

**Minutes to the 14<sup>th</sup> Extraordinary Congress of the European Handball Federation (EHF)**  
in  
**Vienna/Austria**

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Date: Saturday, 20 November 2021 16:00 – 18:00

Venue: Vienna Stock Exchange – Börsensäle, Vienna/AUT

Participants: 72 National Federation Representatives

Delegates from 45 Federations, 1 Associated Federation, Guests of Honour, Executive Committee, Comptrollers, Chairpersons of Court of Handball, Court of Appeal, and Court of Arbitration, EHF EURO Bid Applicants, and Office Staff (see enclosure).

Minutes: M. Wiederer  
M. Brown

Date: 2 December 2021

## **1. WELCOME AND INTRODUCTION**

On behalf of the Executive Committee, President Wiederer welcomed the representatives of European handball to the 14<sup>th</sup> Extraordinary EHF Congress. He reflected on the previous hybrid Congress in April and mentioned that on this occasion, and taking into consideration the current situation, it was positive that 45 Member Federations and one Associated Federation were able to meet at the historic Stock Exchange (Börsensäle) in Vienna and make decisions. Following the election Congress in April, November was to be an awarding Congress for the future EHF EUROs, the main events for the sport and its Member Federations. Thus, the men's and women's EHF EUROs in 2026 and 2028 are of core importance to the organisation. Furthermore, prior to celebrating the 30<sup>th</sup> EHF Jubilee (official date 17 November), the reports to be given at the 14<sup>th</sup> Extraordinary EHF Congress would also provide a look to the future.

President Wiederer expressed a special and warm welcome not only to the National Federation representatives, the Executive Committee, and the Chairpersons of the Legal Commissions, but especially to the honoured guests. He noted the privilege to have the IHF President, Dr Hassan Moustafa at the Congress, and officially congratulated him on his re-election, and that of his team. He also welcomed the honorary members of the EHF, starting with Honorary President, Jean Brihault, Arne Elovsson, Ralf Dejaco, Laszlo Sinka, Karl Güntzel – the first EHF Treasurer, and Claude Rinck – the first Chairman of the Methods Commission and to whom the RINCK Convention is named. Wiederer also made special reference to the presence of Rui Coelho and Panos Antoniou, who are as well Honorary Members and were present at the inauguration Congress of the European Handball Federation. Finally, he welcomed the representatives of the bidding Nations.

Wiederer took the opportunity to thank the members of the EHF office, underlining the efforts undertaken in the given situation, for preparing and organising the Extraordinary EHF Congress and its framework activities.

## **2. FORMAL PROCEDURES**

### **2.1. ROLL CALL**

EHF Secretary General, Martin Hausleitner informed that 46 Federations registered for the event; representatives from 45 Member Federations (with voting right) are present, registered in accordance with the EHF Statutes; the Associated Federation of Scotland was as well accredited. The National and Associated Federations of Bosnia Herzegovina (not registered), Belarus, England, Faroe Islands, Iceland, and Lichtenstein (excused) were unable to be present.

### **2.2. ELECTION OF TELLERS**

As foreseen in the EHF Statutes, if no electronic voting system implemented on the occasion, the accredited Member Federations are issued with a 'YES/NO' voting paddle. Christina Varzaru (ROU) and Emir Beslija (MNE) were nominated as the tellers for the 14<sup>th</sup> Extraordinary EHF Congress.

### **2.3. DECLARATION OF THE LAWFUL CONVOCATION OF THE EXTRAORDINARY CONGRESS**

In alignment with the EHF Statutes, the invitation containing the first information was distributed to the National Federations on 30 June 2021 (5 months in advance), no motions were submitted and the Congress Guides and all final information were distributed on 21 October 2021 (1 month

in advance) within all mandated time limits. Thus, in accordance with the procedures the 14<sup>th</sup> Extraordinary Congress of the European Handball Federation was lawfully convoked in conformity with the EHF Statutes. The information was accepted by the participants without any statement.

## **2.4. MINUTES OF THE 15TH ORDINARY EHF CONGRESS IN VIENNA/AUT**

The minutes of the 15<sup>th</sup> Ordinary EHF Congress in Vienna/AUT were distributed on 23 June 2021. With no comment from the National Federations, the minutes were confirmed.

## **3. INFORMATION ON ACTIVITIES**

### **3.1. REPORT EXECUTIVE COMMITTEE**

Presenting the report for the period April -November 2021 on behalf of the Executive Committee (EXEC) and the EHF Commissions, normally given by the Chairpersons of the Commissions during an Ordinary Congress, President Wiederer opened by stating that following the elections in April, the work of the newly installed Executive Committee began immediately, and it was important for the Member Federations to be aware that the collaboration is positive and the communication is open, and the time is taken to discuss matters in order to take decisions. It was hoped that the Federations felt that this atmosphere as well as the information received in the minutes was reflected. The same holds true for the instalment of the different Commissions, from the extensive planning and coordination needed to ensure a proper rundown and discussion process before any decisions are taken.

In accordance with Congress decisions and in line with the EHF Statutes, the Executive Committee nominated persons to different functions. On 19 November, the list was completed with the appointment of Päivi Mitrunen (FIN) to the Competitions Commission (CC) to serve as 'Member Women's Competitions'; the Congress extended their congratulation per acclamation. The Stakeholders, at the Board level, nominated its representatives to the different bodies including the Executive Committee; therefore, the constellation of the EXEC is complete. The necessary steps also lend to the further nomination of persons to various functions both EHF internal and external to assume tasks on both the sport-political and technical level.

Currently within the European Handball Federation, 77 persons are serving in an official function; the breakdown sees delegates from 32 nations, 52 male and 25 female representatives; and the organisation takes this in a positive light in the understanding that the Congress elected these persons to the various functions. Wiederer spoke of the balance within the elections/nominations and mentioned that all the bodies started the mandate in a very good way. At the EHF Office level, the staff members come from 22 nations, which provides variety in the office and an interesting daily business situation. The organisation takes profit from the different languages, experiences, as well as the cultural impact. Moreover, and more relevant, the activities continue to be undertaken by the EXEC and especially those persons working on a professional level in light of the continued fight against the pandemic challenges and in addition to ordinary business.

Wiederer also highlighted the area of business development and noted the extensive reports that are submitted to the Executive Committee. The area is overseen by the Secretary General and the respective department - Business Development & Marketing (BDM). The organisation continues to

analyse market developments carefully; this is important on a technical level and, in combination with the media sector, to see how changes on the international market influence the sport. Additionally, the finances are of core importance for all stakeholders, as all negotiations with partners have to be backed up and secured by the EHF inventory. It is clear that in the past 18 months this has been a challenge in view of the number of cross-border activities and the ever-changing conditions. This had a big impact on the sport, the Master Plan, and other projects such as the financial distribution as well as the investment arising from this area of activity. Nonetheless, normal business and future development remains an ongoing responsibility for the EHF.

Continuing, it was stated that the summer YAC events were a real success for the sport and expressed his gratitude to the organisers as well as the participants for being part of the 11 summer events including beach handball in various countries – it serves as an example that the handball community is ready to continue the work with the next generations. Furthermore, Wiederer expressed his thanks to those who worked these events on a technical level for individually travelling across Europe for both club and national team matches and spending their resources engaged for handball in not so easy times.

### **3.2. MASTERPLAN**

Introducing the presentation, Wiederer reiterated that the idea was originally presented in 2020 and met delays because of the circumstances; he acknowledged that the Master Plan was (and is) carefully designed and tailored to the sport of handball. As handball is not like other sports, the organisation had to work on a response to the individual needs of its Member Federations and in a 'suitable' way.

The target of the Master Plan is to maintain and respectively reach a healthy sporting system, and this is linked to structural and financial means. It is also imperative to increase the competitive quality within National Federations at all levels, i.e., club, league, and national team, as well as educate players of next generations as it all contributes to the handball sport and, by that, to the product handball. The support (to be) given is intended to secure the structures within the National Federations as well as the EHF (activities), and the current discussion on the European Sport Model is an example of the sport-political developments; it will soon be apparent that these governance dialogues will impact the National Federations on the level funding. Thus, the organisation has to ensure that its actions are proper, as various European partners reach out for EHF involvement and look to its structure as a model.

Acknowledging the effect of the pandemic, the position of handball has to be secured in this ever-changing sport, media, and marketing world: the unique elements of handball have to be combined with the evolutions in the technical area and specifically, the 'digital world'. Here, the technological integration, at the same time, to keep the core of our sport alive, will be the task; it is not only about what the organisation must deliver, but also what it must take care of to protect the integrity of the sport. Ultimately, it is about engagement at all levels - fan engagement, media presence, and player engagement – they have to be part of the plans and activities.

A further important factor to the recognised and considered is consumer behaviour which indicates changes in the areas of business/employment, leisure time and, especially, consumption with the

differentiation between digital and practical activities. The EHF has to ensure that people continue to consume and engage the sport on the court and on all levels. So, it will be imperative to keep the ‘emotional’ element of handball upright and, at the same time, to bring benefit in the real life of all involved; this will enable the EHF to continue the development of the sport. But, to create such an environment, there must be investment. Therefore, in the 2021-2025 electoral period, an investment of EUR 6 million will be allocated to the Master Plan.

Continuing, JJ Rowland, Director of EHF Business Development & Marketing, and the project leader of the EHF Master Plan delivered the report on the next steps. Following extensive consultation across with all of the stakeholders as well as deliberating and actioning the inputs from the Member Federations, the first concrete steps in the implementation of the Master Plan have been defined and the vision agreed. With the ultimate objective being to become the most attractive indoor team sport and to grow the community, the Master Plan will work within two focus areas: product attractiveness (development, on/off court, digital ecosystem, etc.) and growth (increasing numbers – coaches, referees, managers, fans, volunteers, etc.).

To facilitate the delivery of the Master Plan to the National Federations, a few EHF programmes were adapted, and new programmes will be introduced. ‘Embrace Handball’ incorporates: 1.EHF initiatives / 2. Short-term projects / 3. EHF 360° / 4. SMART 2.0.

EHF 360° is a new flagship support programme to be delivered through EHF and external experts and mentors. Based on a detailed analysis of the needs of each federation, a comprehensive long-term development plan will be formulated and agreed in order to drive growth in participating Member Federations. The first EHF 360° projects will commence in 2022. Smart 2.0 – a revamp of the existing programme – will offer federations the opportunity to apply for funding for long-term projects that will contribute to the Master Plan and assist in the realisation of the vision. The criteria will be delivered to the Member Federations in December 2021 and the application process opens in January 2022.

Under the banner of the ‘7 Players’, the EHF will move forward with a multitude of activities that lend to the Master Plan and include the enhancement of the OTT product, competition development (YAC, EURO), tracking and predicting analytics, grassroots growth, and sustainability projects. To ensure that the organisation continues to move in the right direction with its Master Plan, the Federations will be surveyed as part of an internal benchmarking system.

Closing his report, Rowland reiterated the timeline, and informed the Congress that more details to the mentioned projects would be delivered at the 13<sup>th</sup> Conference for Secretaries General in Berlin in March 2022.

### **3.3. EUROPEAN HANDBALL HOUSE**

As an update to the information imparted in April, Secretary General Hausleitner stated that the idea to find a new office location was ignited in 2013, and the investigations to find new land and property were initiated and continued in the time since. It is a reasonable and necessary investment that provides a sound basis not only for the functioning of the organisation, but also provides an improved working environment which offers the prospect to develop. Hausleitner

noted the effect of the pandemic on the project but highlighted the positive aspects arising thereof that included having more time to evaluate more offers and implementing new findings into the plans as it pertained to a new modern way of working (office spaces, meeting points, etc.). Before moving into a visual presentation of the new office building, Hausleitner spoke of the history of the EHF Office from the beginnings in a room in the Hotel Bosei (1992), the 'Tea House' in the Budo Centre (1993), to the current location in the Hoffingergasse (1997) that was originally planned for 20 persons, but currently houses 78, which led to the relocation of EHF Marketing in 2021, and finally to the planned property (complete 'Green Field' new construction from the ground up) the new 'Home of Handball' (2024). When considering the new building, the EHF developed a profile that was future focused; this meant reflecting the heritage of the EHF by creating a space for the National Federations, Clubs, and the EHF stakeholders that ensured that they could come 'home' to the EHF in Vienna.

In view of the next decades, the business plan established foresees (depending on the tasks) a maximum of 120 staff members, and to allow for a modern way of working that facilitates communication, enhances creativity, but also provides space for concentration and focus (quiet zones). The new location offers direct access to required amenities and to the airport, as well as public transport; it is close to the Vienna city centre. The area of 'Neu Marx' is representative; this location will boast a newly constructed arena, an international media house (PRO7), hotels, etc. The new and sustainable building will be owned 100% by the EHF, this move is to ensure that value for future generations is created. The search for a new location was demanding and complicated; since 2017, 20 projects were offered and evaluated, five offers underwent an in-depth analysis; this was necessary as the planned expansion of the office staff was at the forefront of the considerations.

Hausleitner introduced the congress to the architectural drawings that present the possibilities of the new office including the brand and optic – the plot of land, the façade, reception, a cross-section of the 6-floor split-level concept, garage (36 spaces), technology, storage, as well as various examples of office spaces, meeting rooms (up to 30 persons) and a large conference room for 120 persons, and social rooms. The idea behind the layout of the building was intended to connect the departments in a way that facilitated the seamless inter-collaboration between specific units i.e., IT to Conference Room, Competitions to EHF Marketing, etc.

Taking the floor, Vice President Finances, Henrik La Cour informed the Congress on the business procedure and its proposed structure and spoke of the intent to transfer the land to a private limited company (PLC), which will be eventually owned outright by the EHF. This method will allow the EHF to take legal advantage of real-estate and VAT tax conditions in Austria. The total cost of the project is currently estimated at EUR 30.05M, and financing of EUR 15M will be necessary. The yearly depreciation of the new building is fixed at 1.5% and the interest from financing is set at 1%; thus, amounting to costs of approximately EUR 300K for the EHF budget. However, in comparison to a rental option, a purchase is considerably more profitable to the organisation.

Closing the agenda point, President Wiederer mentioned that the respective contracts are currently in development but have not been signed. He underlined that the Executive Committee are kept informed on developments and are available to take decisions where necessary.

The Congress took note of the report without any questions or comment.

### 3.4. UPCOMING EVENTS

First Vice President, Predrag Boskovic, presented an overview of the upcoming events of relevance for the handball community as follows:

Event	Date	Location
IHF Women's World Handball Championship	01.-19.12.2021	ESP
Men's EHF EURO 2022	13.-29.01.2022	HUN/SVK
2023 Men's World Championship – Qual. Phase 2 Part 1 & 2 Draw	28.01.2022	Budapest, HUN
13 <sup>th</sup> EHF Conference for Secretaries General	29.-30.03.2022	Berlin, GER
Men's EHF EURO 2024 Qualifiers Draw	30.03.2022	Berlin, GER
Women's EHF EURO 2022 Final Tournament Draw	28.04.2022	Ljubljana, SLO
DELO EHF FINAL4	04.-05.06.2022	Budapest, HUN
Men's EHF FINAL4	18.-19.06.2022	Cologne, GER
16 <sup>th</sup> EHF Conference of Presidents	23.-24.09.2022	Luxembourg, LUX
Women's EHF EURO 2022	04.-20.11.2022	SLO/MKD/MNE

## 4. AWARDING OF EVENTS

The Chairman of the Competitions Commission, Bozidar Djurkovic, opened the agenda point by presenting the history and development of the EHF EURO events. 1994 saw the first men's event in Portugal and the first women's event in Germany, and since then, fourteen more men's and women's events each have taken place in a biennial winter cycle. Over the decades, the face of the EUROs has evolved; it was a 12-team event until 2002, then a 16-team event from 2004. In 2020, the men's event experienced its first 24-team Championship; this will be realised in the women's competition in 2024.

The EHF EURO events see the elite compete for the title in tense and exciting matches and, usually, with large spectator crowds, impressive entertainment, as well as much public interest. The next events (in 2022) in Hungary and Slovakia and in Slovenia, Montenegro, and North Macedonia are in the final stages of preparation; and the events in 2024 in Germany and in Hungary, Switzerland, and Austria are already making an impression.

At the Vienna Stock Exchange, the 17<sup>th</sup> and 18<sup>th</sup> editions of the men's and women's EHF EUROs were to be awarded; Djurkovic highlighted the experience of the applicants' ability to host top events and thanked them for their willingness to host the 2026 and 2028 EUROs. With reference to the four impassioned presentations, the EHF can look forward to experiencing their visions and their targets for those events. The applicants for the four events presented their bids individually and included statements by the Presidents of the respective National Federations.

### 4.1. MEN'S EHF EURO 2026

With only one joint bid, the event was awarded to the Danish, Swedish, and Norwegian Handball Federations.

#### **4.2. WOMEN'S EHF EURO 2026**

With only one bid, the event was awarded to the Handball Federation of Russia.

#### **4.3. MEN'S EHF EURO 2028**

With only one joint bid, the event was awarded to the Spanish, Portuguese, and Swiss Handball Federations.

#### **4.4. WOMEN'S EHF EURO 2028**

With only one joint bid, the event was awarded to the Norwegian, Danish, and Swedish Handball Federations.

Immediately after each awarding, the representatives of the organisers signed their Organisation Agreement with the EHF President and Secretary General.

### **5. VARIOUS AND CLOSING ADDRESS**

#### **5.1. SIGNING OF RINCK CONVENTION**

On the occasion of the 14<sup>th</sup> Extraordinary EHF Congress, the National Handball Federations of Georgia and Ukraine were invited to sign the RINCK Convention upon the fulfilment of all requirements; this concord, founded in 2000, counts 40 nations as signatories. The platform is charged with coordinating and mutually recognising the standard guidelines and certificates in the area of coaches' education in handball in Europe and facilitates the direct admission to work as a handball coach in each of the signatory Member Federation. The entry to the RINCK Convention was signed by the Federations' representatives and President Wiederer after the Congress closing.

#### **5.2. SPECIAL AWARD**

Acknowledging the ongoing challenges borne of the pandemic, President Wiederer informed the Congress that the Federations and EHF had faced a long period of difficulties; but also, in his statement, he also spoke of CSO Markus Glaser who worked seven days a week overseeing the competition phase in a time where there were no 'normal' match days. Nonetheless, under the supervision of CSO Glaser, the EHF managed to play over 98% of all matches since the appearance of the pandemic. Thus, President Wiederer surprised CSO Glaser with a unique award 'Crisis Manager of the Year' and thanked him not only for his service during the crisis times, but also for his 28 years of dedicated work for the EHF.

In recognition, the Congress commended CSO Glaser with a standing ovation.

Accepting the accolade, CSO Glaser remarked the special moment to receive the award and spoke of the 'interesting' season and all the issues the sport had to face and go through. The EHF had to be ready to face the challenges that proved unavoidable. He took the opportunity to thank his team, especially Marcos Bestilleiro (Referees/Delegates) and Ines Taekker (Club Competitions) for the "*incredible way they managed all the issues*", and the other colleagues in the office who were ready to "*communicate in a good way*" i.e., EHF Media and IT and to assist in the various areas. He also extended his thanks to all those who assisted and supported him during this time; he dedicated his award to all of those persons.



### 5.3. CLOSING ADDRESS

Bringing the 14<sup>th</sup> Extraordinary EHF Congress, President Wiederer reiterated the importance of awarding the 2026 and 2028 EHF EURO events; the European handball family received a glimpse into the future. And paying tribute to the years past and the resilience of those associated with the sport, Wiederer praised the Congress and stated that the organisation has successfully completed its tasks.

However, the persons present were also informed that, as a consequence of the pandemic measures, the invitation of the Mayor Michael Ludwig to host the 30<sup>th</sup> anniversary celebration at the Vienna City Hall, was rescinded at short notice. Wiederer emphasised that the decision was taken to move the event to the Palais Hansen Hotel, where the Congress weekend was being organised out of, as the EHF did not want to abandon the efforts undertaken – he noted that if an EHF EURO could be relocated within one week, then a Gala could be adapted within one day. Wiederer expressed the hope to see the representatives of the National Federations present gather at the Cocktail Reception and Gala dinner, and also at the various upcoming activities in the future, and formally closed the Congress.

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**PARTICIPANTS LIST**  
**14<sup>th</sup> Extraordinary EHF Congress**  
**20 November 2021, Vienna/AUT**

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**EHF MEMBER FEDERATIONS**

<b>Nation</b>	<b>Name</b>	<b>Function</b>
ALB	Armand Cakalli	Secretary General
AND	Gerard Pifarré Ros	President
	Jose Besada Garrido	Secretary General
ARM	Anna Melkonyan	Secretary General
AUT	Bernd Rabenseifner	Secretary General
AZE	Orkhan Abbasov	Vice President
	Ernest Aghakishi	International Relations Manager
BEL	Jean Francois Hannosset	President
	Dries Boulet	Secretary General
<i>BIH</i>	<i>not registered</i>	
<i>BLR</i>	<i>excused</i>	
BUL	Rosen Dobrev	President
	Teodor Iliev	Secretary General
CRO	Tomislav Grahovac	President
CYP	Charalambos Lottas	President
	Stavros Panayiotou	Secretary General
CZE	Ondrej Zdrahala	President
DEN	Morten Stig Christensen	President
	Jan Kampman	Vice President
ESP	Elena Borrás Alcaraz	International Relations Manager
	Patricia Lopez Ruiz	Assistant to the President
EST	Pirje Orasson	Secretary General
<i>FAR</i>	<i>excused</i>	
FIN	Jari Henttonen	President
	Päivi Mitrunen	Secretary General
FRA	Rémy Levy	Vice President
GBR	Paul Bray	Chairman
GEO	Vakhtang Meipariani	President
	Ketevan Koberidze	Secretary General
GER	Mark Schober	Secretary General
GRE	Konstantinos Gkantis	President
	Panagiotis Traikoglou	Technical Director
HUN	Balázs Soós	International Relations Director
IRL	Fintan Lyons	President
<i>ISL</i>	<i>excused</i>	
ISR	Arik Deutch	General Director
ITA	Stefano Podini	Vice President

### EHF MEMBER FEDERATIONS

<b>Nation</b>	<b>Name</b>	<b>Function</b>
KOS	Eugen Saracini	President
	Enis Idrizi	Vice President
LAT	Ivita Asare	President
	Liga Birina	Secretary General
LIE	<i>excused</i>	
LTU	Donatas Pasvenskas	President
LUX	Thierry Wagner	Vice President
	Christian Schmitt	Secretary General
MDA	Nikolae Vizitiu	Secretary General
MKD	Filip Miloshevski	Secretary General
MLT	Ian Psaila	Vice President
	Matthew Psaila	Secretary General
MNE	Petar Kapisoda	President
	Emir Beslija	Secretary General
MON	Eric Perodeau	Vice President
	Viviane Linster	Executive Committee Member
NED	Tjark de Lange	President
NOR	Kare Geir Lio	President
	Erik Langerud	Secretary General
POL	Bogdan Sojkin	1st Vice President
	Slawomir Szmal	Vice President
POR	Miguel Laranjeiro	President
	Leonor Mallozzi	International Relations Manager
ROU	Cristina Varzaru	Secretary General
RUS	Sergey Shishkarev	President
	Lev Voronin	General Director
SLO	Goran Cvijic	Secretary General
SRB	Milena Delic	President
	Sofia Stojakovic	International Relations Manager
SUI	Ulrich Rubeli	President
	Jürgen Krucker	Secretary General
SVK	Jaroslav Holesa	President
	Ernö Kelecsenyi	Vice President
SWE	Frederik Rapp	President
	Jörgen Holmqvist	Vice President
TUR	Ugur Kilic	President
	Ayberk Dilmen	Board Member
UKR	Sergiy Tsukilo	Media Department Manager

### ASSOCIATED EHF MEMBER FEDERATIONS

ENG	excused	
SCO	Stephen Neilson	COO
	Julia Stenhouse	Operations Manager

### ADDITIONAL PARTICIPANTS FROM NATIONAL FEDERATIONS

RUS	Denis Bogomolov	Secretary General
RUS	Maxim Filimonov	Board Member
RUS	Olga Bugaenko	Development
SUI	Ingo Meckes	Sports Director
SUI	Peter Leutwyler	Board Member
SUI	Janine Geigele	Moderator
SVK	Ivan Sabovik	Secretary General
SWE	Stefan Albrechtson	International Relations Manager

### GUESTS

HF	Hassan Moustafa	IHF President
EHF	Jean Brihault	EHF Honorary President
EHF	Arne Elovsson	EHF Honorary Member
EHF	Ralf Dejaco	EHF Honorary Member
EHF	Karl Güntzel	EHF Honorary Member
EHF	Claude Rinck	EHF Honorary Member
EHF	Laszlo Sinka	EHF Honorary Member
EHF	Rui Coelho	EHF Honorary Member
EHF	Panos Antoniou	EHF Honorary Member
EHF	Helmut Schebeczek	EHF Special Award
EHF	David Szlezak	EHF Managing Director
EHF AB	Gerd Butzeck	EHF Advisory Board Member

### EHF COMMISSIONS

EXEC	Michael Wiederer	President
EXEC	Predrag Boskovic	1st Vice President
EXEC	Henrik La Cour	Vice President Finances
EXEC	Bozidar Djurkovic	Chairman CC
EXEC	Gabriella Horvath	Chairwoman BC
EXEC	Stefan Lövgren	Member
EXEC	Francisco Blazquez	Member
EXEC	Franjo Bobinac	Member
EXEC	Bente Aksnes	Member
EXEC	Mark Schober	Chairman NB
EXEC	Xavier O'Callaghan	Chairman PHB
EXEC	Marta Bon	Chairwoman WHB

### **EHF COMMISSIONS**

COMPT	Thomas Ludewig	Member
COMPT	Janka Stasova	Substitute Member
CoH	Ioannis Karanasos	President
CoA	Markus Plazer	President
ECC	Giorgio Tedesco	President

### **EHF OFFICE**

Martin Hausleitner	Secretary General
Bernhard Binder	Chief Finance Officer
Markus Glaser	Chief Sports Officer
Helmut Höritsch	EHF Competence Academy & Network/Senior Director
Doru Simion	Sport & Game Services/Senior Director
Monika Flixeder	EURO Events & Legal Management/Senior Director
Christoph Gamper	Information Technology/Senior Director
JJ Rowland	Business Development & Marketing (BDM)/Director
Vesna Lazic	PA to the President
Marsha Brown	Corporate Liaison
Joy Noppe	NTC Media & Marketing Rights Implementation/Event Transport
Danuta Kluz	Front Office Manager/Event Coordination
Michael Hell	Facility Management
Andreas Krywult	IT/Business & Competition Processes
Charly Music	IT/Recurring Operation & Support
Peter Großschmidt	IT/Implementation & Support
Lars Erichsen	IT/Documentation & eLearning
Johannes Müller	EURO Events/Event Infrastructure
Maike Bouwer	EURO Events/Event Organization
Philipp Moritz	EURO Events/Event Infrastructure/Branding
Mate Kozma	EURO Events/Event Organization, Hygiene Concept & Testing
Thomas Schöneich	Media & Communications/Director
Jelena Bagaric	Media & Communications/Media & Projects
Andrew Barringer	Media & Communications/PR & Corporate Communication
Luu Cornet	Media & Communications/Digital Content
Nicole Rabenseifner	Sport & Game Services/Develop & Special Projects
Sophia Touiker	Legal Management
Mihaly Kovacs	Legal Management