Education, certification and employability should remain at the forefront of the objectives.

Turning to the philosophy and outlook of the EHF CAN, Hörtsch closed his report by stating that the mind-set to share experiences was needed to further facilitate, enhance, and activate the community to serve the sport and its people by placing the right activities on offer. As society changes the organisation has to respond to those changes if it wants to make the sport more attractive.

#### **5.4. Legal Delegation**

ECA President Francesco Purromuto opened the legal report by making a point to thank the Presidents from the bodies of the first and second instances, the ECA Vice-Presidents, as well as all the external arbitrators that worked within the system. He also thanked Rui Coelho, the Initiator of Proceedings, as well as the team within legal management in the EHF office.

Before moving on to the work undertaken by the legal bodies, Purromuto reflected on the EHF legal system that has a complex organisation and to that legal system credibility, transparency, and neutrality must correspond. Thus, it is for this reason that the European Handball Federation has consistently adapted its rules in this special area. The important 2011 reform established the current legal system with the Court of Handball (CoH), the Court of Appeal (CoA), and the EHF Court of Arbitration Council (ECC); in 2016 a new reform was proposed introducing a new 'on-site legal system' for the EHF EUROs. This new system was inspired following the experiences during the EHF EURO 2016 in Sweden. The workings of was seen for the first time at the EHF EURO in Croatia.

The system of sport justice is in a state of continuous evolution; thus President Purromuto was pleased to inform the Congress that all of the persons working within the legal commissions

remained committed to monitoring the legal system and are able to highlight the areas that need further reflection. At the same time, there is pride that within the European Federation an increasingly high level of impartiality and transparency has been attained as the all the stakeholders must have the certainty that the legal system of the European Handball Federation is a complete system open and usable by everyone.

Moving onto the comparison of the previous 2016/17 where a total of 35 cases were dealt with by legal instances, and current season 2017/18, which saw this figure rise to 77, a clear and marked increase. Dissecting the 2017/18 season, in the remainder of 2017 only 27 cases were submitted to the instances, and as of 1 January 2018 the new system was implemented and subsequently followed by a major competition, it can be assumed that the increase was attributable to the new 'on-site legal system'; to the case type, a breakdown of the Court of Handball and Court of Appeal cases were shown. To reiterate, the new on-site handling of cases at this time only applies to the EHF EUROS and the decisions are taken by the Court of Handball and Court of Appeal acting as ad hoc bodies. This was designed to relieve the pressure placed on the delegates, to increase independence, efficiency and knowledge.

Bringing the report to a close, Purromuto addressed one final topic, and that was the implementation of the decision taken at the EHF Congress in St. Wolfgang pertaining to the nomination of the a Vice-President to join the ECA Council to ensure fair representation of the stakeholders. Hence, the third Vice-President, Wouter Lambrecht (NED) was nominated by the Professional Handball Board. Prior to the inclusion of Vice-President Lambrecht, the National Federations were encouraged to update their list of arbitrators; the current list stands with 64 arbitrators. Through this step and taking all the factors into consideration, Purromuto stated that the ECA Council was now an even more modern, independent, and impartial legal body.

With no comment or questions raised, Congress took note of the report from the Legal Delegation.

## **6. 2016/2017/2018 Finances**

### **6.1. 2016/2017 Report from the Treasurer**

Leading into the topic of the finances, EHF Treasurer Henrik La Cour presented an overview of the report to be given that would cover the financial reports for the years 2016 and 2017, the report from the EHF Comptrollers containing the audit results of the past two years after which the Congress would be asked to vote on the annual financial reports for 2016 and 2017 and to approve the conduct of business by the Executive Committee for that period. The adaptation of the 2018 budget would conclude agenda point 6; the budget for the period 2019 – 2020 was to be presented under agenda point nine.

#### **EHF Financial Result 2016**

In 2014 in Dublin, the EHF Congress adopted a two-year budget for the period 2015–2016; the 2015 financial result was presented and approved, as was expected, at the 2016 Congress. Nonetheless, budget updates that became necessary for 2016 were also presented in St. Wolfgang, and the report presented compared the actual results with adjusted budget from that period. As a result of the 2016 elections, nearly all seats on the Executive Committee were taken up by newly elected officials in

mid-November. Consequently, the 2016 report dealt mainly with results from operations under the former Executive Committee to which CFO Andrea Moser presented the relevant figures.

The total income for the year budgeted at EUR 11.442k came in at EUR 11.654k resulting in a ‘top-line’ surplus of EUR 212k and leaving nearly all line items reflecting a higher income than the original and revised budgets. Under “Other Partnerships”, a strong contribution came from EHF Marketing, and results were bolstered by an increase in the number of transfers towards the end of the year; participation fees from national team competitions failed to meet the projected target as only the fees for phase 1 of the Men’s EHF EURO 2020 were collected; fees for phase 2 were deferred and charged in 2018. On the expenditure side, the total budgeted amount was EUR 12.165k, while actual expenses ran to EUR 12.354k. The EHF 25<sup>th</sup> Anniversary celebrations increased expenditure, but it was offset by lower costs in other areas such as personnel as the number of staff remained smaller than expected and salary increases were moderate. Thus, the year ended with a surplus of EUR 144k, EUR 37k above the projected figure.

Presenting a brief review of the two-year budget adopted by the 2014 Congress foresaw a surplus of EUR 49k. By the time of the 2016 Congress, the figure had been revised upward to EUR 914k and eventually registered an overall surplus of EUR 951k for the period 2015-2016.

### **EHF Financial Result 2017**

The budget for the two-year period 2017-2018 was originally presented by former Treasurer Ralf Dejaco at the 2016 Congress; this budget served as the basis for the activities of the current Executive Committee. Treasurer La Cour continued by presenting the report for 2017 that encompassed the first half of the period. The final accounting on 2017 was completed and what followed was a comparison of the budgeted figure with the actual result. The total income for the years stood at EUR 12.789k, which exceeded the projected budget by EUR 1769k. Revenues on nearly all line items were higher than expected and some figures varied by a considerable amount. Putting the situation into context, La Cour discussed the item “*Partnership Contracts*” in detail.

The current contract with Infront (EHF EUROS 2016 – 2020) foresees additional payments (*additional share*) to the EHF dependant on the success of marketing efforts; this clause became effective with the 2016 EHF EUROS. Due to higher revenues from ticket sales (SWE) and marketing income (CRO 2018 Qual.), and upon finalisation of the accounts for both the men’s and women’s events, the additional payments were scheduled to be obtained in 2017. Thus, the 2017 budget was exceeded by approx. EUR 580k.

This additional share was allocated to the EURO qualifications, participants, clubs, development activities as well as the general EHF budget as defined by Congress in 2008; the shares were paid out to the national federations and clubs involved in the 2016 EHF EUROS. Moreover, at the 2016 Congress, Infront expressed a commitment to the further expansion of our partnership with a view to the challenges ahead at the Men’s EURO 2020, which would involve 24 teams for the first time, and it was not possible to anticipate the financial side of this further development at the time the budget was drafted and presented.

Turning to the area of transfers, La Cour stated that an income EUR 350k above the projected budget was recorded, this was due to the increased number of transfers and the adjustment made to transfer fees applicable as of 1 July 2017 in accordance with conversion rates for Swiss Franc.

Hence, the EHF income reached EUR 12.789k, approx. EUR 1.7m above expectations; total expenditure amounted to EUR 9.826k versus the budgeted EUR 9.558k. The expenses under Position 71 were higher than budgeted by EUR 542k due to the additional payments to 2016 EURO participants being allocated to the same line "*Competitions National Teams*". As in earlier years, staff costs remained below budget, owing to moderate index adjustments and a constant headcount. All other positions are largely in line with budget. These numbers not only supported the positive development of the organisation's financial position, but took it to a new level. Building on these results, the organisation will be able to tackle challenges ahead and engage in the desired further development.

With no questions raised to the Treasurer and the Chief Finance Officer, Congress took note of the report.

#### **6.2. Report from the Comptrollers**

Comptroller Alain Koubi opened the agenda point by stating the report of the comptrollers was the result of a joint teamwork with Substitute Comptroller Robert Prettenthaler who proved very helpful due to his knowledge of Austrian law. As in the previous year, at the request of the EHF Treasurer and the Executive Committee the representatives have pursued/preserved the office of the Comptrollers for which they were elected. The work consisted of a very precise follow-up; at each visit some remarks were made, and were always followed by an effect. All demands for explanations, some of which were very inquisitive, received very precise answers. The Comptrollers underlined the positive collaboration with CFO Andrea Moser as well as the other accounting staff. Koubi also praised both the previous (led by now Honorary President Jean Brihault) and current (under the leadership of Michael Wiederer) Executive Committees for their careful management when the financial stakes are now considerable. On the basis of the evaluation undertaken by the EHF Comptrollers the accounting of the EHF biannual books uphold the rights of the Austrian law and are in compliance with the EHF Statutes. Thus, the Comptrollers recommend the adoption of the present biannual accounts and the approval of the conduct of the Executive Committee.

#### **6.3. Formal approval of the Executive Committee's conduct of business**

The Comptrollers recommended that the Congress formally approve the conduct of business by the Executive Committee for the years 2016 and 2017. Successively, with 41 votes (100%) in favour; the EHF Executive Committee conduct of business was approved by the Congress.

#### **6.4. Adaptation of the 2018 Budget**

Treasurer La Cour returned to inform the Congress on the adaptation of the 2018 budget; as is standard practice, mid-period budget updates are prepared when the financial reports for the first year of a two-year period have been completed, as is the case with the 2017 accounts. The budget for the second year is also updated and the revised figures are presented to the Congress in the form of an overview. La Cour noted that the update was created in consideration of contractual relations,

adopted project decisions, and other relevant information relating to the business of the organisation. La Cour also stressed the point that any financial effect arising from the resolutions to be adopted at the Congress would not be reflected in the update and further variations are to be expected.

Taking reference to the revenues, once again, partnership contracts were the source of the most noticeable changes; the effect was similar to that seen in the 2017 result, as contracts were signed in late 2016, and which will result in higher revenues in 2018. Moreover, a projected signing fee related to the Infront/Perform contract signed at the end of May has been included under the item "*Partnerships*"; for the same reason, higher earnings are also anticipated for EHF Marketing. The EHF fee will be disbursed to EHF in three tranches in the years 2018, 2019 and 2020, and the income is earmarked for the development of infrastructure which the EHF uses to fulfil its obligations under the new contract. To ensure transparency, this income is entered under 'Further Expenses' as a separate budget item "*Infrastructure/New Office Building*". The same approach has been applied to the 2019 and 2020 budgets and note that under agenda point 11 "*European Competitions and Marketing of the Top Products*" information will be provided on the new agreement and the future strategy.

Revenues from transfers have regularly exceeded the budget in the last few years and have therefore been revised upwards. However, it is underlined that transfer fees are subject to annual adjustments in line with the EUR/CHF exchange rate. Hence, the 2018 amount has been budgeted conservatively and lower than the record result of 2017. In this context, La Cour mentioned that the transfer department released information about fees (EUR 1300/contract; EUR 130/amateur) valid as of 1 July 2018. Overall, the originally budgeted income of EUR 11.466k was amended to EUR 15.295k for the purposes of the current overview.

Looking to the planned expenditure, the line item personnel includes two additional positions (Beach Handball, Media); personnel development and further education were consolidated into a single line item. Financial support for teams participating in the YAC events (incl. M18 EURO, European Open) doubled from EUR 2k to EUR 4K per team. Concerning the position "*Competitions/National teams*" it was mentioned that any monies unused would be earmarked for the same purpose and used in the subsequent year.

Concluding his report, Treasurer La Cour indicated that the updated 2018 budget predicted a total expenditure of EUR 16.484k, up EUR 3.9m on the original budget, which would result in a net loss of EUR 124k when taking accruals/deferrals into consideration. However, La Cour stressed that for the complete picture the amended budget had to be viewed as the two-year period 2017-2018. Though a surplus of EUR 345k was forecast in 2016, the current outlook anticipates excess income to reach EUR 1.791k.

## PART II (AP 7 - 10) Motions and Elections / Nominations

President Wiederer opened part two of the agenda and moved directly into agenda point seven, which on the one hand was linked to EHF finances and on the other hand, it is a short point, and the Congress would still have the opportunity to finish the morning session shortly before noon. Coming to the point, in such a big organisation as the EHF, changes are taking place on the way from one congress to another, especially on the field of the stakeholder groups and the boards where there are regular changes, which may have to do with the cycles that they may have; and at the same time, people are also opting for other functions.

Wiederer made a reference to the Women's Handball Board and the changes within as an example, it was mentioned that for the first period of the WHB activities, Narcisa Lecusanu was elected to serve as chairperson. During the IHF Congress, Lecusanu was elected to the IHF Executive Committee. Wiederer stated that, taking into consideration all the activities and the way that the EHF is linked to the IHF, it was positive to see competent persons from Europe being (also in former times) in EHF positions can also have a function in the International Handball Federation. Such transitions remain in the interest of the organisation in order to take care of all the activities.

As a result within the WHB, Nodjalem Myaro assumed her role as Chairperson, as was previously arranged and Myaro can be seen also in the Executive Committee representing the WHB interests. Wiederer underlined that it was a pleasure to have so many former top players (including national team players) in the Executive Committee as it lends credibility to the discussions as these persons have seen the sport from all its various angles.

### 7. Election of Comptroller / Substitute Comptroller and CoA confirmation

#### 7.1. Confirmation of Comptroller – member Prettenthaler

Leading into the topic that would require a ballot, Wiederer reiterated the situation that would lead to the vote. In 2016 at the EHF Congress in St. Wolfgang, two comptrollers were elected – Alain Koubi and Jutta Ehrmann-Wolf, and one substitute comptroller – Robert Prettenthaler (re-elected). Taking into consideration the many activities of the organisation and the fact that the Comptrollers not only oversee the accounts of the EHF, but also EHF Marketing as well, the substitute Comptroller was also involved in these activities. Therefore, the EHF/M has a twofold, and what concerns the club competitions, a threefold controlling system – the Comptrollers and the external auditing company. The Comptrollers are a back-up for the EHF Congress, but as well for the EHF Executive Committee because they are analysing the financial situation from the perspective of the National Federations and the decision-making process and that the relation between Congresses, Executive Committee decisions, and the implementation on a financial level are done in a healthy way.

After the Congress Jutta Ehrmann-Wolf, supported by the German Federation, opted for a position in the Technical Refereeing Committee (TRC), which was understandable based on her experience in this field. As it was not possible to serve in both positions, Ehrmann-Wolf decided to serve in the TRC, and by that, left the position of Comptroller of her own volition. Consequently, the work of the comptrollers was undertaken by the Comptroller and the Substitute. The EHF Statutes do not dictate or regulate if a substitute comptroller automatically becomes a comptroller or just substituting that

comptroller who is unable to undertake the tasks at a specific time. Therefore, in order to safeguard the EHF system, the EHF decided to bring the option of confirming Robert Prettenthaler as Comptroller, and subsequently vote in a new substitute comptroller. Following the clarification of the current situation, Robert Prettenthaler (AUT) was confirmed as an ordinary comptroller with 35 votes in favour, 0 votes against, and 5 abstentions.

### **7.2. Election of a Substitute Comptroller**

To the position of Substitute Comptroller nominations were submitted by the National Federations of Bosnia Herzegovina, Goran Roca, and Germany, Thomas Ludewig. The election, based on the number of votes per candidate, was decided as follows: Goran Roca (BIH) – 8 votes, Thomas Luedwig – 33 votes, one abstention; thus, Ludewig was elected.

### **7.3. Confirmation of nomination to the Court of Appeal – member Koberidze - APPROVED**

Entering the agenda point, Wiederer informed the Congress that for the confirmation of the additional member to the Court of Appeal, a motion to the Congress requesting the immediate implementation of a congress decision needs a 2/3 majority vote. The President briefly reiterated the relevant events of the 2016 Congress, where based on the motion of Norway it was decided that in the future, the larger commissions would have at least two members of each gender. At the time this motion targeted 2020, as technically speaking the implementation was only possible as of the 2020 Congress.

During the 2016 Election for the Court of Handball (CoH) two women were already elected both of whom are very much involved in the decision-making process. Following the 2016 Congress, the Executive Committee had to nominate different persons to the various committees, commissions, and boards, and all nominations were undertaken. Thus, a second female candidate, Ketevan Koberidze (GEO) – out of those who were already Court of Appeal (CoA) candidates – was nominated. After that, the CoA Vice-President, Jens Bertel Rasmussen reminded the EHF that the wording of the motion was targeting the 2020 elections, and therefore, the action of the Executive Committee was premature. It was also realised that should Koberidze be part of any decision, that decision could be challenged on the basis of the election process. Therefore, in coordination with Koberidze, it was decided not to involve her in any cases for that reason.

Wiederer stated that on the occasion of the Congress in Glasgow, there is the possibility to expedite the implementation of the 2016 amendment to the EHF Statutes prior to 2020 with regard to the motion ‘Promoting Gender Equality in Handball’ that ensures the increased involvement of women in handball through gender representation; however, a two-third majority is required.

The motion for the immediate implementation of the 2016 Congress decision regarding female representation was approved with 35 votes in favour, 7 votes against, and 0 abstentions.

The subsequent vote confirming the nomination of Ketevan Koberidze to the Court of Appeal was approved with 41 votes in favour, 2 votes against, and 1 abstention.

President Wiederer thanked the Congress for its support stating that it would help the legal body in their decision-making processes, now there are more members available.

## **8. Motions relating to Statutes**

Introducing the agenda point, the EHF President took a moment to thank all the persons who had contributed to the preparations of the motions, not only the office staff, but also to the National Federations for their motions. Whether all those present agree or disagree on the motions, Wiederer stressed that it was an important part of the business that people think about the issues, the structure, and points of relevance. Also, when there are ideas and proposals it adds liveliness to a congress. The deciding of the motions will be executed in a democratic way, and the President thanked the Congress once again for its contribution.

The representatives of the National Federations were reminded that at the 2016 Congress it was already announced that the EHF had to undertake action regarding the structure of the organisation. Subsequently, in 2017 the Executive Committee nominated a working group to carry out an analysis and generate proposals; this group was chaired by the Honorary President who was, and is, well aware of the need of the organisation; and in addition to the EHF Vice-President, the Secretary General, and a member of the Technical Commissions, representatives from the Women's Handball Board and the Nations Board (Men) were invited to participate in the working group.

The results from the two sessions were presented at the 13<sup>th</sup> Conference of Presidents in Zagreb, and based on the findings and the feedback, and the overall positive statements, motions were prepared for this Congress. In addition to the EHF motions, there are four additional motions submitted by the National Federations – two pertaining to structure and two pertaining to competitions - to be treated.

### **8.1. EHF motions**

#### **8.1.1. EHF Congresses – new date - APPROVED**

Secretary General Hausleitner presented the first motion and informed the congress that the current situation sees EHF congresses taking place in even years, in the same year as the core activities i.e. EHF EUROS, which has an impact on the workload of the EHF staff and officials. Every four years, an election congress would take place in November prior to the women's EHF EURO in December. Using 2016 as an example, this resulted in the newly elected not being utilised in a major events as there is no preparation time. Furthermore, the 'new' Executive Committee should get the opportunity to have a closed business year and have the chance to start its administration period with a new business year; the Committee elected in November has had no influence on the business year in question. Moving the EHF Ordinary Congress to odd years would resolve the scheduling issues in EURO years and provide for an even distribution of the workload, allowing for a smooth transition between the outgoing and incoming members, as well as an easy transition in the important area of financial responsibility and accountability. It would also allow for a closer time relation between the EHF and IHF congresses, whilst lending to the harmonisation in the calendar of activities. If successful, the next EHF Congress would take place in April 2021.

The motion to hold the EHF Ordinary Congress biennially in odd years, prior to the IHF Congress was approved with 39 votes in favour, 2 votes against, and 1 abstention.

### **8.1.2. Vice-President Finances - APPROVED**

Vice-President Bošković presented the motion that was conceived by the EHF working group on structure and presented to the National Federations on the occasion of the Conference of Presidents in Zagreb. The reason behind the motion, which has the full support of the Executive Committee, is that the EHF was formed 27 years ago and it was a much smaller organisation in 1991 with limited resources. Today, much of the work done by the treasurer in the early years is now undertaken by the professional Chief Finance Officer. It is the opinion of the EHF that it is time to change the title of 'Treasurer' and reform it to Vice-President Finance, with the position of the existing Vice-President being changed to First Vice-President. The EHF continues to grow, and after 2020 it is expected that the organisation will be larger.

The motion to replace all statutory references to the term Treasurer with Vice-President Finances; consequently all statutory references to the term Vice-President with First Vice-President was approved with 41 votes in favour, 3 votes against, and 1 abstention.

### **8.1.3. Competitions Commission – member Women’s club competitions - APPROVED**

Prior to the main presentation of the motion, President Wiederer briefly mentioned that it related directly to the field of competitions and asked CC Chairman Božidar Djurković to present the motion. Wiederer highlighted that even in the past that it was part of the agreement with the women’s clubs that in the future they would be represented, and upon reflection, the EHF should have presented this motion at the 2016 Congress. All told, the EHF aims to uphold what was agreed upon in 2014. CC Chairman Božidar Djurković underlined the necessity of the proposal in order for the EHF to uphold its commitment to gender equality whilst raising the profile of women’s handball. Having a designated liaison for women’s club handball matters within the Competitions Commission could see the elimination of potential conflicts of interest.

The motion to apply the amendments as written in the Congress documentation, to articles 4.1 & 4.1.2 was approved with 39 votes in favour, 1 vote against, and 5 abstentions.

### **8.1.4. Committees and Boards - APPROVED**

#### ***Motion 4(A-D) – Nations Committees, Nations Board Women, Women’s Handball Board***

President Wiederer moved on to Motion 4, submitted by the EHF, and reiterated that it was a motion with four parts, to be presented by Gabriella Horvath and Nodjialem Myaro, that was to be voted on as a package. Again, Wiederer noted that the motion before the Congress was based upon the recommendation of the working group. The aim is to bring clarity between the Boards/Committees, and to ensure that there is a blanket representation both with men’s and women’s handball, and jointly a common understanding of the issues.

##### ***8.1.4.1. Nations Committee Women – 4A***

##### ***8.1.4.2. Nations Committee Men – 4B***

EHF Executive Committee Member, Gabriella Horvath continued by informing the intent of the EHF Executive Committee to amend the EHF Statutes to implement a men’s and women’s Nations Committees and at the same time restructure the Nations Board. As previously mentioned motion 4 A to 4 D concerning Nations Committees, Nations Board, and Women’s Handball Board are designed

to strengthen handball as a whole, especially women's handball. The emphasis of the Nations Committee is to bring about a harmonised and balanced structure with the bodies focusing on national team matters. The split by gender allows for the treatment of individual issues. Each Nations Committee would consist of six members with four persons being elected based on the national ranking and two freely elected with competence being at the fore of all positions. It is the opinion of the EHF that the success of the motion and having identical and harmonised structures will result in a comprehensive representation via two competent groups ensuring the further development on the level of the national teams.

#### **8.1.4.3. Nations Board – 4C**

Part C of the EHF motions deals with the conversion of the current Nations Board into a common platform in the field of national team matters gathering its members from the Nations Committees. The body will deal with national team topics in the field of men's and women's handball discussion common issues such as the EHF EUROS, EURO Qualifiers, and all other matters concerning national teams. It will consist of three members from each Nations Committee with a Chairperson and two Vice-Chairpersons. The Chairperson will represent the Nations Board in the Executive Committee. It is the opinion of the EHF that the new structure will ensure a comprehensive dialogue and, at the same time, direct representation of national team matters in the Executive Committee.

#### **8.1.4.4. Women's Handball Board**

WHB Chairwoman Nodjialem Myaro presented the final part of the motion 4; the presentation opened with the confirmation of intent to amend the EHF Statutes with regard to the composition and the entitlements of the Women's Handball Board (WHB). Since its creation in 2012, the WHB became an effective platform for the development of women's handball within the EHF governance. Today, to reinforce and develop its representativeness, the WHB shall be strengthened by following the modification as presented in the motion. Myaro reiterated article 8.1 and gave a brief overview of the key points of part 4D; "*The Women's Handball Board (WHB) is the strategic EHF platform for stakeholders of the EHF for the increased development and improved participation of women's handball including the participation of the related stakeholders - national teams, clubs, leagues and players.*" In the future, these particular stakeholder groups shall be represented in the new Women's Handball Board. The number and constitution of the members are described under revised article 8.3. Furthermore, the new structure of the WHB mirrors the structure and composition of the Professional Handball Board, and is intended to ensure the representation of women's handball on an equal level.

**Comment by M. S. Christensen (Chairman Nations Board / Working Group Member):** As a member of the Nations Board, Christensen voiced his support for the complete motion stating that it was a step forward as it would strengthen relations between men's and women's handball. Moreover, it gave the representatives of the National Federations a clear voice within the Executive Committee in the future.

Amendments to articles 3.3.2, 7.4, 7.10, and 8.1 through 8.9, 8.2, 8.3, 8.4, 9.1, and 9.2 are necessary to the motion in order to organise the Committees and Boards as written in the documentation.

These amendments are to be applied to the EHF Statutes. The motion was approved with 42 votes in favour, 0 votes against, and 3 abstentions.

President Wiederer thanked the Congress for its support of the motion that will come into effect as of the 2021 EHF Congress.

#### **8.1.5. Age limit for elections - APPROVED**

BC Chairman Ole R. Jørstad referred to the 2015 Extraordinary Congress in Bucharest when a motion concerning the age limit for elections was presented and rejected. At the Congress in St. Wolfgang, the situation remained unchanged. Subsequently to that Congress, and within the framework of an Executive Committee mandated working group, the topic was treated again and was revised. The revised recommendation was first presented in Zagreb in January 2018. The proposal was evaluated by the Executive Committee, and as an Olympic sport, the EHF looked to the Olympic Charter as a basis for its deliberations. Underlining the fact that the outcome, positive or negative, would have no impact or effect on the current administration, Jørstad stated that although the EHF is not a direct member of the IOC, the Federations were as members of their NOCs. Using himself as a theoretical example, Jørstad explained how the system would work.

**Comment by M. S. Christensen:** in a brief remark, following discussions within the group 'Handball Forum Europe', Christensen stated that the group was in favour of the motion.

In order to implement the motion that concerns the increase of the age limit for elections, amendments to Article 3.3.4. of the EHF Statutes have to be made as written in the documentation; the motion was approved with 36 votes in favour, 9 votes against, and 0 abstentions and will be implemented for the elections at the 2021 Congress for the first time.

President Wiederer thanked the Congress for its support of the motion stating that a difficult topic had reached its clarification and conclusion after a long time, and would become applicable with the next congress.

#### **8.1.6. Special activities - APPROVED**

Jerzy Eliasz, Chairman of the Methods Commission began the presentation of the motion by returning to the topic of wheelchair handball and noting its importance within the Methods Commission. Over the past years, a growing interest in the sport has been recognised; the tournament has been organised twice in Austria and Sweden with the third event taking place in Portugal in 2018. As part of the working group for wheelchair handball, Eliasz mentioned the meetings that had taken place, but reminded the Congress that in order to hold an official competition, statutory changes were necessary. Referring to the classification of disability by the WHO, it includes both intellectual and physical disabilities; so when dealing with this motion, Eliasz asked the representatives to bear the description in mind. Eliasz stated that it was the obligation of sport to serve the different needs of society, but more importantly is the integration that sport can bring, both on the national and international level.

In order to the recognition of handball competitions dedicated to persons with disabilities as well as the related awarded procedure, amendments have to be made to Articles 3.1.8.19 and 12.1 as written in the documentation; the motion was approved with 42 votes in favour, 1 vote against, and 0 abstentions.

#### ***8.1.7. Participation in non-profit partnerships***

With the exact wording and details in the documentation provided to the representatives, EHF Executive Committee Member, Stefan Lövgren, provided a short summary of the motion. Lövgren stated that handball was not just a sport dealing with results at the game in the venues by the players; handball is also an important part of society with many different and important co-operatives, a lot of them of a non-profit nature. In order to recognise such work and participation, in order to avoid any misunderstanding and to secure a safe and legal basis (as recommended by the external auditor), a slight amendment to articles 12.2 is proposed.

In order to recognise the participation of the EHF in non-profit partnerships, an amendment has to be made to Article 12.2 as written in the documentation; the motion was approved with 43 votes in favour, 0 votes against, and 2 abstentions.

#### ***8.1.8. Competence EHF Catalogue of Administrative Sanctions***

EHF Executive Committee Member, Anrijs Bencans highlighted the identified imbalance pertaining to competence of the decision-making process between the ‘List of Penalties’ that has more extensive consequences, and the ‘Catalogue of Administrative Sanctions’ with less extensive consequences. In order to meet the needs of the daily operations, a change of the competence in the field of administrative sanctions was proposed by the legal delegation, and it is therefore proposed to grant the competence to amend the ‘Catalogue of Administrative Sanctions’ to the Executive Committee similar to the ‘List of Penalties’ for which the Executive Committee is already responsible. For clarity, Bencans reiterated the wording of the motion as contained in the documentation.

In order to grant the competence to amend the Catalogue of Administrative Sanctions to the Executive Committee, an amendment has to be made to Article 3.1.18. as written in the documentation; the motion was rejected having failed to reach the two-third majority with only 28 votes in favour, 14 votes against, and 3 abstentions.

### **8.2. Motions National Federations**

#### ***8.2.1. Motion NOR: Chairman EHF Congress***

Addressing the Congress, President Kåre Geir Lio of the Norwegian Handball Federation emphasised the main reasons behind the proposal. Foremost, the Federation wished to contribute to the governance of European handball. Secondly, it wanted the EHF to be a sports federation that could be admired for its modern structure and good governance. The NOR motion refers to two moderators with the EHF President still the responsible leader of the congress. Lio stressed that the NOR motion in no way calls into question of the EHF President’s ability to lead the congress, nor does it question trust or confidence; NOR is satisfied with the leadership. However, the Federation believes that it should use every possibility to improve the way of governing the federation; it is a small but necessary step to improve the image of the organisation.

Both among common people and the media, there have been in the past too many discussions about how sports are governed and organised. The EHF should be known for its way of thinking and practising good governance in order for people to look to handball as a well organised and transparent organisation. The sport needs the trust and wants the identity.

Vice-President Bošković responded by stating the Executive Committee reviewed all of the motions to the Congress at its March 2018 meeting; though the EHF understood the reasons why for the wording of the motion, it felt that the motion did not align with the European Handball Federation, especially with the way it is being managed. Therefore the Executive Committee decided not to support the motion as it is; Vice-President Bošković added that if it was just a question of discussing the matter further, the EHF would be willing to postpone the vote as it is ready to discuss some changes to the motion.

With both positions on the matter heard, the motion of NOR was put to the vote where it was rejected having failed to reach the two-third majority with 16 votes in favour, 29 votes against, and 1 abstention.

#### **8.2.2. Motion IRL: Protected Disclosure Advocate - APPROVED**

The President of the Irish Olympic Handball Association, Fintan Lyons presented the background to the motion based on the observation of changes over the past decades. The main points of the motion were summarised for the representatives on the screen. Lyons underlined that EHF is a great organisation and tremendous work has been undertaken since its foundation. As the EHF has grown and developed, the world has changed beyond recognition. Lyons stated that there was no doubt to the success of the sport both on a European and global level; but based on the success, it makes it more urgent to address the gap that the IOHA sees in the governance. Looking to the other sports organisations, there has been much concern raised in public on how sports govern and if they are governed in a proper manner. The IOHA proposed the motion to help improve the statutes of the EHF and to some extent to protect against problems of this nature, and proposed a dedicated and independent position – a protected disclosure advocate – and if created would receive, review and investigate, and if necessary, advocate protected disclosures by stakeholders. This would require a dedicated section in the statutes. Currently in the EHF Statutes, to the Initiator of Proceedings (13.7.), there is only a small description of the role; given that it was written in a different period, Lyons stated that the world had moved on since then. The Federations need to acknowledge this and equip the organisation to deal with such a situation that deals with the many changes faced. The IOHA believes that additional protection is needed and the motion for a Protected Disclosure Advocate seeks to address it in a positive and constructive manner. Lyons reiterated the details found in the written motion available in the documentation, and underlined that the implementation would send a strong signal to the community at large the organisation wishes to run its affairs in an open and transparent manner, and that it does not tolerate abuse of power or influence as well that systems are in place to deal with such abuses.

The IOHA submitted the motion in response to the discussions on changes to the statutes and talk of a committee being set-up to look at the matter; the IOHA believed that it was important at the outset so that the stakeholder can have open and transparent discussions that people feel

empowered to speak freely. There is no place in handball for secrecy or undue influence. The EHF must offer leadership into the future as an open and transparent organisation if we wish to attract the best minds and people to the sport. Lyons underlined that the motion was about putting measures in place to promote proper behaviour, as seen in the EHF Code of Conduct. This in turn would assist the EHF and handball in Europe to make it an attractive place for young and old alike to engage with the sport. Lyons also gave an example of how a Protected Disclosure Advocate could be beneficial to the EHF staff as the number continues to rise. Lyons made it clear that if problems go unresolved, over time it would have a corrosive effect on the organisation.

The Code of Conduct has many parameters to ensure professionalism and the integrity of the organisation. It is clear that the organisation does not tolerate wrongdoing. The implementation of a Protected Disclosure Advocate into the statutes would a clear process and provide good protection for persons with knowledge of actions that would otherwise be damaging to the sport and/or the organisation.

EHF Response to the motion: BC Chairman Ole R. Jørstad stated that the IOHA motion was serious and also difficult in its wording of ‘Protected Disclosure’. In an organisation as big as the European Handball Federation, it is important to have a system in place as reporting any issue can be difficult for any stakeholder. In the EHF Statutes, there is the ‘Initiator of Proceedings’, a position that can act independently and can raise any case to the legal bodies. It is the opinion of the EHF to support this motion in a way that the Executive Committee can bring it into the system by amending the role of the existing ‘Initiator of Proceedings’ and restructuring the guidelines that will be reflected in the regulations; this would allow the EHF to cover the needs of the stakeholders. With reference to the ‘Code of Conduct’, though not perfect taking into account the comments of President Lyons, it is a preventative document, this can be amended as well. Thus, the EHF proposes the amendment to assign the implementation to the Executive Committee.

President Lyons agreed to the amended EHF/IRL proposal. The matter was put to the vote where the amended motion was approved having reached the necessary simple majority with 34 votes in favour and 10 votes against.

## **9. 2019/2020 Finances and Compensation issues**

### **9.1. Membership Fees**

EHF Treasurer Henrik La Cour returned to address the Congress on the matter of 2019/2020 finances; in a first step he dealt with the topic of the membership fees for the two-year period. The EHF moved not to charge any membership fees for the financial years 2019 and 2020, in line with previous practice. The move was approved by the National Federations of Europe with 42 votes in favour and 1 vote against.

### **9.2. 2019/2020 Budget**

La Cour introduced the 2019/2020 budget by reiterating and expanding upon the key assumptions of the two-year financial plan. The backbone of the budget is still the Congress resolution passed in 2008. It ensures that from EURO-generated revenues, a certain proportion will flow back into EURO

qualifications, to entrants, organisers and clubs (release of players) and/or will be allocated to the development budget and for general EHF activities.

In line with the 2016 EHF EURO event, the current agreement with Infront provides the possibility of additional income after the EURO 2018 accounts have been fully settled; the additional income from the 2018 EUROS, which is again estimated conservatively, will be incorporated in the 2019 budget and by that in the year it is received. Therefore, both on the side of revenues side under EURO Partnerships and the expenses side are in line with the proposed allocation.

Revenues received under the EURO agreement will be allocated to the men's and the women's competitions at a rate of 62 to 38. This is based on information on marketing opportunities provided by Infront at the time the budget was drafted.

It was reiterated that the 2019/2020 budget does not consider the resolutions passed in Glasgow, which means that a slight adjustment to the 2019/2020 budget may become necessary in the future i.e.: the costs of the next Congress have been included in 2020 (with the now foreseen postponement to 2021).

To the individual line items, La Cour reported that revenues from entry fees were budgeted on the basis of existing competition structures and with the entry fees remaining unchanged. Partnerships see additional income based on EURO 2018 results; it also reflects the signing fee (EUR 1.2m per year) from the new media and marketing agreement signed at the end of May. In this context, explanations given with regard to the 2018 budget apply equally to the years 2019/2020. The increase in current personnel expenses in 2020 versus 2019 represented an index-based adjustment. Statutory provisions, as required by law include severance pay anticipations. The funds earmarked for development activities over the two-year period have been allocated equally to the two single budgets.

For 2019/2020 revenues have been projected at EUR 27,899m and expenses at EUR 27,522m resulting in a surplus of EUR 377k, and after accruals and deferrals a surplus of EUR 439k; this allows for flexibility for any future developments. La Cour underlined that if the Congress is moved to 2021, the budget for 2019 also serves as a basis for 2021 up to the date that the Congress is held.

The 2019/2020 budget was approved by the National Federations of Europe with 42 votes in favour equating to 100% of the vote.

### **9.3. Appointment of external Auditor**

Upon consultation with the EHF Comptrollers, the Executive Committee proposed the appointment of Mr. Mag. Androsch and his accounting firm ANA Wirtschaftsprüfungs- und Steuerberatungs GmbH for the 2018/19 (and 2020) period. As in previous years, the shareholders' meeting of EHF Marketing GmbH will follow the resolution of the Congress and likewise award the audit mandate for EHF Marketing to the same accounting firm. This way, the external auditors will have a complete view of the finances of both EHF and EHF Marketing. The appointment of the external auditor was approved by the National Federations of Europe with 43 votes in favour equating to 100% of the vote.

## 9.4. Compensation issues

### 9.4.1. Motion relating to a Compensation Delegation

President Wiederer opened the point by stating that finances and financial compensation could be at time a complex and emotional issue, and he felt that it was his personal duty in the given situation. The representatives were reminded that the EHF holds a ‘compensation account’ for compensating those persons serving the EHF in the various functions across the organisation. When Wiederer announced his candidacy in 2016, it was under the self-imposed condition that would be within the parameters of his existing contract as Secretary General until the end of 2020; it was also agreed that no additional amounts were to be negotiated between any part of the EHF and the new president; the agreement was adhered to.

At the same time it was a very specific situation, and it is important for the institution to have a clarification on the matter prior to the next election of the president and other functions. EHF Honorary President can attest to the amount of work the position entails. Wiederer underlined that he was interested in a transparent approach and at the same time, the legal premises were taken under consideration as regards Austrian law and the EHF Statutes allowed for a professional president. On the other hand, the EHF wanted to know what the situation was in other sports, and other federations were contacted on this matter. Since the introduction of its new President, UEFA introduced a system in order to make sure that his position was clear to everyone; the EHF tried to understand their system and eventually adapted it to fit the needs of the EHF and to make it even more transparent. An overview of the UEFA system was given, and it was noted that it was a post-election process.

The EHF proposal targets the situation in a different way with the introduction of a compensation delegation through the Congress. Wiederer informed the representatives on the persons nominated by the Executive Committee to undertake the task – the Honorary President based on his experience, the Treasurer (future Vice-President Finances), and a Comptroller – in this case it is to be the Austrian Comptroller due to his knowledge of the Austrian practices – at the same time the nominees come from different countries, thus allowing for a broader representation.

Prior to the start of the election process, the Compensation Delegation shall define the amount (from – to) for the future period. This means that persons applying for the function of president can do so in a semi-professional or full time capacity. By placing application restrictions on the positions (i.e. full-time only) the organisation runs the risk of excluding a high percentage of persons who due to their geolocation/career could not consider entering a full-time function within the EHF. Candidates applying for the position would have to state in advance their remuneration expectations (based on age, experience, geolocation, etc.) and how they intend to carry out the function if elected (full-time, semi-professional); this makes it clear for the candidate as to what the compensation could be and ensures a transparent decision-making process for the Congress and comparisons can be made. At the same time, it eliminates potential negative negotiations after the Congress.

With a comprehensive explanation of the motion in the documentation, Wiederer briefly explained the two-step voting procedure prior to the vote. The creation of a Compensation Delegation was approved by the National Federations of Europe with 31 votes in favour and 13 votes against. Thus, the motion reached the simple majority necessary to pass.

The related motion ‘Confirmation of the Compensation Delegation’ was approved by the National Federations of Europe with 32 votes in favour and 9 votes against. Thus, the motion reached the simple majority necessary to pass.

## **10. Motions relating to Competitions**

### **10.1. Motions National Federations**

#### ***10.1.1. Motion SLO: Refereeing, Regulations and Rules – No Vote***

Vice-President Bostjan Kozole of the Slovenian Handball Federation stated an initiative based on basic principles concerning refereeing and the ‘Rules of the Game’. Kozole then listed the resolutions to be voted upon: 1) EHF shall establish professionalization of the referee service; 2) EHF shall make the necessary amendments of all regulations concerning procedural rules governing appeal proceedings in the judging of the game where a breach of the rules may have been decisive to the outcome of a game in compliance with IHF Rules and Statutes; 3) The EHF shall initiate proceedings with the IHF concerning better and clearer definition of passive and defensive play, offensive foul, initial throw, and game interruption. Continuing, Kozole stated that the changes should start as soon as possible, and on behalf of the Slovenian Handball Federation he asked the Congress to support the motion. In closing, Kozole stated that handball could look to football concerning these matters for the benefit of the sport.

**EHF response by Secretary General, Martin Hausleitner:** Mr Kozole was thanked for his contribution; and it was stated that handball is a complex sport and not every situation is clear in the first moment. The EHF are working on the topics listed by Mr Kozole on behalf of the Slovenian Federation, and it was suggested to submit all the suggestions of the Federation to the Executive Committee, so that they can all be treated on the professional level as the topics submitted to the Congress were not presented in a form of a motion that could be implemented into the statutes or regulations. Hausleitner underlined however, that the EHF was still ready to continue with the process in working groups and on the professional level. On behalf of the Slovenian Handball Federation, Mr Kozole accepted the response of the EHF, and urged them to begin with the matter of protests as a priority as it was in the best interest of the sport. Vice-President Bošković reiterated that the work would have to be done in consultation with the IHF as it concerned the ‘Rules of the Game’. Closing the point, Bošković stated that for this motion, no voting was needed.

#### ***10.1.2. Motion SWE: Advertising on Players Clothing***

Vice-President Jörgen Holmqvist of the Swedish Handball Federation reiterated the position and stated that the motion was submitted after discussion and consultation with 16 other Federations in support of the motion. Over the past days, SWE had discussions with the EHF, its President, and after that with the supporting Federations. As a result of discussions, the Swedish Handball Federation believed that it had achieved a fair and acceptable solution for the future concerning this matter, and the EHF President would present the solution that would enter into force directly and ensure consistencies in the different regulations concerning advertising on players’ clothing.

Based on his knowledge of the matter having dealt with the topic in his previous function as Secretary General, President Wiederer addressed the Congress once again to give the presentation containing the alternative solution. Foremost, the EHF is going to harmonise the regulations; obviously there was a misunderstanding caused by the existing regulation on clothing, and on the other hand, by the competition regulations for the other individual competitions. It was only a day prior to the Congress that the misunderstanding and misinterpretation was brought to light. Therefore, the EHF intended to clarify the matter once and for all to avoid the same misunderstanding in the future (as of the Women's EHF EURO 2020 Qualifiers). Secondly, although the EHF at the time was in a position to negotiate within the frame of the tender the sleeve advertising, and it was in the tender package after 2017 as confirmed by the new partner, the EHF managed to have the element removed from the tender in order to avoid the discussion with the Federations. The EHF respected the position of the National Federations knowing that it was an issue for them. At the same time, the stakeholders including the EHF have to work on the brand of the sport; it is clear that a logo for an event is not a new trend, but simply part of the game.

As a result of all this, the EHF asked the Swedish Handball Federation to enter into an alternative proposal, which on the one hand foresees that there will be no advertising on the sleeves of the national teams during the qualification process, on the other hand only one sleeve – the left sleeve – will be used during the EHF EURO, and the sleeve should not be used to generate pure profit, but should be utilised for a service partner, thus benefitting the image of the sport and competition itself. The EHF guaranteed that it would respect the exclusivity of the sponsor (on the shirt) of the national team. The advertising on the left sleeve will mirror the style of that which is used in the Champions League and other sports as well. All the information including material, etc. is to be provided to the teams six months prior to the event, which means at the same time as the draw. This is a proposal with the objective of bringing the sport forward and at the same time to safeguard the interests of the Federations regarding their sponsors and their shirts within the competition system.

To ensure that the National Federations had absolute clarity on the matter, Holmqvist reiterated that during the EHF EURO Qualifiers, the sleeves (both) were free. During the EHF EURO, the left sleeve (with combined logo) was allocated to the EHF, and the right sleeve to the National Federations. The exclusivity remains with the National Federations.

Following the presentation of the EHF President, as agreed the Swedish Handball Federation withdrew its motion. The vote for the alternative solution was carried out. The SWE/amendment EHF motion concerning the adaptation of regulations for advertising on players' clothing was approved by the National Federations of Europe with 40 votes in favour and 5 votes against. Thus, the motion reached the simple majority necessary to pass.

## PART III (AP 11 - 15) Competitions, Events and Other Business

President Wiederer welcomed the attendees to the second day of the 14<sup>th</sup> EHF Congress; after an interesting first day with reports and motions, he noted that the evening provided a good opportunity for an exchange of information in a pleasant atmosphere. Wiederer welcomed the candidates bidding for EHF EUROS in 2022 and 2024, as well as the representatives of the new media and marketing partner Infront/Perform, led by Julien Ternisien and Matt Drew. The Congress was also informed that Dr Hassan Moustafa, President of the International Handball Federation, who had been delayed on his journey to Glasgow, would join the Congress during the course of the session and give his address.

### 11. European Competitions and Marketing of the Top Products

Opening the first agenda point of the third and final session of the 14<sup>th</sup> EHF Congress, the President began a brief introduction of the topic and stated that the EHF did have a vision for the future and there were many reasons not to prolong the existing contracts after 2020. The idea some years ago was that a time would come when the EHF would go to the open market, and at this time would want to show that there was a steady development of its competitions in terms of quality and standards over the past two decades; and with the EHF EUROS and the Champions Leagues (i.e. the Final4s) as drivers for the whole, it was the intention of the EHF to convince the market that it was able to present products of interest.

The situation of presenting the tender in September 2017 gave a signal to the market that there is handball, and was able to convince the agencies and magazines dealing with sport to put handball on their radar. This action paid off when in November 2017 the EHF received the various offers for the products, and it paid off to merge all the products – not only in the financial or contractual sense, but basically to have a larger amount of activities for a better use on the media and marketing level. Negotiations with four potential partners followed, and in January 2018 prior to the 13<sup>th</sup> Conference of Presidents, it was agreed (also with the clubs) by the Executive Committee to enter into negotiations with Infront/Perform (I&P).

Wiederer declared that he had underestimated the timeline of the process as it was thought that it would be complete by March 2018, as was not the case. Thus, he took the opportunity to thank EHF Secretary General Martin Hausleitner and EHFM Managing Director David Szlezak for their hard work together with the external consultants and the new partners, as it needed a few months for the process to reach a conclusion. It was logical as it was a lot of material and is a long-term agreement; thus much effort was needed. Finally, one week prior to the event in Cologne, the process was finished; in Cologne, the different groups came together and the contract was rubberstamped. On Saturday the final elements were concluded in order for the contract to be signed on Sunday (27 May), which was the target as it was plan to present the final result to the media present. Following that and still, the many positive reactions are regarded by the EHF; Wiederer underlined that it was not only additional financial means for the sport, but also the reputation gained, the interest in handball. Though much work remained, Wiederer noted that following the report provided by the Secretary General a presentation would be given by the new partners to present the Congress attendees with a look to the future.

### **11.1. Partnership agreements – Report**

Secretary General Hausleitner warmly welcomed the new partners, and addressed the audience by stating that the new contract was approximately 150 pages long with an additional 600 pages of appendices. From this, Hausleitner would report on those elements of significance for the EHF and its Federations. At the start of the process, it became clear rather quickly that the organisation is not only talking about a media and marketing contract, but about the biggest development project European handball has ever seen.

The contract covers four main topics: broadcasting, marketing, governance and financial issues.

Broadcasting obligations on various platforms were clearly defined as it was the objective to have handball as a 24/7/365 sport available at any time. It was underlined that the organisation wanted to present all of its competitions, not only the EHF EUROS and the Champions Leagues, but also beach handball, women's handball, YAC events, etc. and it was clear that not all products could be shown for free on public channels only, so the organisation also had to get on board with pay TV, OTT platforms, and social media channels.

The EHF listened to all the stakeholders including the clubs, and not only the 'top' clubs, as well as the smaller federations having problems to fulfil transmission and production obligations, but have no transmission at the end of the process. The EHF investigated prior top events with various challenges e.g. having live transmission for a top event only on OTT platforms. Bearing all of these factors in mind, Hausleitner informed the congress that a satisfactory solution was reached as broadcasting guidelines have been created, which safeguard the interests of top tier events. These events will be available via public channels, pay TV will also be used in the future, and many competitions will be broadcast on OTT (and yet to be created) platforms additionally. The organisation can take advantage of the partner-owned platform, and use cross-media promotion which was previously not open to the EHF and it is hoped that it will benefit the sport greatly.

Following the signing of the contract in Cologne, the first positive result was received from the Scandinavian market shortly after; I&P were able to sign an agreement with the largest media partner in the region – MTG/Nordic Entertainment Group (NENT Group). Feedback from EHF stakeholders in the region is positive about the deal as it safeguards the interest of both the Federations and the clubs and offers at the same time broad possibilities for the future. This has increased the value of the product and secured a much wider visibility in Scandinavia.

Turning to the topic of the marketing rights, Hausleitner stated that it was a very emotional topic as the interests of the various parties differed and needed to be defended. The objective of the organisation was to have a clear picture of how to present handball in the future i.e. the harmonisation of the top club and national team competitions in addition to securing rights for the partners, Member Federations, event organisers, as well as the clubs. I&P understood the needs, and upon request secured 20 per cent of the marketing inventory to the clubs from which they can create their own environment, but also provide the EHF the opportunity to exploit sponsorship packages of the EHF EUROS for eight partners to safeguard the core interests providing the EHF competitions with floors, goals, balls, and other equipment needed.

Moving on to the matter of governance, structure and the decision-making process, Hausleitner mentioned the common practice of sports relinquishing their assets to an external agency, thus having no influence in the decision-making process concerning the future of their own products. On the contrary, the EHF has retained its place at the decision-making table; in the future there will be joint decisions, working groups, a steering committee, a strategy committee, and by that a three-tier decision levels where handball is always involved with the different stakeholders/parties/groups of interest. To underline, the parties are represented on the different levels, decisions are taken jointly, and the EHF can provide input at every stage.

Finally, to the matter of finances, Hausleitner reiterated that offering all the EHF competitions – men's/women's EUROS, YAC, club (first and second tier), beach handball – as one package has increased the value of handball. As reported, the new media and marketing agreements for the period 2020-2030 is valued at, minimum guarantee (additional payments out of shares are possible), EUR 5.2billion – cash investment of EUR 1.9b for National Team activities and EUR 2.63b for club competitions activities plus services saving costs for the organisation. Moving forward from this point, the EHF will now plan the utilisation strategy of the cash investments in order to bring the sport to the next level. If successful the organisation could earn more money in the period after 2030 and have more fans, conquered new markets, and reached a broader majority of the sports interest public, only then has the organisation done a good job.

On the back of the presentation by Secretary General Hausleitner, Wiederer added input to the next steps; the EHF had to 'do its homework' in planning its structures and adapting to tasks given through the new contract. On the one hand, there remains the current business of the sporting years 2018/19 and 2019/20, and it has to prepare for the new situation by adapting the structures of both EHF and EHF.M. This work in part also has to be undertaken in consultation with the Infront/Perform consortium in order to have an optimum cooperation. On an internal level, a structure regarding the finances resulting from the agreement has to be set-up; Wiederer stressed the importance of undertaking this task also in consultation with the different partners in the different fields. Moreover, clarification is also needed as to what concerns women's handball, national team activities, and how to use the financial means in the best way. The organisation will work on structures and begin to introduce the working groups regarding the financial distribution and structures in September 2018; the ideal scenario is to fix these groups by spring 2019 at the latest. Thus, this item can be on the agenda at the 14<sup>th</sup> Conference of Presidents that can be potentially held in Cologne on 1-2 June 2019 on the fringes of the Final4 and 10<sup>th</sup> anniversary celebrations of the men's Final4; the attendees were asked to save the date.

Wiederer continued by saying the EHF must continue to work on the presentation of the sport, and that it has profited from the development of the sport over the past years. Such development must continue in order to strengthen the position not only according to the recently signed agreement, but also work on a follow-up for the National Federations and the National Teams as well as the club within the club competitions system to use this move in the best way. Drawing on his personal conclusion, the President stated that the EHF has taken a big step to become a bigger sport and now has a chance under these circumstances to develop in the direction of a major sport.

With no comment or question to the information presented, President Wiederer introduced Laura Louisy, Senior Vice-President Perform and Martin Roos, Infront Executive Director Summer Sports

### **11.2. Media Strategy – Presentation by Infront/Perform**

Martin Roos, Executive Director Summer Sports at Infront, opened the presentation by informing the attendees of the intent to provide insight into the new partnership with the EHF and EHF Marketing and to give an outlook on the mutual work streams. Roos continued that the Englishman's saying "you'll never walk alone" is often heard, and even though the Perform Headquarters is situated in London and not in Liverpool, Perform is following this motto for the recently formed joint venture with Infront for the project handball 2030.

Infront has been the commercial partner of the EHF since 1993, and experienced the first commercial cooperation during the first Men's EHF European Championship in 1994 in Portugal. Infront, headquartered in Zug, Switzerland, is the leading sports marketing company managing a comprehensive portfolio of top properties and sports rights and covers all aspects of successful sporting events including the distribution of media rights, sponsorship, media production, event operation and digital solutions. With over 1000 employees spread across 35 offices in 14 countries, Infront delivers approximately 4100 event days every year with more than 180 rights deals of top class sports around the globe. In 2015, Infront was integrated into the Wanda Sports Group.

Senior Vice-President, Laura Louisy introduced Perform, a sports marketing company that was founded ten years ago and since then has experienced rapid growth. Perform works across four main divisions: 'DAZN' (in-house broadcaster live in a number of territories), content (creation and licensing), media (fan-facing editorial platforms), and gaming (fan engagement). With 3000 employees and 50 offices globally, Perform intends to leverage its global footprint for the benefit of the EHF. With a stable of 40 sports, Perform is pleased to add the EHF to its roster of partners such as LaLiga, Premier League, WTA, etc.

Roos continued by stating that together EHF and Infront have achieved many milestones over the past 25 years, which were made possible only through the combined efforts of the experts and departments such as the media and marketing sales forces, pre- and post-production, event operations, implementation, broadcaster services, communications, legal and financial services, and many more. As a starting point, Roos shared a visual that highlighted the changing media landscape and media consumption in sports. The traditional approach covered linear broadcast content (TV, some internet consumption), but still has the most commercial impact on the market especially in terms of venues, the reason being that the media consumption changed dramatically.

Louisy informed that the new audience now consumes its sport over multiple devices and at time simultaneously across devices, the new audience also demands an expanded content offering; it is no longer a matter of having one match broadcast on TV, the audience demands all matches with additional highlight content, more in-depth data to accompany the broadcast, and more editorial content as well.

The new approach of Infront/Perform is geared towards this new audience. The change in consumptions means that broadcasters have a smaller budget and with fewer people watching traditional TV, they are spending more of this budget on the big name properties such as LaLiga and the Premier League. Though this situation does not create an impossibility for 'smaller' sports, it does suggest that they have to work harder to access these budgets i.e. FIBA (calendar reorganisation), Rugby (7 series driving the engagement with a younger audience), Champions Hockey League (competition restructure). Infront and Perform aim to use the opportunity to improve competitions to ensure that they stay relevant to fans across Europe; delving into the topic of the new breed of fan, Louisy stated that the fact that they behave in a different way compared to the traditional fan. The new fan wants to get close to players, they 'tweet' and 'blog' and message with clubs, players, and fans around the world. The new fan wants to understand more about the sport they follow, wanting more insight, and most importantly the new fan wants to be entertained. Infront/Perform believes that embracing the new fans is the key to building the next generation of European handball fans.

Discussing the battle that is now being fought on new media, and acknowledging the recent announcements of the Premier League and Amazon, Louisy continued by mentioning that more social media platforms are becoming broadcasters showing more live games and reaching more agreements with rights holders i.e. UEFA, Premier League, NFL. Though it is important to embrace these platforms, it was made clear that not every national team or club match would be on social media, but it was important to consider how to bring these platforms alongside the strategy to target free-to-air and pay TV broadcasters. It is the belief of Infront/Perform that the sports that will dominate the next decade will be those that embrace digital and the new breed of fan and Infront/Perform intend to position the EHF at the forefront of this change.

Roos returned to share the vision of Infront/Perform for European handball and how it intended to make handball the number one indoor sport in Europe. In order to achieve the shared goals, the first step to achieve an engaged target audience will begin with sharpening the brand giving the competitions independent identities and simplifying how competitions are structured, scheduled, and communicated. To broaden the audience, a holistic digital strategy is to be established; working together to raise the entertainment factor will also enhance the product. This can be achieved by implementing mandatory guidelines for the stakeholders and subsequently prepare the venues for fans and sponsors to get them more engaged at the venues and after the matches to get them more excited.

In order to sharpen the brand it becomes necessary to clearly communicate what the brand represents, Roos stressed that it was not just about logos, but about communication and the character of the competition, and using ambassadors to deliver the message. He stated that the organisation needed to showcase what makes the competition and the players great, use strong picture language i.e. 'the beautiful game', with good camera and picture perspectives, create heroes using the player profiles, etc. He also told the organisation to create stories by sticking to the brand idea, so that the fan can immediately realise what competition it is about by creating exciting, entertaining behind-the-scenes stories. Finally, Roos proposed to 'fish where the fish are' in order to reach the new breed of fans i.e. targeting the audience through new technologies, define parameters

such as nationality interest groups and geolocation e.g. is the fan at home or on the move? What type of product does the fan want to consume. Location of the fan is important; for example, if the fan has time to read, the stories could be longer; if the fan is one the move, the stories could be shorter; is it important to have the stories with or without audio? All of the examples given and more were elements to be considered in step one.

Moving into the second step, broadening the audience, Roos commented that even if the top ecosystem is television, the organisation can still tap into several other systems as presented in the Infront/Perform digital approach. The Organisation has to make full use of its ecosystem to reach a wider engaged audience; Louisy affirmed the intent to support the broadcasters with additional content which helps promote the live games that there are going to be showing, creating a significant amount of content by utilising the stakeholders, such as the National Federations, etc. in order to publish the content, widen the reach and grow the audience. Louisy stated that the National Federations would be instrumental to spreading the created content. Infront/Perform would also partner with a number of key digital platforms across Europe and internationally, and do more to encourage sponsors to showcase the competitions and the action on the court. Noting that the best handball players in the world play in European competitions, Louisy mentioned utilising the players to publish content and also grow the audience through them, and the clubs would be very important to this element. Infront/Perform also intends to find and select fan influencers who have a strong presence across social and digital platforms who can also help spread the word.

Having already spoken to the EHF/EHFM colleagues about the ‘Home of Handball’, Infront/Perform intend to support this important project through the finalisation, and will ensure that it is delivered to the best standard. The ‘Home of Handball’ strategy will also include a tailored social media plan e.g. having the right content for the right platforms understanding which audience will be across each platform. Understanding the importance of ehfTV on a global level, Infront/Perform aim to enhance the medium by improving the look and feel, improving the features, and position it as the home for premium handball; this will be weaved into the international distribution strategy.

A further objective of the Infront/Perform collaboration with handball is aimed at extending the engagement with the sport to ensure that it becomes year-round; through the work that is already happening behind-the-scenes in the EHF to bring together the club and national team competitions, Infront/Perform can link these elements to ensure that the attention of the fans is retained between competitions and during off-season. Infront/Perform aim to deliver the digital strategy through bespoke club and national content programmes and intends to improve the pre-match content to drive engagement in the competitions, improve the live event through various ideas including digital content pushed out during the matches, improved production of the match, etc. Additionally, a mass of content will be produced for the post-match retention of the fans, which will be delivered to the Federations, the broadcasters, and all the digital platforms. Giving an example of the type of content Infront/Perform wished to emulate for the EHF, the Congress attendees were shown a promotional video clip created and used by another team sport which drove over 8 million shares prior to the event.

Roos resumed by guiding the attendees through the topic of improving the fan experience, and underlining that it was important to deliver consistency and high quality both in the venue and in the media product. Roos then gave a few examples which included sponsor activation e.g. access to players with 'meet & greet'; clean set-up and recognition through comprehensive brand guidelines; compulsory stakeholder workshops to deal with commercial matters, benefit from project groups to develop and implement best practices, etc. and aim for bigger and better in-venue entertainment. On the side of the media product, Roos mentioned onsite content with side-line reportage, video-cube content, live shows; enhance standards via the latest innovations, test and integrate innovative technologies, more cameras, use of 4K instead of HD; data integration by using analytic coverage, etc.

In the endeavour to make handball the number one indoor sport in Europe, Infront/Perform will use their combined pillars of expertise to offer one dedicated team working together to bring the partnership the best in *inter alia* production, operations, digital, media and marketing sales, financial and legal. Roos continued by underlining the principle elements of the agreement are transparent. A strategic committee will oversee all key decisions, as well as the development and monitoring; the operation and mutual handling of all work streams will be administered by a steering committee. These committees will be comprised of persons from the EHF and EHF Marketing, as well as Infront and Perform. Over the next few months, as already stated by the EHF President, the work rules and governance structures will be established.

Directly addressing the congress participants, Laura Louisy described the benefits to the EHF stakeholders. Infront and Perform have committed to increasing revenues for the organisation, and with one major deal already signed within weeks of the agreement and with more to come, the EHF and its stakeholders are offered long-term security. The investment of expertise in the realm of production, marketing, media, etc. will be very important in driving handball forward during the next ten years. Bringing the presentation to its conclusion, Roos emphasised that "we are all in this together" and it was imperative that this venture has the support of the handball stakeholders in order to deliver upon the goals. Thus, he asked the representatives of the National Federations to be granted access to their players, to remain aware of the communications and branding strategies and to follow guidelines, to share content as often as possible and be in support of promotional activities. But most importantly, he asked the Congress to give its feedback whenever possible e.g. during workshops and meetings. The representatives of Infront and Perform thanked the Congress for allowing them to deliver the presentations and wished the bidding nations all the best for the awarding of the EHF EUROs in 2022 and 2024.

Commenting on the presentation, President Wiederer thanked Louisy and Roos for the delivery of the information, which described the tasks ahead as well as the practical and organisational questions. The visual presentation would be used after the congress to keep the stakeholders informed.

## **12. Awarding of Events**

### **12.1. Awarding of the 15<sup>th</sup> Ordinary EHF Congress in 2021**

Subsequent to the successful motion to change the frequency of the EHF Congress, and following a presentation Vice-President Thierry Wagner from the Handball Federation of Luxembourg, as the only candidate, the 15<sup>th</sup> Ordinary EHF Congress in 2021 was awarded to Luxembourg by means of acclamation. It was noted that the LUX Federation will mark its 75<sup>th</sup> anniversary in 2021 and the Congress will be part of these celebrations

### **12.2. Men's EHF EURO 2022**

Together with his introduction to the topic, Secretary General Hausleitner informed that prior to the awarding the joint bid from Denmark/Switzerland was officially withdrawn. The event was awarded to Hungary/Slovakia after the joint bid/presentation achieved the 50%+ majority required with 32 votes, followed by France/Spain/Belgium with 14 votes and 0 abstentions.

For the Men's EHF EURO 2022, President Máté Kocsis and Secretary General András Novák (HUN), and President Jaroslav Holeša and Secretary General Ivan Sabovík (SVK) signed the organisers' contract.

### **12.3. Women's EHF EURO 2022**

With only one candidate, the event was awarded to Slovenia/FYR Macedonia/Montenegro with 41 votes in favour and 1 vote against and 0 abstentions.

For the Women's EHF EURO 2022, President Franjo Bobinac, Secretary General Zoran Cvijić (SLO), President Živko Mukaetov and Secretary General Filip Miloševski (MKD), and President Zoran Radojičić and Secretary General Emir Beslija (MNE) signed the organisers' contract.

### **12.4. Men's EHF EURO 2024**

The Secretary General informed the Congress that originally three bids were received for the named event; however, following the successful 2022 bid of HUN/SVK, the 2024 bid was withdrawn. Thus, the presentation/awarding went ahead with two bids. The event was awarded to Germany after the joint presentation achieved the 50%+ majority required with 27 votes, followed by Denmark/Switzerland with 19 votes and 0 abstentions.

For the Men's EHF EURO 2024, President Andreas Michelmann and Secretary General Mark Schober (GER) signed the organisers' contract.

### **12.5. Women's EHF EURO 2024**

President Wiederer informed the Congress that no bid was submitted to host the Women's EHF EURO 2024. A request to Congress to return the awarding rights to the Executive Committee was made. The Congress voted in favour of the request with 37 votes in favour, 5 votes against based on a simple majority.

*Following the completion of agenda point 12, EHF President Michael Wiederer welcomed Dr Hassan Moustafa, who joined the congress after being delayed on his journey to Scotland, and invited him immediately to the stage to give his words of welcome that can be found under agenda point 1.2.*

### **13. Awarding of Achievements**

EHF Vice-President Predrag Bošković moved into agenda point 13 that dealt with the awarding of achievements on various levels.

#### **2016 Best Ranked Nation**

This award is a combination of all results, both men and women on a national team level, during 2016 and 2017. The award was presented by President Wiederer and the Chairman of the Competitions Commission, Božidar Djurković and received by Andreas Michelmann, President of the German Handball Federation.

#### **2016 & 2017 Best Beach Handball Nation**

This award is a combination of all results, both men and women on a national team level, during 2016 and 2017. Spain received the accolade for the years 2016 & 2017, and on behalf of the Royal Spanish Handball Federation, President Francisco Blázquez García was given the award by President Wiederer and Ole R. Jørstad, Chairman of the Beach Handball Commission.

#### **2017 Best Ranked Nation**

This award is a combination of all results, both men and women on a national team level, during 2016 and 2017. The award was presented by President Wiederer and Chairman of the Competitions Commission, Božidar Djurković and received by Joël Delplanque, President of the French Handball Federation.

#### **Organisers' Award (for hosting three or more EHF events)**

The European Handball Federation, as in the past, took the opportunity of the EHF Congress to present the latest Organisers' Award. At the time of the Congress, a total of 37 National Federations have organised an EHF event; and 17 have received the award for hosting three or more events. On this occasion, the National Handball Federations of Georgia, Lithuania, and Portugal are receiving the award for the first time. The Handball Federations of Croatia, Denmark, and Sweden were recognised for the second time. EHF President Michael Wiederer and EHF Secretary General, Martin Hausleitner presented the awards to the representatives of the six National Federations.

### **14. Various Issues**

President Wiederer addressed the Congress participants and stated that though it seemed strange to be discussing Qatar at a Congress, it was important for the European representatives to know and understand that the organisation sometimes has business dealings and questions with partners outside of Europe. After four years of hard work, the EHF was not able to reach a solution with QAT; hence, the matter was being tabled at the Congress, because at the end of the day, it is money that belongs to the European Federation and, by that, to European handball.

In 2014, prior to the 2015 World Championship, the EHF daughter company, EHF Marketing signed an agreement with the Qatar Olympic Committee on behalf of the Qatar Organising Committee for the promotion of the World Championship. It was to be noted that the ‘signing’ of the agreement was a special situation, as it saw every aspect agreed and confirmed in writing with the responsible persons and the agreement was always delayed to be sent back. At the same time, QAT used the European events for the promotion, plus the fact that the work done in advance was also never paid. The sum in question is between EUR 400 – 600k – in the grey zone, but an outstanding payment of EUR 429k is without question owed to the organisation.

The European Handball Federation has repeatedly contacted different bodies within the system, but each time was referred to a different place; the IHF President also tried to assist in the matter on several occasions. Eventually, it was decided (and QAT informed) that the matter would be put before the Congress, in order to come to a resolution, though it is conceded that a legally binding decision cannot be taken. Thus, it is the suggestion of the EHF that if QAT continues in its refusal to settle its financial obligation, the European Handball Federation intends to block QAT where possible as of 1 January 2019. Clearly stated this means that the EHF will no longer supply European referees or delegates or other officials to matches in Qatar; all friendly matches are intended to be stopped. Wiederer underlined that these sanctions would not apply to official matches organised by the IHF.

Prior to the Congress the Handball Federation of Qatar requested the EHF to send all relevant documents another time to the Qatar Olympic Committee (QOC), as the former responsible is now the Vice-President of the QOC. The documents have been sent to this person multiple times under his various functions, and still the EHF never received any response.

Thus, the EHF wished to inform the Congress that it intended to send a letter to the effect that it will block all Qatar related activities as of 1 January 2019. Wiederer stated that it was important to inform the Congress as the action of the EHF could affect the Federations as the intent concerns European officials, technicians, and activities. President Wiederer believed that this course of action would show Qatar that the EHF continued to take the matter very seriously.

#### ***Signing of the RINCK Convention***

Vice-President Bošković returned to the agenda at hand, and informed the attendees that the National Handball Federations of Bosnia Herzegovina and Kosovo were to become the next signatory nations to the EHF RINCK Convention. Regrettably, due to entry visa issues, the representative from the Handball Federation of Montenegro was unable to join the Congress; the signing of the convention with Montenegro was postponed. On behalf of the EHF, President Wiederer and Chairman of the Methods Commission, Jerzy Eliasz signed the agreements with Lejla Hairlahović, Secretary General BIH and Enis Idrizi, Vice-President KOS.

#### **15. Closing Address by the President**

Addressing the participants for the final time, EHF President Michael Wiederer announced the end of the 14<sup>th</sup> EHF Congress. Wiederer praised the successful conclusion of 1 ½ days of work that took place under an open and communicative atmosphere, and that also produced interesting discussions and as well results. The President took the opportunity to congratulate those persons awarded, on



the one hand to the big events – the EHF EUROs, and on the other, on the occasion of the partnership contracts. He mentioned that the season is over, and the new season is about the start to which the work had already begun. On 29 June, the Champions League draw event for the men's and women's competition will take place in Vienna, and the summer events lie ahead, and lastly he looked forward to the Women's EHF EURO 2018 in France where he expressed his great expectations of the event that would be good for the sport.

President Wiederer thanked the Scottish Handball Association for the organisation of the event and presented SHA COO Stephen Neilson with a gift of appreciation. Wiederer also thanked the translators, and all the technical staff for contributing to the smooth rundown of the event with all the process carried out in a proper and clear way. Next, he thanked the many staff from the EHF office who contributed to the success of the Congress, by preparing the documents and 'running the show'; symbolically he named Vesna Lazić who was in contact with the Federations and the Organiser in the lead up to, and during the event, and Marsha Brown for preparing the minutes; he reiterated that it was a symbolic gesture as many persons within the office also had a hand in preparing documents and presentations for the Congress. Finally, the President thanked the Vice-President in his function as Congress Vice-Chairman, and the Executive Committee for their roles in the Congress and their presentations.

The 14<sup>th</sup> EHF Congress was closed.

For the minutes: M. Brown  
Vienna, 16 July 2018



## Participants List

Nation	Name	Function
ALB	Armand Cakalli	Secretary General
AND	Gerard Pifarré Ros	President
	Jose Besada Garrido	Secretary General
ARM	excused	
AUT	Gerhard Hofbauer	President
	Bernd Rabenseifner	Secretary General
AZE	Orkhan Abbasov	Vice-President
BEL	Piet Moons	President
	Patrick Garcia	Secretary General
BIH	Lejla Hairlahović	Secretary General
BLR	Vladimir Konoplev	President
	Julia Grinkevich	Assistant to the President
	Vitali Syrinovich	Vice-President
BUL	Rositza Bakardzhieva-Koeva	President
CRO	Tomislav Grahovac	President
	Tomislav Lukić	Int. Relations Responsible
CYP	Charalambos Lottas	President
CZE	Jaroslav Chvalny	President
	Peter Kozma	Secretary General
	Peter Novak	Manager Competitions Department
DEN	Per Bertelsen	President
	Morten Stig Christensen	Secretary General
ENG	David Meli	Chief Executive Officer
	Mariama Diaraye Diallo	Director
ESP	Francisco V. Blázquez Garcia	President
	Alba Rivero Quesada	Int. Relations Responsible



EST	Raido Toonekurg Pirje Orasson	Vice-President Secretary General
FAR	Gunn Ellefsen Ari Rouch	President Secretary General
FIN	Jari Henttonen Päivi Mitrunen Tapio Arponen	President Secretary General Honorary Member
FRA	Joel Delplanque Philippe Bana Alexandre Ferracci	President Technical Director Coordinator EURO 2022 Bid
GBR	Paul Bray	Chairman
GEO	Zurab Kakabadze Vakhtang Meipariani	President Representative
GER	Andreas Michelmann Bernd Dugall Mark Schober	President Vice-President Secretary General
GRE	Konstantinos Gkantis	President
HUN	Máté Kocsis Katalin Palinger Sandor Andorka	President Vice-President Representative
IRL	Fintan Lyons Susan Moloney	President Operations Manager
ISL	Gudmundur Ólafsson Gudridur Gudjonsdottir Robert Geir Gislason	President Women's Board Leader Secretary General
ISR	Miko Zarfati Arik Deutch	President General Director
ITA	Pasquale Loria Stefano Podini	President Vice-President
KOS	Enis Idrizi Izet Gjinovci	Vice-President Secretary General

LAT	Martins Bicevskis	President
LIE	Uschi Bodenmann	President
LTU	Donatas Pasvenskas	President
LUX	Thierry Wagner Josée Keiffer Christian Schmitt	Vice-President Vice-President Secretary General
MDA	Nicolae Vizitiu	Secretary General
MKD	Živko Mukaetov Filip Miloševski	President Secretary General
MLT	Louis Borg Andrew Decelis	President Vice-President
MNE	excused	
MON	Claude Cellario Eric Perodeau Viviane Linster	President Vice-President Representative
NED	Tjark de Lange	President
NOR	Kåre Geir Lio Bente Aksnes Erik Langerud	President Vice-President Secretary General
POL	Andrzej Kraśnicki Henryk Szczepański Marek Góralczyk	President Vice-President Director International Relations
POR	Ulisses Pereira Leonor Mallozzi	Institutional Director Director International Relations
ROU	Steluta Luca Sorin Laureantiu Dinu Cristina Varzaru	Vice-President Vice-President Secretary General
RUS	Sergey Shishkarev Liudimila Bodniewa Denis Bogomolov	President Executive Committee Member Assistant of the President



SCO	Jim Rankin Stephen Neilson Monika Wilkinson	Vice-President Director Director
SLO	Bostjan Kozole Goran Cvijić	Vice-President Secretary General
SRB	Milan Petronijević	Representative
SUI	Ulrich Rubeli Peter Leutwyler Ingo Meckes	President Vice-President Sports Director
SVK	Jaroslav Holeša Ernö Kelecsenyi	President Vice-President
SWE	Frederik Rapp Jörgen Holmqvist Stefan Albrechtson	President Vice-President Int. Relation Responsible
TUR	excused	
UKR	Oleksandr Gladun	Secretary General

## Guest List

SCO	Jamie Hepburn	Member of the Scottish Parliament
IHF	Dr. Hassan Moustafa	IHF President
EHF	Jean Brihault	EHF Honorary President
EHF	Arne Elovsson	EHF Honorary Member
EHF	Rui Coelho	EHF Honorary Member
EHF	Jan Tuik	EHF Honorary Member
EHF	Frantisek Taborsky	EHF Honorary Member
EHF	Laszlo Sinka	EHF Honorary Member
EHF	Claude Rinck	EHF Honorary Member
EHF	Narcisa Lecusanu	Former WHB Chairperson
Infront	Julien Ternisien	Vice-President
Infront	Martin Roos	Executive Director Summer Sports
Infront	Patrik Holmgren	Senior Director Summer Sports



Infront	Christian Sperling	Associate Director Summer Sports
Infront	Nick Winn	PR
Perform	Matt Drew	Executive Vice-President
Perform	Laura Louisy	Senior Vice-President

## EHF Commissions

EXEC	Michael Wiederer Predrag Boskovic Henrik La Cour Bozidar Djurkovic Jerzy Eliasz Ole Jorstad Stefan Lövgren Gabriella Horvath Anrijs Brencans Xavier O'Callaghan Nodjialem Myaro	President Vice-President Treasurer Chairman CC Chairman MC Chairman BC Member Member Member Chairwoman PHB Chairwomen WHB
CC	Jan Kampman Carmen Manchado Dragan Nachevski	Member Men's Competition Member Women's Competition Member Refereeing
MC	Sjors Röttger Peter Kovacs Klaus Feldmann Pedro Sequeira Marta Bon	Member Methods and Coaching Member Education and Training Member Youth, School & Non-Competitive Sport Member Development Member
BC	Marco Trespidi Ivan Sabovik Juan Carlos Zapardiel Georgios Bebetsos	Member Events and Competitions Member Officiating Member Game Design & Coaching Member Development & Promotion
COMPT	Alain Koubi Robert Prettenthaler	Member Substitute Member
CoH	Panos Antoniou Henk Lenaerts Kristian Johansen Elena Borras Alcaraz Ioannis Karanasos Yvonne Leuthold Urmo Sitsi Viktor Konopliastyi	President Vice-President Vice-President Member Member Member Member Member



## EHF Commissions (continued)

CoA	Markus Plazer Jens Bertel Rasmussen Robert Czaplicki Maxim Gulevich Janka Stasova Ketevan Koberidze	President Vice-President Member Member Member Member
ECA	Francesco Purromuto Jacques Bettenfeld Bogdan Sojkin Wouter Lambrecht	President Vice-President Vice-President Vice-President
SF	Ralf Dejaco Wolfgang Gremmel Helmut Schebeczek	Member Member Member

## EHF Office

Martin Hausleitner Andrea Moser Markus Glaser	Secretary General Chief Finance Officer Chief Sports Officer
Peter Sichelschmidt Monika Flixeder Helmut Höritsch Peter Fröschl Doru Simion	Senior Manager National Team Competitions Senior Manager EURO Events & Legal Mgmt. Senior Manager Education & Development Senior Manager Beach Handball Senior Manager Transfers & Additional Activities
Vesna Lazic Marsha Brown Alenka Cuderman Christoph Gamper Andreas Krywult Charly Music Beata Kozlowska Johannes Müller Loic Alves JJ Rowland Thomas Schöneich Erhard Hofbauer	PA to the President Corporate Liaison Women's Handball Coordinator Head of IT IT IT Education & Development EURO Events Legal Management Head of Media & Communications Media & Communications Voting



## EHF EUROS – Bid Teams

### MEN'S EHF EURO2022/2024

**DENMARK** Ulla Essendrop  
Judy Jacobsen  
Tanya Heimlich-NG Yuen  
Kartine K. Christensen  
Lars Lundov  
Lukas Jorgensen

**HUNGARY** Gulyas Gergely  
Balazs Fürjes  
Attila Ballai  
Laszlo Nagy  
Anita Görbicz  
Edit Szalay  
Ivan Rozsa  
Balazs Soos  
Daniel Gyurta  
Alexandra Szalay-Bobroviniczky  
Kristof Szalay-Bobroviniczky  
Andras Novak  
Gabor Kalomista  
Viktor Molnar  
Szabolcs Biro  
Katalin Veszely  
Nikolett Norsics  
Gabor Liszkay  
Veronika Nyri

**SWITZERLAND** Jürgen Krucker  
Lucas Meister

**SLOVAKIA** Anton Siekel  
Jozef Liba  
Frantisek Chmelar  
Lukas Machala  
Lukas Parizek  
Martin Kosak



## MEN'S EHF EURO2022

**FRANCE**      Lucas Krumbholz  
                  Loic Duroselle

## MEN'S EHF EURO2024

**GERMANY**      Filip Jicha  
                  Laura Papendick  
                  Martin Göpfert  
                  Stefan Schuster  
                  Patricia Stolarik  
                  Anja Ebtsch  
                  Natalia Nikitina  
                  Ana Grzincic  
                  Emma Vincent-Cuaz



EUROPEAN HANDBALL  
FEDERATION

# STATUTES



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## **1. NAME, OBJECTS AND HEADQUARTERS**

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- 1.1. The "European Handball Federation" (EHF) is a federation of Europe's National Handball Federations. It is one of the Continental Federations that comprise the International Handball Federation (IHF). It is an independent legal entity. Its name and symbol (logo) may be registered.

The IHF statutes, regulations and resolutions shall be binding for the EHF and all its members.

- 1.2. The EHF aims at the continued development and promotion of handball in Europe and is not profit-oriented. In order to accomplish the said purpose, the EHF may operate educational facilities and institutionalize education and training programmes.

The federation formed by European National Handball Federations serves the exchange of interests and experience, the organisation of International handball competitions as well as the representation of European interests in the International Handball Federation.

Official international handball, mini handball and beach handball competitions held in Europe and entered by members of National Handball Federations shall be subject to the authority of the EHF. Exceptions therefrom shall be Olympic Games, World Championships and World Cup as well as other recognized competitions.

- 1.3. The EHF encourages friendship and mutual understanding among members, does not discriminate on the basis of politics, race or religion, and rejects any illegitimate practices in sports.

Contravention of these principles, be it through the rejection of referees, non-appearance at a match, failure to grant entry visas to players, managers, referees, EHF representatives, EHF functionaries and sports journalists, raising performance levels through the administration of forbidden substances such as doping, any kind of corruption, bribery or undue influence, including receiving, offering or accepting any kind of undue advantages or gifts, shall be subject to sanctions pursuant to EHF and IHF regulations.

- 1.4. The EHF has its headquarters in Vienna. Any change shall require a majority of three (3) quarters of the members present at the Congress. The Federation's field of action shall be Europe.

Any disputes arising from the activities of the EHF shall be subject to the jurisdiction of the competent court in Vienna. Austrian law shall govern.

- 1.5. The official EHF languages are English, German and French. In the event of any dispute, the English text shall prevail. Communication between the EHF Office and members shall take place in these languages exclusively.

The official language at EHF competitions shall be English.

Eligibility to serve in any EHF function as an elected member, a delegate or a referee shall be conditional upon a command of -English.

Members' motions to the Congress shall be submitted in written form in one (1) of the three (3) official languages. Simultaneous interpreting will be provided at the EHF Congress in English, German, French and Russian.

## **2. MEMBERSHIP**

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- 2.1. Membership shall be open to European National Handball Federations. Admission and exclusion of members shall be decided on by the Congress (general assembly). Admission and exclusion of federations from other continents shall require a majority of three (3) quarters of the members present at the Congress.
- 2.2. Members shall recognize the EHF statutes and regulations as well as decisions reached by its bodies. They shall pass this obligation on to their members and require their members to pass it on in turn.
- 2.3. Members that fail to meet their obligations in spite of written admonition may be suspended by the Executive Committee.
- 2.4. Membership shall end by dissolution, withdrawal or exclusion of the federation. Withdrawals can be made only at the end of a calendar year upon six (6) months' advance notification.

## **3. EHF BODIES**

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The EHF bodies are:

1. The Congress
2. The Conference of Presidents
3. The Executive Committee
4. The Competitions Commission
5. The Methods Commission
6. The Beach Handball Commission
7. The Professional Handball Board
8. The Nations Board
9. The Women's Handball Board
10. The Committees and Boards
11. The EHF Court of Handball
12. The EHF Court of Appeal
13. The EHF Court of Arbitration Council
14. The Comptrollers
15. The EHF Anti-Doping Unit

### **3.1. THE CONGRESS**

3.1.1 The Congress shall be the highest EHF authority.

3.1.2 The Ordinary Congress shall be held biennially in odd years, prior to the IHF Congress.

Members shall be informed of the venue and date not later than six (6) months before the event. Motions from members must be made in writing, and be in the possession of the EHF Office not later than four (4) months before the Congress date. Congress documents and agenda shall be sent to members not later than two (2) months prior to the Congress date.

3.1.3 An Extraordinary Congress shall be called if a minimum of ten (10) percent of the members with voting right demands it in writing stating the reasons, or on request of the comptrollers, or if the Executive Committee decides to hold it.

An Extraordinary Congress must be held within four (4) months after receipt of the request. Members shall be informed without delay of the venue, date and reason. Further motions from members must be made in writing, and be in the possession of the EHF Office not later than ten (10) weeks before the Congress date. Congress documents and agenda shall be sent to members not later than one (1) month prior to the Congress date.

3.1.4 Motions submitted past the deadline or in the course of the Congress may only be dealt with at the discretion of a majority of two-thirds of the members present at the Congress concerned. The Chairperson may require that any motions and proposed amendments submitted during the Congress be presented in writing to be admitted for consideration. Statute amendments, changes to the headquarters site or dissolution of the EHF may not be the subject of such motions.

3.1.5 Each member shall have one (1) vote. It may delegate a maximum of three (3) representatives to the Congress. Delegates' names shall be communicated to EHF in writing with the registration and delegates must be able to prove their identity. For an Extraordinary Congress, the Executive Committee may reduce their number. Members registering female representatives will receive a bonus per female delegate. This bonus will be defined by the Executive Committee at least six (6) months prior to the Congress and the corresponding information will be conveyed to the members together with the information referred to in 3.1.2.

A member that has not fulfilled its financial obligations towards the EHF shall not have the right to vote. Decisions in that respect shall be taken by the Executive Committee and announced at the beginning of the Congress.

No one shall have the right to represent more than one (1) member federation.

3.1.6 Voting and election shall, in principle, be conducted by an electronic voting system. In individual cases, the Congress may decide on either open or secret ballot with simple majority.

Unless otherwise specified in the statutes, the majority of votes cast shall carry the vote. In event of a tie a second ballot shall be held. Any proposal failing to receive a majority after the runoff shall be rejected. In case a qualified majority is specified in the statutes, the basis shall be the number of delegates present at the Congress venue during the vote.

To be valid, elections require the absolute majority of votes cast. If no candidate obtains such a majority, a runoff election shall be held for the two candidates with the most votes. In the second round, the relative majority of votes cast shall decide. A runoff vote shall be held in the case of a tie. In the case of another tie, the female candidate shall be regarded as elected. If the tie is between candidates of the same gender, a draw shall decide.

In the case of joint elections, candidates shall be elected according to the number of votes cast on their behalf. A runoff vote shall be held in the case of a tie between the last two (2) or more candidates. In the case of another tie, the female candidate shall be regarded as elected. If the tie is between candidates of the same gender, a draw shall decide.

Representatives of both genders shall be elected to the EHF bodies – Executive Committee, Technical Commissions, Court of Handball and Court of Appeal – under the conditions mentioned below.

In case of EHF bodies having more than five (5) members - EHF Executive Committee, EHF Court of Handball and EHF Court of Appeal - both genders shall be represented by at least two (2) persons. Within the Technical Commissions, both genders shall be represented by at least one (1) person. In order to achieve the required number of representatives of both genders, gender representatives may be elected.

In order to elect all positions for EHF bodies with more than five (5) members, at least one (1) candidate of the underrepresented gender shall be available for each EHF body with more than five (5) members.

The top casting candidate(s) of the underrepresented gender is/are to be regarded as elected under additional members (according to 3.1.8.8.7, 3.1.8.11.3 and 3.1.8.12.3 of the EHF Statutes) in case only one (1) or no candidate was elected for the respective body until that stage of election.

In case there is no nomination of the underrepresented gender for EHF bodies with more than five (5) members, the number of positions shall be reduced by one (1) and the vacant position as well as the further gender representative shall be nominated by the EHF Executive Committee after the Congress within due course.

All remaining candidates for additional members of the respective bodies are elected according to the votes cast.

The Congress shall have the right to pass resolutions regardless of the number of members present.

The procedure for voting on the awarding of events shall be analogous to the procedure used for elections. If none of the bidders obtain an absolute majority, a second vote shall be taken on the two (2) bidders who received the most votes in the first round. In the second round, a relative majority of votes cast shall decide. In the case of a tie, a runoff vote shall be held. In the case of another tie, the decision shall be taken by drawing lots.

- 3.1.7 Unless the Congress decides otherwise under special circumstance, resolutions shall be put in force three (3) months after the Congress.
- 3.1.8 The Congress shall pass resolutions on the following business:
  1. Election of tellers. Tellers of both genders shall be elected by the Congress.
  2. Declaration of the lawful convocation of Congress.
  3. Minutes of the previous Congress.
  4. Reports:
    1. Report by the Executive Committee.
    2. Report by the Competition Commission.
    3. Report by the Methods Commission.
    4. Report by the Beach Handball Commission.
    5. Report by the EHF Court of Handball.
    6. Report by the EHF Court of Appeal.
    7. Report by the EHF Court of Arbitration Council.
  5. Financial report for the previous two-year period.
  6. Comptrollers report.
  7. Formal approval of the Executive Committee's conduct of business.
  8. Executive Committee:
    1. Election of the President.
    2. Election of the First Vice President.
    3. Election of the Vice-President Finances.
    4. Election of the chairperson of the Competitions Commission.
    5. Election of the chairperson of the Methods Commission.
    6. Election of the chairperson of the Beach Handball Commission.
    7. Election of three/two (3/2) additional members.
    8. Election of up to two (2) gender representatives (in case one gender is not represented or is underrepresented)

9. Technical Commissions:
  1. Election of three/four (3/4) members of the Competitions Commission.
  2. Election of four (4) members of the Methods Commission.
  3. Election of four (4) members of the Beach Handball Commission.
  4. Election of a gender representative to the Competitions Commission (in case one (1) gender is not represented).
  5. Election of a gender representative to the Methods Commission (in case one (1) gender is not represented).
  6. Election of a gender representative to the Beach Handball Commission (in case one (1) gender is not represented).
10. Comptrollers:
  1. Election of two (2) comptrollers.
  2. Election of one (1) substitute.
11. EHF Court of Handball:
  1. Election of the President.
  2. Election of two (2) Vice Presidents.
  3. Election of six/five (6/5) additional members.
  4. Election of up to two (2) gender representatives (in case one gender is not represented or is underrepresented)
12. EHF Court of Appeal:
  1. Election of the President.
  2. Election of the Vice President.
  3. Election of five/four (4/5) additional members.
  4. Election of up to two (2) gender representatives (in case one (1) gender is not represented or is underrepresented)
13. EHF Court of Arbitration Council:
  1. Election of the President
  2. Election of one (1) Vice President
14. EHF Nations Board:
  1. Election of six (6) members
15. Women's Handball Board:
  1. Election of three (3) members
16. Delegate nominations to the IHF Congress:
  1. The EHF President assumes the office of IHF Vice President of Europe.
  2. European member of the IHF Council.
17. Motions.

18. Regulations and their amendments.

The EHF Executive Committee is charged with taking decisions on the issuance and amendment of competition regulations and the List of Penalties. Provisions regulating financial matters except the List of Penalties shall be passed by the Congress.

19. Awarding of events and European Championships for Men and Women, with the right of delegating to the Executive Committee.

20. Setting membership fees, approval of the budget for the next two (2) years.

21. Member admissions and expulsions.

22. Election of honorary members according to Executive Committee nominations.

23. Declaration and amendments of the Rules of Arbitration for the EHF Court of Arbitration.

24. Decisions on other points of business, as submitted to the Congress by the Executive Committee.

25. Awarding of Ordinary Congresses.

The agenda shall be set according to the Congress needs.

### 3.1.9. Speaking time

Speaking time is not subject to any limitation, with the following exceptions:

- Personal presentations such as those given by candidates for the Executive Committee (three (3) minutes)
- Presentations by bidders for the Men's and Women's EChs (ten (10) minutes)
- Presentations by bidders for YAC EChs (five (5) minutes)
- Presentations by bidders for the next EHF Congress (five (5) minutes)

### 3.1.10. Delegation of authorities

The Congress may delegate decisions and authorities to the Executive Committee by a simple majority of votes.

## 3.2. THE CONFERENCE OF PRESIDENTS

3.2.1 The Conference of Presidents is a consultative body of the EHF. It serves the exchange of experience, the formation of opinions, and information.

3.2.2 The Conference of Presidents is convened by the Executive Committee as required and is normally held in years between EHF Congresses.

3.2.3 Eligible to attend are the Presidents of the member federations or a substitute nominated by them.

### 3.3. THE EXECUTIVE COMMITTEE

3.3.1. The Executive Committee is the EHF's executive body. It is responsible for all tasks not expressly assigned to the Congress by law or statutes. It may delegate tasks to the EHF Office and to the Competitions Commission (CC), the Methods Commission (MC), or the Beach Handball Commission (BC) and appoint temporary working groups for special matters. Details shall be laid down in the rules of procedure.

3.3.2. The Executive Committee shall consist of twelve (12) to thirteen (13) members:

1. President.
2. First Vice President.
3. Vice-President Finances.
4. Chairperson of the Competitions Commission.
5. Chairperson of the Methods Commission.
6. Chairperson of the Beach Handball Commission.
7. Three/two (3/2) additional members for special assignments.
8. Chairperson of the Professional Handball Board.
9. Chairperson of the Women's Handball Board.
10. Chairperson of the Nations Board.
11. Up to two (2) gender representatives (in case one (1) gender is not represented or is underrepresented).

3.3.3. Executive Committee members shall be individually elected by the Congress for a four-year period of office. The period of office shall coincide with that of the IHF.

Each Member Federation shall nominate the same candidate for a maximum of two (2) different functions within all EHF bodies.

Each member federation may provide only one (1) Executive Committee member with the exception of the PHB and WHB chairpersons who are nominated by the respective bodies. Unless expressly defined herein or in the organisation agreement of the EHF (majority) owned entity, members of the EHF Executive Committee may not hold any other elected or nominated function in the EHF or in EHF (majority) owned entities. Moreover excepting functions pursuant to paragraph 3.1.8 point 16, the EHF Executive Committee members must not hold simultaneous membership of the IHF Council or any IHF Commission.

The Congress may depart from this rule and may, in addition to the nomination of the IHF Vice President Europe and the IHF Council Member Europe, resolve to make additional nominations for IHF functions.

President, First Vice-President and Vice-President Finances must not hold the function of a President or a Treasurer/Vice-President Finances in their National Federations. Any candidate for such a position commits to withdraw from the respective position within the National Federation in case of being elected by the EHF Congress.

After serving three (3) terms of office in a top/core function within the EHF – President, First Vice President, Vice-President Finances, and Chairpersons of Technical Commissions – the respective person shall assume only functions which are of the same or of higher rank in comparison with their former position.

If a member serving on the EHF Executive Committee assumes a function in the IHF that is not compatible with this provision, s/he shall resign from the Executive Committee at the next Ordinary Congress.

- 3.3.4. First time Executive Committee memberships shall be subject to a written nomination from the member federation concerned. Both the respective member federation and the Executive Committee may make the nomination for re-elections.

An Executive Committee member may serve in the same function a maximum of three (3) terms of office.

An Executive Committee member ceases to be a member at the end of the calendar year during which the age of seventy (70) is reached. The Congress may, on the proposal of the EHF Executive Committee or the competent National Federation, extend the age limit for any Executive Committee member for up to four (4) years. A simple majority of members present at the Congress shall be required for the extension.

Deadline for the nomination of candidates: candidates shall be nominated not later than three (3) months before the respective Congress, otherwise a two-third majority shall be required for admission at the Congress.

General requirements to be met by candidates:

- Submission of a curriculum vitae
- Proof of command of English, if necessary
- Commitment to be available for meetings and activities within the customary timeframe

In the first nomination made in writing, the member federation shall confirm that the candidate has the linguistic ability to participate in a meeting in English.

Candidates for elections are given the opportunity to present themselves to the Congress in person and to demonstrate the adequacy of their linguistic abilities to the Congress.

During the election process, the candidates should also be present in the hall as far as possible.

Should an Executive Committee member retire in the course of her/his period of office, a substitute shall be elected at the next Congress to complete the remainder of the period of office. In the meantime, the Executive Committee may appoint a temporary substitute.

The term of office of newly elected Executive Committee members shall commence immediately following the Congress.

- 3.3.5. The President shall represent the EHF internally and externally and chair Congress sessions and Executive Committee meetings. S/he shall represent the EHF in court, as plaintiff or defendant, as well as in financial matters. If s/he should be unable to attend, the Vice President shall exercise these rights without requiring any special authorization.

Under Austrian law governing non-profit organizations ("Vereinsgesetz"), the Secretary General is likewise authorized to represent the organization.

- 3.3.6. Actual needs shall govern the frequency of meetings and their agendas. Half of all Executive Committee members may request, in writing, that a meeting be held within two (2) months.

The Executive Committee may also make decisions using the written process.

The Executive Committee shall take its decisions with a simple majority of votes.

- 3.3.7. The EHF headquarters is located at the seat of the EHF and is managed by the Secretary General. The Secretary General shall be employed by the Executive Committee for an indefinite period of time and shall participate in Executive Committee meetings in a consultant capacity.

## **4. THE TECHNICAL COMMISSIONS**

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### **4.1. THE COMPETITIONS COMMISSION**

The Competitions Commissions (CC) is the EHF's technical body for competitions. It is subordinate to the Executive Committee, which may assign to it areas of authority and responsibility in addition to those laid down in EHF statutes and regulations.

The CC shall consist of a chairperson and five/six (5/6) members. Three/four (3/4) of these members are individually elected and two (2) are defined by the EHF recognized interest groups.

- 4.1.1. The responsibility for the directly elected CC members shall be assigned as follows:

1. Men's competitions
2. Women's competitions
3. Refereeing
4. Gender representative (in case one gender is not represented).

4.1.2. The further CC members responsible for Men's club competitions and Women's Club Competitions shall be assigned as follows:

1. Elected and nominated by any such group recognised by the EHF as representing the interests of the clubs of the respective gender participating in EHF competitions.
2. The election and nomination of the members Men's Club Competitions and Women's Club Competitions by the group representing the interests of the clubs may be replaced by the EHF Executive Committee if required.
3. Mutual rights and duties between the EHF and the group representing the interests of the clubs shall be defined in a Memorandum of Understanding (MoU) which creates the basis for the cooperation.
4. The office period of the members Men's Club Competitions and Women's Club Competitions is four (4) years.

The provisions under items 3.3.3, 3.3.4 and 3.3.6 shall apply analogously to the CC and the CC members.

#### 4.2. THE METHODS COMMISSION

The Methods Commission (MC) is the EHF's technical body for methodical matters. It is subordinate to the Executive Committee, which may assign to it areas of authority and responsibility in addition to those laid down in EHF statutes and regulations.

The MC shall consist of a chairperson and four/five (4/5) individually elected members with responsibility for:

1. Methods and coaching
2. Education and training
3. Youth, school sports, and non-competitive sports
4. Development
5. Gender representative (in case one gender is not represented).

The provisions under items 3.3.3, 3.3.4 and 3.3.6 shall apply analogously to the MC and the MC members.

#### 4.3. THE BEACH HANDBALL COMMISSION

The Beach Handball Commission (BC) is the EHF's technical body for competitions and non-competitions-related matters concerning Beach Handball. It is subordinate to the Executive Committee, which may assign to it areas of authority and responsibility in addition to those laid down in the EHF statutes and regulations.

The BC shall consist of a chairperson and four/five (4/5) individually elected members with responsibility for the following business areas:

1. Events and Competitions
2. Officiating
3. Game Design and Coaching

4. Development and Promotion
5. Gender representative (in case one gender is not represented).

The provisions of clauses 3.3.3, 3.3.4, and 3.3.6 shall apply analogously to the BC and its members.

## 5. **THE LEGAL BODIES**

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The EHF Court of Handball and the EHF Court of Appeal are separate and independent bodies responsible for the adjudication and arbitration within the framework of the legal system of the EHF and its member federations and associated federations.

All bodies and organs acting in the area of adjudication/arbitration shall be independent and not bound by any instructions in the exercise of these duties.

The EHF Court of Handball and the EHF Court of Appeal shall hear cases and pass decisions as a senate of three (3) members. The decision-making process is, in principle, conducted in writing.

Legal disputes may be brought before the EHF Court of Arbitration, if the case has not seen resolution within a period of six (6) months after being put before the EHF legal bodies (see pt. 12.6).

### 5.1. **THE EHF COURT OF HANDBALL**

The EHF Court of Handball (CoH) is responsible at first instance for disciplinary adjudication within the framework of the EHF legal system and its member federations and associated federations, i.e. punishing violations of regulations including those of an administrative nature not under the competence of the EHF Office, for settling disputes between handball and/or EHF related entities and/or individuals, and for deciding upon any other issue relating to international handball competitions in Europe and/or EHF activities.

The EHF Court of Handball shall consist of nine/ten (9/10) members:

1. One (1) President.
2. Two (2) Vice Presidents.
3. Six/five (6/5) additional members.
4. Up to two (2) gender representatives (in case one (1) gender is not represented or is underrepresented)

The provisions in clauses 3.3.3, 3.3.4 and 3.3.6 shall apply analogously to the EHF Court of Handball and its members.

## **5.2. THE EHF COURT OF APPEAL**

The EHF Court of Appeal (CoA) is responsible at second instance for disciplinary adjudication within the framework of the EHF legal system and its member federations and associated federations, i.e. punishing violations of regulations including those of an administrative nature, for deciding upon issues relating to international player transfers between the member/associates federations as well as upon any other issue relating to international handball competitions in Europe and/or EHF related entities and/or individuals.

The EHF Court of Appeal shall consist of seven/eight (7/8) members:

1. One (1) President.
2. One (1) Vice President.
3. Five/four (5/4) additional members.
4. Up to two (2) gender representatives (in case one (1) gender is not represented or is underrepresented)

The provisions in clauses 3.3.3., 3.3.4. and 3.3.6. shall apply analogously to the EHF Court of Appeal and its members.

## **5.3. THE EHF COURT OF ARBITRATION COUNCIL**

The role and competence of the EHF Court of Arbitration Council (ECC) are defined in the Rules of Arbitration for the EHF Court of Arbitration.

The EHF Court of Arbitration Council shall consist of three (3) members:

1. One (1) President.
2. One (1) Vice President.
3. One (1) Vice President nominated with simple majority for a period of four (4) years by the Professional Handball Board.

The provisions in clauses 3.3.3, 3.3.4 and 3.3.6 shall apply analogously to the EHF Court of Arbitration Council and its members.

## **6. THE COMPTROLLERS**

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The Comptrollers (COMPT) are responsible for the business control and the examination of the EHF's account in respect of the correct accounting and the use of the EHF funds according to the statutes. They give a written report to the Congress. They can recommend that the Executive Committee engages an external auditing company.

Each member federation may provide only one comptroller. The comptrollers must not represent the Vice-President Finances' member federation.

The provisions under items 3.3.3, 3.3.4 and 3.3.6 shall apply analogously to the comptrollers.

## **7. PROFESSIONAL HANDBALL BOARD AND WOMEN HANDBALL BOARD**

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- 7.1. The Professional Handball Board (PHB) and the Women Handball Board (WHB) are the EHF platforms for stakeholders of men's and women's handball in Europe – national teams, clubs, leagues and players.

They play an advisory role through the supply of reports and analyses to the Executive Committee.

They contribute to the decision making process through their chairpersons who are full members of the Executive Committee.

It is the duty and commitment of the members of the PHB and WHB to individually and collectively contribute to the global progress and development of handball in Europe through their analyses and contributions.

- 7.2. The PHB and WHB in particular shall be in charge of:

1. The coordination of and collaboration between the stakeholders,
2. The articulation between stakeholders and EHF bodies,
3. Proposals in the area of competition structure including measures to increase the market value of European competitions,
4. Contributing to the work of the EHF on the position of handball in its relation to the outside world: the world of sport and more particularly the International Handball Federation and the Olympic Committee as well as the political and administrative world, more particularly the European Commission,
5. Supplying reports and opinions on the request of the Executive Committee or the commissions,
6. Fulfilling missions assigned by the EHF Congress.
7. Nomination of one (1) ECC Vice-President in accordance with clause 5.3 by the PHB.

- 7.3. Mutual rights and duties between the EHF and each stakeholder group will be defined in a Memorandum of Understanding (MoU) which creates the basis for the cooperation within the PHB and WHB.

- 7.4. The various stakeholders will each be structured and elect an internal board respecting the principles of democracy and transparency. The modalities thereof will be defined for each stakeholder in a specific document. The bodies responsible for national teams are the Nations Committees Men and Women, they are structured within the EHF statutes. In case no nomination is taking place by a stakeholder group or a specific stakeholder group is not constituted, the EHF is entitled to undertake a temporary replacement nomination.

- 7.5. The PHB and WHB shall each consist of eight (8) members; this is comprised of two (2) persons from the different interest groups and two (2) persons nominated by the EHF Executive Committee.

The chairpersons of the PHB and WHB will be elected by the eight (8) stakeholder representatives and will become members of the EHF Executive Committee with all ensuing rights and duties.

In detail the PHB and WHB are composed as follows:

- Two (2) representatives elected by the EHF Congress, representing the interests of the national teams participating in EHF competitions,
- Two (2) representatives elected and nominated by any such group recognised by the EHF as representing the interests of the clubs participating in EHF competitions,
- Two (2) representatives elected and nominated by any such group recognised by the EHF as representing the interests of the leagues (or similar structure representing top level handball within the nations) with clubs participating in EHF competitions,
- Two (2) representatives elected and nominated by any such group recognised by the EHF as representing the interests of the athletes participating in EHF competitions,
- Two (2) representatives of the EHF Executive Committee to be nominated by the EHF Executive Committee.

The President and the Secretary General of the EHF participate in the meetings of the PHB and WHB without voting rights.

- 7.6. The function period will be four (4) years for all representatives. The PHB and WHB shall meet at least twice a year.
- 7.7. The EHF Executive Committee remains the only decision-making body between Congresses. Unanimous proposals provided by the PHB or the WHB to the EHF Executive Committee shall be considered with special attention.
- 7.8. Specificities concerning the working articulation between the PHB and WHB and the Executive Committee are to be supplied in the Memorandum of Understandings.
- 7.9. The chairpersons of the PHB and WHB are entitled, in individual cases, to invite experts to contribute opinion to special subjects under study in the PHB and WHB. Contact with the EHF Secretary General will have to be established prior to any official invitation so as to ensure proper care of the EHF finances.

## **8. OTHER COMMITTEES AND BOARDS**

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### **8.1. NATIONS COMMITTEES MEN AND WOMEN**

The Nations Committee Men shall deal with all national team matters in the field of men's handball and the Nations Committee Women shall deal with all national team matters in the field of women's handball.

Each Nations Committee shall consist of six (6) members who are elected by the Congress. The period of office is four (4) years; elections take place at each election Congress. Every member federation has the statutory right to nominate candidates on the basis of the men's and women's ranking as follows:

Rank 1-12	1 place
Rank 13-24	1 place
Rank 25-36	1 place
Rank 36-50	1 place
<u>Freely elected</u>	<u>2 places</u>
Total	6 places

Each Nations Committee internally elects a chairperson, and two deputy chairpersons as members of the EHF Nations Board.

Each Nations Committee internally elects two (2) representatives to the PHB respectively WHB.

### **8.2. EHF NATIONS BOARD**

The Nations Board (NB) shall deal with all national team matters in the field of men's and women's handball.

The Nations Board shall consist of six (6) members, i.e. the chairpersons and the two (2) deputy chairpersons of each Nations Committee.

The nominated members of the Nations Board internally elect a chairperson as the NB-member of the EHF Executive Committee and a deputy chairperson.

### **8.3. Further boards and expert committees shall be added to the EHF structure as appropriate based on their fields of work.**

## **9. EHF ANTI-DOPING UNIT**

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### **9.1. The EHF Anti-Doping Unit (EAU) shall deal with the organization and handling of anti-doping activities in handball in Europe (controls, non-intentional doping, education for young athletes, NADAs, TUEs, whereabouts, violations, etc.).**

- 9.2. The unit shall consist of a chairperson nominated by the EHF Executive Committee and an office staff member.
- 9.3. Further members may be nominated by the EHF Executive Committee.
- 9.4. Anti-doping measures are implemented on the basis of the EHF Regulations for Anti-Doping. The EHF Regulations for Anti-Doping shall be in compliance with the WADA Code and the IHF Anti-Doping Regulations. The responsibility regarding decisions on the EHF Regulations for Anti-Doping shall be with the EHF Executive Committee.

## **10. FINANCES**

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- 10.1. The official EHF currency shall be Euro (EUR, €). Any change thereto shall require a two-third majority of the members present at the Congress.
- 10.2. Primary sources of EHF funding shall be:
  1. Membership fees
  2. A share of income from EHF events including intellectual property rights, according to regulations
  3. Awarding of television and advertising rights
  4. Sponsors and partnership agreements
  5. Donations
  6. Income from publications, selling of material and seminar fees
  7. Capital gains
  8. Income from rental properties
  9. Further income
- 10.3. EHF financial liability shall be limited to its assets. Individual member federations or Executive Committee members shall not be liable under law.

## **11. ACTIVITIES**

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- 11.1. Official EHF competitions are primarily:
  1. European Championship for national teams
  2. Youth European Championships for national teams in different divisions
  3. Junior European Championships for national teams in different divisions
  4. European Cup for national champions (Champions League), Cup winners Cup, EHF Cup and Challenge Cup
  5. European Championship for club teams
  6. European qualifications for World Championships and Olympic Games
  7. Mini handball competitions
  8. Beach handball competitions
  9. European Masters Competitions
  10. European Challenge Trophies

All competitions shall be organised for male and female teams.

All competitions may be organised for persons with disabilities.

Regulations shall be issued for each competition.

The Congress may resolve to have additional competitions organised.

The Executive Committee has the right as well as the obligation to nominate substitute organisers in case that the organisers of events do not keep to the prescribed dates.

Members elected as organisers of any EHF competitions have the obligation to organise, prepare and stage such competitions in accordance with the EHF statutes and regulations. They commit to act accordingly towards all other members. Any failure to comply with such obligation and commitment may be sanctioned according to the applicable EHF legal regulations.

11.2. Further EHF activities are primarily:

1. Organisation of meetings, working groups, and cooperation visits
2. Organisation of courses and seminars
3. Publications in all media
4. All steps for the development of handball
5. Management and support of development projects
6. Renting of office space
7. Activities within the scope of the Social Fund, including charity events benefiting the Fund
8. Participation in joint-stock companies and non-profit partnerships
9. Organisation and handling of anti-doping measures

11.3. Cross-border competitions

Participation in cross-border competitions for national teams or clubs shall be permitted only if such competitions/games have been duly authorized by the National Federations concerned and the EHF and, in the case of intercontinental competitions, by the International Handball Federation as well.

The conditions for participation in competitions, with due regard to clause 2.2 of the EHF statutes, are regulated by the relevant national and international competition regulations. A written statement to this effect shall be an integral part of the registration procedure.

Cross-border club competitions and leagues for adult players shall, moreover, be deemed to be in conformity with the statutes only if they are subject to the control of the National Federations in terms of competition structure, organisational and technical matters, and disciplinary procedures.

The above rules do not apply to tournaments.

## **12. ADMINISTRATION OF JUSTICE**

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- 12.1. The EHF Court of Handball and the EHF Court of Appeal, within their scope of responsibility, conduct EHF legal proceedings with due regard to the uniform application and interpretation of EHF Rules and Regulations as well as the IHF Rules of the Game, taking into account all changes and deviations from these that the EHF can and may practice.
- 12.2. In all EHF tournaments, ad hoc bodies' decisions (e.g. disciplinary commission, jury) shall be internally final.
- 12.3. The Legal Regulations as amended shall govern. The decisions passed by the second instance ad hoc body and the EHF Court of Appeal shall be final and end the stages of appeal of the EHF internal proceedings.
- 12.4. All disputes between the EHF and the National Federations, among the National Federations, among National Federations and their clubs concerning cross-border matters, disputes arising in connection with EHF competitions as well as disputes among players, players' agents, the EHF, National Federations, and clubs may be brought before the EHF Court of Arbitration.

In other disputes, jurisdiction shall rest with the EHF Court of Arbitration if this is in the interest of the maintenance of legal certainty and legal principles as well as the clarification of key issues of a sports-political nature.

- 12.5. Competence of administration of justice

Unless otherwise stipulated in the regulations concerned or in the provisions set out below, adjudication/arbitration:

- of administrative infringements punishable according to the Catalogue of Administrative Sanctions and of issues relating to international player transfers between the EHF member/associated federations is exercised by the EHF Office in the first instance,
- of all other cases, including disciplinary adjudication within the framework of the EHF legal system and its member/associated federations, settlement of disputes between handball/EHF related entities and/or individuals and of issues relating to international handball competitions in Europe and/or EHF activities, is exercised by the EHF Court of Handball in the first instance.

Any and all decisions made by the EHF Office and the EHF Court of Handball may be appealed to the EHF Court of Appeal.

## **12.6. EHF Court of Arbitration (ECA)**

After exhaustion of the EHF's internal channels, action may be filed with the EHF Court of Arbitration, in accordance with the rules set out in sections 577 et seq ZPO (Austrian code of civil procedures), within 21 days after delivery of the decision, else the case shall be forfeited. The proceedings are governed by the Rules of Arbitration of the EHF Court of Arbitration.

## **12.7. Initiator of Proceedings**

An Initiator of Proceedings shall be appointed by the EHF Executive Committee for a period of two (2) years.

The Initiator of Proceedings shall be responsible for ensuring a fair balance in all legal proceedings conducted within the EHF. This shall be done specifically by instituting legal proceedings and/or initiating their institution. In addition, the Initiator of Proceedings has the right to appeal against decisions taken.

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## **13. STATUTES AMENDMENTS; DISSOLUTION**

- 13.1.** Motions for statute amendments must be sent to members in writing together with the agenda and shall require for adoption a two-third majority of those members present at the Congress.
- 13.2.** Motions for a dissolution of the EHF or removal of its headquarters shall be communicated to members in writing together with the agenda and shall require for adoption a majority of three (3) quarters of the members present at the Congress (clauses 1.4 and 3.1.4).
- 13.3.** In the event of a dissolution of the EHF or the discontinuation of the favoured purpose the Congress shall decide on the disposal of EHF's remaining assets which shall be used solely for favoured purposes according to §§ 34ff. BAO (federal tax code) in the interests of European handball.

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## **14. FINAL PROVISIONS**

- 14.1.** Should EHF statutes and regulations fail to address a point, IHF regulations shall apply.
- 14.2.** These statutes were adopted by the Founding Congress in Berlin on November 17, 1991 and last amended at the Ordinary Congress in Glasgow, Scotland on 20 June 2018. For the sake of clarity, all structural changes in connection with the NCM, NCW, NB and WHB as defined under the present version will come into effect as to the next electoral Congress in 2021.