



EUROPEAN HANDBALL
FEDERATION

Minutes of the 13th Extraordinary Congress of the European Handball Federation

Date/Time: 25 January 2020 / 11:30 - 13:00hrs

Venue: Scandic Continental, Stockholm, Sweden

Participants: 128 participants (Enclosure 1)

Representatives from 50 Member Federations and 2 Associated Federations
Guests of Honour, Additional Participants
Executive Committee
EHF Office staff
Technical Support

Minutes: M. Brown

1. Welcome & Introduction

EHF President Wiederer opened the 13th Extraordinary EHF Congress and introduced Fredrik Rapp, President of the Swedish Handball Federation who, together with his team, organised the final weekend of the EURO. Wiederer recalled his experiences attending matches in football stadiums before and stated that the matches in Sweden provided a true impression of a handball match in a stadium that captured the handball atmosphere and surroundings, and on behalf of the EHF, Wiederer congratulated Rapp and his team.

Taking the floor, Rapp welcomed the attendees to Stockholm on behalf of the joint Swedish, Austrian, and Norwegian organising committee of the Men's EHF EURO 2020 final weekend. He praised the cooperation between the Federations for hosting an event, for the first time in three countries across six cities, and succeeding in creating one event with a unified look in very different places. He also mentioned the full arenas and the efforts undertaken by the organisers. Despite none of the host teams being part of the final weekend, Rapp took the opportunity to thank all the volunteers that have worked to make the event a success and also thanked the EHF staff for their efforts. To host a handball event in a football stadium is not an easy task due to the separation of fans, as handball endeavours mix fans to encourage the spirit of handball, and in that case, Rapp felt that the organising committee had succeeded. In closing, he also encouraged the attendees to return to Sweden in November for the first Wheelchair Handball EHF EURO, and wished the guests an enjoyable weekend. Taking reference to the awarding of the Wheelchair Handball event, Wiederer spoke of a possible collaboration with the International Handball Federation for the first edition as it is necessary to have worldwide events in order to be present at the IOC Games in this category. The EHF aims towards a cooperation with the SHF and IHF to have a merged event.

Continuing, President Wiederer stated that since the foundation of the EHF, the organisation always held meetings of various types. When taking these larger gatherings into consideration, he mentioned a comment from Honorary President Jean Brihault that there were advantages of hosting such events as they offer the basis for further discussion and provide the opportunity to present topics (whereas in other

meetings there was not enough time to do so) to hopefully inspire the National Federations; the sentiment was reflected in a further conversation on another occasion by Nations Board Member, M. Schober who added that within the Federations they also develop their own plans. However, it is the task and duty of the EHF is to initiate matters and cooperate with the Federations on the next steps.

Since 1992, 15 Conferences of Presidents, 11 Conferences for Secretaries General, 14 Ordinary EHF Congresses, and 12 Extraordinary Congresses have been carried out; altogether 52 events have taken place. Now, the organisation presents its 53rd such gathering that will focus on finances, this being the main reason that an extraordinary Congress was called. Following the decision of the 2018 Congress to postpone the next Ordinary EHF Congress to 2021 due to calendar reasons, it became clear that a budget for 2021/2022 was needed. It was not the intention of the EHF to start the 2021 accounting year with only an internal budget and without the involvement of the Member Federations. Therefore, the EHF opted to organise an extraordinary congress as the EURO finals in Stockholm provided a good opportunity to host such a meeting. Moreover, Austrian authorities informed the EHF that it was not possible to postpone a Congress years in advance, it had to be done in the year of the original congress - additionally, Wiederer intoned that the master plan is in fact a business plan; therefore, in order to have a formal confirmation from the National Federations, the two corresponding motions have been submitted to the Congress.

Closing his opening address, Wiederer stated that the presence of all 50 Member Federations and 2 Associated Federations showed the great interest in such gatherings, and wished the attendees a good Congress.

2. Formal Procedure

The attendees were provided with a voting device, and Christoph Gamper (EHF Head of IT) explained main elements of the electronic ballot system to be used at the 13th Extraordinary EHF Congress; a test vote was undertaken. EHF Secretary General, Martin Hausleitner then continued with the formal procedures.

2.1. Roll Call

The Secretary General confirmed that representatives of the 50 Member Federations were present and the Associated Federations of England and Scotland were also registered and accredited; the Congress was informed that 50 federations were entitled to vote. Based on the number of federations eligible to vote, the Congress was reminded that a simple majority would be granted with a minimum of 26 votes in favour, and a two-thirds majority would be recorded with a minimum of 34 votes in favour.

2.2. Election of Tellers

In the case of technical issues, the (blue/white) voting cards issued upon accreditation were to be used. Thus, upon the recommendation of the Secretary General, Emir BESLIJA (MNE) and Pirje ORASSON (EST) were elected as tellers.

2.3. Declaration of the Lawful Convocation of the 13th Extraordinary EHF Congress

In alignment with the EHF Statutes, the invitation and first information were distributed to the National Federations on 17 October 2019 (4 months in advance), and the Congress Guide and all motions were distributed on 13 December 2019 (1 month in advance) within all mandated time limits. According to these procedures, the 13th Extraordinary Congress of the European Handball Federation was lawfully convoked in conformity with the EHF Statutes.

2.4. Minutes of the 14th Ordinary EHF Congress in Glasgow/SCO

The minutes of the 14th Ordinary EHF Congress in Glasgow, Scotland were distributed on 14 August 2018; no comments were received from the National Federations. **The electronic vote confirmed the minutes with 46 votes in favour.**

2.5. Minutes of the 14th EHF Conference of Presidents in Cologne/GER

The minutes of the 14th EHF Conference of Presidents in Cologne, Germany were distributed on 13 June 2019; no comments were received from the National Federations. **The electronic vote confirmed the minutes with 49 votes in favour and 1 vote against.**

3. Confirmation of the Master Plan

President Wiederer referenced the presentation held during the 15th Conference of Presidents and stated that it is a long-term planning defining the work of the EHF Commissions and bodies at the same time involving the stakeholders. Therefore, a formal declaration of support was requested of the Congress. **The electronic vote confirmed the Master Plan with 48 votes in favour and 1 vote against.** Wiederer thanked the Congress for their support, and spoke of the next steps being taken at the Conference for Secretaries General in April.

4. Finances

4.1. 2018 Accounting – Information on Final Status

Finances are a sensitive issue and the European Handball Federation remained committed to transparency in this area. President Wiederer said that information provided covered the 2018 accounting year (understanding that 2017 and 2018 are linked), as well as an update on the accounting of the 2019 and 2020, as well as the 2021/2022 double budget years. The three periods are to be seen in relation to each other, and as the EHF moved ahead in 2020, and being effective from the EHF EUROs 2022, the new contract would apply.

As an overall responsibility of the EHF towards the National Federations, President Wiederer turned to the financial overview of the new contract (initially presented at the 2019 Conference of Presidents in Cologne by EHF Vice-President Finances Henrik La Cour) shown again for those not present in Germany at the time. It was underlined that the document has not changed, and it is also the paper used for the discussions within the stakeholder groups. Giving focus to the competition income on the EHF side, he emphasised that the financial work with the clubs is regulated with via EHFM, and 20% of the shares from that business enter the EHF budget.

Following the discussion with the Nations Board and the Women's Handball Board regarding their specific field, the EHF had to work on a budget for 2021/2022, and the budget is very much devoted to the EUROs. Referencing the overview document (projected on screen), Wiederer pointed out that it was developed to show, in a transparent way, the income of the EUROs from 2018 and to make a comparison to future projections in EURO years i.e. 2022 when the contract will take effect with the EUROs, 2026 being the midway point of the contract, and 2030 being the end point of the agreement.

Wiederer expanded on the details of the overview presented and stated that in 2018, the contract payments reflected the 100% of the basis for distribution in accordance with the 2008 Congress decision

and, after the deduction of costs (*max. 10%*), the distribution key was applied. Thus, the EHF redistributed EUR 7 million. Wiederer briefly mentioned that in addition to the use and distribution on a national level, 10% was distributed to clubs for players' release and 20% went directly to the EHF budget. Moving on to 2022, analysis determined that 6% of the income will be used for investments, costs will remain at 9%; thus 15% percent will be used for the product. He underlined that 15% was not a high amount for developing and running a project in the business world; however, the 85% to be redistributed will result in amounts of EUR 18 million in 2022, EUR 24.5 million in 2026, and EUR 40.4 million in 2030 compared to EUR 7 Million in 2018.

In the assumption that investments and costs will not grow at a parallel rate, Wiederer underlined that there will be significantly more income to distribute and the increase in the income will provide a margin for the upcoming work to be undertaken. Underlining that there are still discussions to be held e.g. the adaptation of organisation costs; how to use the amounts allocated to development i.e. new projects, and moreover, the general cost structure requires consideration in terms of the EHF budget and points for reflection include the yearly index based increase in fixed costs and the knowledge that there have been no increases in the amounts of participation fees in nearly two decades after the 2014 motion to increase participation fees failed at the Congress. Wiederer stated that the Conference for Secretaries General in April would be used as an opportunity to discuss such matters.

Closing the introduction, President Wiederer stated that he is regularly asked about financial matters, but the work has been done to increase revenues although there is still more work to be done as to what concerns overall development. He reiterated that the EHF does not intend to keep this money in an account, but rather invest in the future and use the financial resources supported by a strategy in a structured way. Opening the floor to comment, he cemented that the overview was necessary to understand how these budgets are created especially as the initial period of the new agreement will bring change. In response to the question from F. Lyons (IRL) Wiederer confirmed that the EHF budgets are in line with the increases and it will be reflected in the budgets that will be presented to the Congresses in the future. The projected figures shown mirror what is laid out in the contract. It was not possible to present ten years of the agreement in its entirety, as it was not possible to spend money that is not yet received. Therefore, to provide a picture, the income structure was followed, therefore three periods were selected to compare against 2018.

Continuing the topic, Henrik La Cour, EHF Vice-President Finances, addressed the Congress to deliver the 2018 financial result, respectively the two-year period 2017-2018. He underlined that the full scope of the information provided would go beyond that of an extraordinary congress and therefore the approval of the final result and thus the granting of discharge to the Executive Committee was to be held at the next Ordinary Congress in April 2021. It was noted that a positive report from the side of the external auditor and the EHF Comptrollers was already received. La Cour compared the 2018 final result to the 2018 forecast presented in Glasgow: revenues came in below the forecast, this was attributed to line item 3 'Partnership Contracts'. EHF EURO 2018 revenues were higher than expected; however, EHF Marketing received the first part of the signing fee in the business year 2018/19; thus, this revenue - that comes from the result of EHF M - could only be entered into the 2019 EHF result. All other income positions exceeded the forecast.

Turning to expenses, La Cour stated that they stayed significantly below the forecast; expenditure reduced in the area of meetings and personnel. The line item 'development' saw more equipment and financial support given to the federations, also more investment was put into new technologies. Line item 83 'Infrastructure/New Office Building' indicates the allocation to the reserve for a new office building and corresponds to the signing fee received from Infront/DAZN. After 'Accruals/Deferrals' concerning the EUROS, the total result showed a plus of EUR 835k compared to a forecasted loss of EUR 121k.

Closing the agenda point, La Cour provided an overview of the 2-year period; with the final 2017 result known, a total surplus of EUR 1.792 million was forecasted at the midway point of 2018. Following the finalisation of the 2018 accounting, the final result for 2017-2018 provided a surplus of EUR 2.748 million.

4.2. 2019 Accounting / 2020 Budget - Intermediate Information

At the start of 2020, the EHF Finance Department began preparing the annual financial statement for the 2019 business year. The external audit will commence mid-February followed by the meeting of the EHF Comptrollers in April; this process will complete the 2019 accounting. Also, adaptations are being implemented into the 2020 budget. The intermediate report that followed presented an insight into the financial development of the EHF, but the final approval of the 2019-2020 result will be dealt with at the Ordinary EHF Congress in 2021.

La Cour highlighted the revenues increase of more than EUR 820k compared to the original budget. An important factor in that result was the additional share from the EHF EURO 2018 income in accordance with the EHF-Infront agreement; these earnings were subsequently credited to the corresponding federation accounts in spring 2019. The success of the EHF Marketing GmbH business year 2018/19 also boosted the EHF revenues; this was reflected in line item 3 'Other Partnerships'.

Turning to the 2019 expenditure, La Cour pointed out that an account - '34 Personnel ID Contract' - was added under line item 3 'Personnel' as new structures are to be implemented in order to fulfill the contractual obligations. A higher headcount as well as refurbishments to the office building and the EHF field office owned by the EHF resulted in higher costs under line item 4 'Office'. Increased support for national federations participating in YAC event was sanctioned by the EHF Committee, this is reflected in line item 6 'Development', and an increase in investments budgeted for the current 2020 EUROS are seen in line item 7 'Competitions'. It is expected that some budget items (Congress, Meetings) will stay below budget; the forecast shows only a slight increase in the total expenses.

Presenting the 2020 forecast, La Cour stated that the additional income, mainly from the Men's EHF EURO, would increase revenues by approximately EUR 580k. Talking about expenses, La Cour mentioned that the projected costs for the Extraordinary EHF Congress were reduced, he also drew attention to the new account 'Further Activities & Education' introduced into the 2020 budget under line item 3. Furthermore, the success of the "respect your talent" project led to the decision to fund a campaign during the men's 2020 YAC events and the budget was increased accordingly. A number of initiatives previously announced in the 2019 Conference of Presidents in Cologne were budgeted under line item 6 - account 64 'Business Development 2020+'; it will serve activities in connection with the master plan, brand development, etc. Finally, the budget for anti-doping measures was also increased as seen in line item 7, account 74. On the expenses side, there was a total increase by EUR 1.4 million.

In closing, La Cour summarised the 2019-2020 outlook, despite increases in both areas (revenues and expenditure) and the forecasted result for the two-year period remained close to the budget presented in 2018. In response to the observation from F. Lyons (IRL) that account 64 'Business Development 2020+' is a different form of development and that maybe it should be considered to be placed in a different area of the budget, La Cour confirmed that line item 6 (accounts 61 to 64) reflected different areas of development and that it would be taken into consideration.

4.3. 2021 & 2022 Budgets - Presentation and Approval

Following the introduction from President Wiederer who provided an outlook on the future finances of the organisation and in agreement with Vice-President Finances La Cour, EHF CFO Andrea Moser provided more basic and technical information to the attendees regarding the 2021 and 2022 budgets. These budgets cover the initial period and the first EURO cycle of the new agreement with Infront & DAZN; she underlined that they are not comparable to previous budgets as they assign the media and marketing rights of the EURO final tournaments, as well as the rights for beach handball and younger age category events to EHF partners. A further differentiation to the previous agreement saw the EHF assume the responsibility for the implementation of new standards regarding the presentation of its products to the public. However, the distribution key as decided by the 2008 Congress remains valid and will be observed; the aforementioned aspects were respected during the preparation of the budgets for the 2021-22 period.

Concerning the forecasted revenues for this period, CFO Moser stated that the EHF will not collect any membership fees in 2021 and 2022; as this motion has always been confirmed by the Congress concordantly, no separate motion was submitted as the vote for the budget would also cover the matter. Line items such as competition entry fees, transfers, fines, and the financial result are budgeted according to experience and information available.

Under 'EURO partnerships' income from the new Infront/DAZN contract is shown as defined in the contract for the first EURO cycle. Revenues received under this agreement will be allocated to the men's and women's competitions at a rate of 60 to 40. This is based on all information available on marketing opportunities for men's respectively women's EUROs and the longstanding experience. Furthermore, the line item comprises an estimated amount of EUR 2.9 million for the additional share related to the EUROs in 2020 resulting from the old contract; as in the past, this amount will be paid out according to the fixed distribution key in the subsequent year and therefore in 2021. Overall, the forecasted revenue stands at EUR 41.5 million for the two-year period.

Turning to the forecasted expenses, CFO Moser indicated that a moderate increase is foreseen in the area of compensations, and it was underlined that as in previous budgets, no payment to the President is made under this item. Under line item 2 'Congress, Meetings' in 2021 in addition to the usual meetings of EHF bodies and commissions and furthermore, funds for the 30th Anniversary of the EHF are budgeted. Budgets for 'Personnel' and 'Office' are based on the amounts of 2020 including an index based increase. Regarding line item 5 'Commission Activities', funds are increased to EUR 450k per year; the last increase for the Competitions and Methods Commissions was 10 years ago.

Under 'Development' in addition to the amounts resulting from the EURO distribution key, funds are budgeted for various measures in connection with the master plan. Furthermore, the budget for support and activities for Younger Age Category events was doubled. Measures already foreseen in the 2020 budget

are continued and extended under line item 6, account 64 'Business Development 2020+', the obligatory investments according to the ID contract are also included. Under line item 8 'Further expenses', specifically account 83 'Infrastructure/new office building', a further allocation to the reserve for the construction - respectively the systematic depreciation - of a new EHF office building in the amount of EUR 500k per year is budgeted.

Moser stated in her closing remarks that the expenses are budgeted at EUR 40.3 million over the two-year period and should result in a overall surplus of EUR 1.2 million. Moser reminded the attendees of the Austrian regulations for non-profit-organisations with regard to the financial stability of non-profit organisations that it is foreseen that reserves in the amount of a year's turnover can be accumulated; in 2018 the net assets of the EHF amounted to EUR 12.4 million whereas the average turnover now is more than EUR 20 million. **Following the ballot, the 2021 & 2022 budgets were confirmed with a 100% majority after a total of 45 votes were cast.**

5. Confirmation of the Extension of the Electoral Period

It was reiterated that the formal confirmation is necessary at the request of the Austrian authorities that govern the seat of the EHF in Vienna; this step is a confirmation of what was decided in Glasgow in 2018. The 15th Ordinary EHF Congress awarded to Luxembourg would not take place in 2020, but in 2021.

The vote confirmed the Confirmation of the Extension of the Electoral Period with 44 votes in favour and 2 votes against.

6. Awarding of the Women's EHF EURO 2024

Prior to the presentations of the three bidders, First Vice President Predrag Bošković opened the agenda point and presented a timeline of the situation. In 2018, the awarding of the event was assigned to the Executive Committee as no bid was submitted to host the Women's EHF EURO 2024. In April 2019, a motion that would extend the event to 24 teams was adopted by the Executive Committee. Three bids – two joint and one solo comprised of seven national federations in total – were received by the EHF in September 2019; these bids were evaluated by the EHF and included technical analyses and site inspections. All three candidatures fulfilled all the criteria for awarding, based on this and due to the number of national federations involved, the Executive Committee returned the responsibility for the awarding to the Congress in November 2019.

The delegations of Poland/Slovakia/Czech Republic (PSC), Hungary/Switzerland/Austria (HSA), and Russia (RUS) – the order of presentations was drawn on the occasion of the rehearsal – presented their bids with a combination of video messages, an information package, and personal statements of the leadership resp. active and former players.

At this time, Bošković invited the candidates to make their presentations to the Congress. Afterwards, the voting process was started. The first ballot casted did not result in a simple majority: PSC – 16 votes; HAS – 22 votes; RUS – 11 votes; there were 0 abstentions. The Women's EHF EUR 2024 was awarded to the National Federations of Hungary/Switzerland/Austria (HSA) with 28 votes in favour after a second round of voting between HSA and PSC. For the Women's EHF EURO 2024, President Mate Kocsis and Secretary General, Gabriella Horvath (HUN), President Ulrich Rubeli and Secretary General, Jürgen Krucker (SUI), and Vice President Markus Plazer (on behalf of President Gerhard Hofbauer) and Secretary General, Bernd Rabenseifner (AUT) signed the organisers' contract with the EHF President and the Secretary General.

7. Closing Address

President Wiederer used the opportunity of his closing address to surprise and thank a long-term contributor of the EHF. Andrea Moser has worked with the EHF since the very beginning, first externally, then together with Ali Toncourt, and now for a couple of years as a Chief Finance Officer. Andrea Moser has handled the finances of the EHF since the establishment of the budget via the accounting and balances, the financial management surrounding personnel, as well as with all the external partners such as the auditors, the banks, and authorities. Overall, Andrea Moser has handled approximately EUR 450-500 million (by way of starting with CHF and Austrian Schillings) in a very accurate way. He mentioned the cooperation with the three treasurers - Karl Güntzel, Ralf Dejaco, and Henrik La Cour, all present on this occasion, who also confirmed his words. Wiederer also emphasised that not a single case of doubt with the finances of the European Handball Federation, the authorities, external auditors or the comptrollers was raised with Andrea Moser at the helm, and underscored that centrally she was and remains a point of safety for the Presidents and Secretaries General of the EHF.

As Andrea Moser will retire in April 2020, and although the EHF usually honour elected functionaries, Wiederer stated that she deserves the appreciation of the Congress, noting that she already had his. President Wiederer invited Andrea Moser to the stage to accept a token of appreciation on behalf of the European Handball Federation for her service to the organisation.

Andrea Moser, addressed the Congress and extended her gratitude to the National Handball Federations of Europe for the wonderful cooperation and the trust that they had placed in her. She took a moment to especially thank the members of the EHF Executive Committee, both past and present. Thanking the Congress, she stated that it was her honour to work in finances and for the EHF, and with handball as the background as it was so dynamic.

Returning to the podium, the President thanked all the persons who had attended both sessions and contributed to the discussions and the decision-making processes. Wiederer hoped that the presentations were interesting and at the same time, that they presented a clear impression on the work done, and even more, the work to be done in the upcoming period within the field of decisions taken. He also hoped that the participants would enjoy the rest of the weekend of handball on the highest level in an exciting surrounding. Wiederer stated that it went without saying that the attendees were welcome to join the press conference later in the day as well as the presentation of the next EHF EURO organisers.

Closing the 13th Extraordinary EHF Congress, President Wiederer said that during the weekend and continuing from Monday, in its usual form, the EHF Executive Committee as well as the specialists in the EHF office would be at the disposal of the stakeholders for further talks. He used the metaphor of a train journey once again, and commented that with many stops along the way, the organisation now moves towards the next station that is the 12th Conference for Secretaries General in Bratislava in April.

The 13th Extraordinary EHF Congress was officially closed.

Vienna, 13 February 2020



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List of Attendees
15th EHF Conference of Presidents & 13th E.O. EHF Congress
25 January 2020, Stockholm/SWE

Federation	Name	Function
ALB	Armand CAKALLI	Secretary General
AND	Gerard PIFARRE ROS	President
	Jose Francisco BESADA GARRIDO	Secretary General
ARM	Anna MELKONYAN	Secretary General
AUT	Markus PLAZER	Vice President
	Helmut SCHEBECZEK	Vice President Finances
AZE	Orkhan ABBASOV	Vice President
BEL	Patrick GARCIA	Secretary General
	Tina MUZLLAERT	Secretary General
BIH	Asim SAHMAN	Board Member
BLR	Vladimir KONOPLEV	President
	Julia GRINKEVICH	Assistant
BUL	Rositza BAKARDZHIEVA-KOEVA	President
CRO	Tomislav GRAHOVAC	President
	Sinisa OSTOIC	HRS Representative
CYP	Charalambos LOTTAS	President
	Stavros PANAYIOTOU	Secretary General
CZE	Jaroslav CHVALNY	President
	Sarka DROZDOVA	Secretary General
DEN	Per BERTELSEN	President
	Morten Stig CHRISTENSEN	Secretary General
ENG	Mike Bain	CEO
ESP	Francisco BLAZQUEZ GARCIA	President
	Elena BORRAS ALCARAZ	Int. Relation Manager
EST	Pirje ORASSON	Secretary General
FAR	Gunn ELLEFSEN	President
FIN	Jari HENTTONEN	President
	Markus KARSTEN	Vice President
FRA	Joel DELPLANQUE	President
	Philippe BANA	Technical Director
GBR	Paul BRAY	Chairman
GEO	Zurab KAKABADZE	President
	Ketevan KOBERIDZE	Secretary General
GER	Andreas MICHELMANN	President
	Mark SCHOBBER	Secretary General
GRE	Konstantinos GKANTIS	President
HUN	Laszlo NAGY	Vice President
	Balazs SOOS	Int. Relation Manager
IRL	Fintan LYONS	President



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Federation	Name	Function
ISL	Gudmundur OLAFSSON	President
	Robert Geir GISLASON	Secretary General
ISR	David PALACH	Vice President
	Avi KACHLON	Board Member
ISL	Gudmundur OLAFSSON	President
	Robert Geir GISLASON	Secretary General
ISR	David PALACH	Vice President
	Avi KACHLON	Board Member
ITA	Pascale LORIA	President
	Stefano PODINI	Vice President
KOS	Enis IDRIZI	Vice President
LAT	Martins BICEVSKIS	President
LIE	Uschi BODENMANN	President
LTU	Donatas PASVENSAS	President
LUX	Thierry WAGNER	Vice President
	Christian SCHMITT	Secretary General
MDA	Victor FURDUI	Vice President
MKD	Filip MILOSHEVSKI	Secretary General
MLT	Andrew DECELIS	Vice President
MNE	Petar KAPISODA	President
	Emir BESLIJA	Secretary General
MON	Eric PERODEAU	Vice President
	Viviane LINSTER	Board Member
NED	Tjark de LANGE	President
NOR	Kare Geir LIO	President
	Bente AKSNES	Vice President
POL	Andrzej KRASNICKI	President
	Bogdan SOJKIN	Vice President
POR	Miguel LARANJEIRO	President
	Leonor MALLOZZI	Int. Relation Manager
ROU	Alexandru DEDU	President
RUS	Sergey SHISHKAREV	President
	Evegny TREFILOV	Vice President
SCO	Ian MCKINVEN	President
SLO	Franjo BOBINAC	President
	Goran CVIJIC	Secretary General
SRB	Mazlam DZEMAILOSKI	Secretary General
SUI	Ulrich RUBELI	President
	Peter LEUTWYLER	Vice President



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Federation	Name	Function
SVK	Jaroslav HOLESÁ	President
	Erno KELECSENYI	Vice President
SWE	Frederik RAPP	President
TUR	Bilal EYUBOGLU	President
	Adnan ÖZTÜRK	Board Member
UKR	Oleksandr GLADUN	Secretary General

Executive Committee

EXEC	Michael WIEDERER	President
EXEC	Predrag BOSKOVIC	First Vice President
EXEC	Henrik LA COUR	Vice President Finances
EXEC	Bozidar DJURKOVIC	Chairman CC
EXEC	Jerzy ELIASZ	Chairman MC
EXEC	Ole JORSTAD	Chairman BC
EXEC	Stefan LÖVGREN	Member
EXEC	Gabriella HORVATH	Member
EXEC	Anrijs BRENCANS	Member
EXEC	Gerd BUTZECK	Member
EXEC	Nodjialem MYARO	Member

Guests

IHF	Hassan MOUSTAFA	IHF President
EHF	Jean BRIHAULT	Honorary President
EHF	Arne ELOVSSON	Honorary Member
EHF	Ralf DEJACO	Honorary Member
EHF	Jan TUIK	Honorary Member
EHF	Rui COELHO	Honorary Member
EHF	Karl GÜNTZEL	Honorary Member
EHF	Laszlo SINKA	Honorary Member
Infront	Antonio DOMINGUEZ	Senior Director Summer Sports
Infront	Martin ROOS	Senior Director Summer Sports
DAZN	Stewart WALKER	Executive Vice President
DAZN	James CHUBB	VP Global Rights Partnerships
EHFM	David SZLEZAK	Managing Director



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Additional Participants

GEO	Vakhtang MEIPARIANI	Vice President
NOR	Ingrid BLINDHEIM	Vice President
POL	Henryk SZCZEPANSKI	Vice President
POL	Marek GORALCZYK	Int. Relations manager
POL	Janusz CZERWINSKI	Honorary Member
RUS	Lev VORONIN	Director
RUS	Denis BOGOMOLOV	Assistant

EHF Office

Office	Martin HAUSLEITNER	Secretary General
Office	Andrea MOSER	Chief Finance Officer
Office	Bernhard BINDER	Head of Finance
Office	Markus GLASER	Chief Sports Officer
Office	JJ ROWLAND	BG Business Development
Office	Monika FLIXEDER	BG EURO Events
Office	Maike BOUWER	BG EURO Events
Office	Vesna LAZIC	BG Strategic Business
Office	Marsha BROWN	BG Strategic Business
Office	Danuta KLUZ	BG Operations
Office	Christoph GAMPER	BG IT
Office	Charly MUSIC	BG IT