

Session I &II: Thursday, 14 September 2023

09:00 – 13:00

14:00 – 18:00

Venue: Mövenpick Hotel Basel

Participants: **77** National Federation Representatives

from **44** Federations, **2** Associated Federations, and **1** Observer Federation, Guests of Honour, Executive Committee, Competitions Commission, Methods Commission, Beach Handball Commission, Comptrollers, Court of Handball, Court of Appeal, Court of Arbitration Council, Nations Committee Men, Nations Committee Women, Social Fund, and Office Staff (see enclosure).

Minutes: M. Wiederer

M. Brown

Date: 11 October 2023

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1 WELCOME AND KEYNOTE SPEECHES

1.1 Welcome EHF

President of the European Handball Federation (EHF), Michael Wiederer opened the 16th Ordinary EHF Congress acknowledging the persons and the groups present. He expressed pleasure at being in Switzerland for the Congress which would present the most recent activities and preview those in the coming years to the representatives of the National Federations.

1.2 Welcome Speeches from Guests of Honour

Welcoming the EHF Congress to Basel, in the light of the upcoming Women's EHF EURO 2024 in Basel, Debrecen, Innsbruck, and Vienna, Pascal Jenny, President of the Swiss Handball Federation (SHV), mentioned being part of a sustainability convention in Bern. Reiterating his comment from that event, he told the Congress that sport, and handball, is highly sustainable. Though leaders in social and exploring economical topics, the handball community can make improvements in ecological areas. However, he stressed the importance of governance and ensuring that the sport is performing in accordance with the expectations of the stakeholders that it serves; thus, underlining the purpose of the Congress in Basel. In closing, he thanked the representatives for being present in Switzerland.

Addressing the representatives, Dr Hassan Moustafa, President of the International Handball Federation, expressed his pleasure to attend the EHF Congress and thanked the EHF President for the invitation to join the representatives of European handball to be able to listen and discuss together the matters of importance around the sport. Emphasising collaboration and solidarity within the global handball family, especially in challenging times with the ongoing crises and natural disasters that have affected regions such in Morocco, Libya, Greece, Syria, and Türkiye, the Congress honoured a moment of silence proposed by President Moustafa.

Sport, including handball, continues to bring people together, and the cooperation across the continents remains more important than ever. Lending to this example, the continuing good working relationship with the EHF was underlined. The importance of developing the sport, was a key focus; here, the satisfactory performance of the players during the Youth World Championship was highlighted. Over the coming years, the development of the sport is to be observed not only in Europe, but also across the other continents; President Moustafa reiterated the IHF Council decision to add 'U17' to the competition structure as the gap at this age level is not big and adding a competition at this level could prove beneficial to the smaller nations.

Continuing, and underlining that handball is a global sport, he stated that development of the sport is not just limited to players, referees, and delegates, but also important across the National Federations, as handball is not equal at all levels. Thus, he gave emphasis to the different projects aimed at the Federations that lend the required and support as needed.

In closing, the IHF President expressed his good wishes for the Congress in the hopes of bringing the sport forward with innovative ideas calling attention to the fact the IHF remained at the disposal of all its Member Federations for assistance and support.

Thanking the President Moustafa for his encouraging words of welcome, EHF President Wiederer reiterated that the activities of the International Handball Federation are linked to the European activities; and as complex it is to find a combination of the various event, both organisations continue work on the subject. Wiederer also took the opportunity to welcome and introduce Mrs Amal Khalifa, General Director of the IHF who had joined the EHF Congress for the first time.

2 FORMAL QUESTIONS

In a brief introduction, President Wiederer summarised the different approaches within the different sports in response to the ongoing crisis in Eastern Europe and, in particular, on the territory of Ukraine with the invasion of Russia and via Belarus. The EHF acted in accordance with its Statutes that do not foresee the exclusion of Member Federations. The decision of the Executive Committee early on to suspend the activities of the Federations concerned was reiterated. It was stated that the Russian delegation opted not to travel to Switzerland and, though present in Basel, the Belarussian delegation upon information that it has no voting or speaking rights under the current conditions, decided against attending the Congress. Wiederer also referred to the past situations such as the position of the EHF in 1992 during the wartime in Yugoslavia and, as well, actual situations such as the conflict between Azerbaijan and Armenia.

Overall, it is important for a global institution to concentrate on their sport understanding that the personal cooperation with individual shall not suffer from critical developments.

2.1 Roll Call

In keeping with the EHF Statutes, 42 Member Federations registered and present at the time of Roll Call; two Member Federations (SVK, MKD) would join the session later, taking the number to 44. The Associated Federations of England and Scotland were also accredited.

2.2 Procedure & Rundown

The Congress agenda follows the EHF Statutes with focus on the motions as no election procedures are foreseen.

2.3 Election of Tellers

The EHF Statutes anticipate the use of an electronic voting system. Voting paddles issued upon accreditation are to be used if necessary. Upon the proposal of the Secretary General, Martin Hausleitner, Jure Natek (SLO) and Pirje Orasson (EST) were nominated as the tellers for the 16th Ordinary EHF Congress.

2.4 Declaration of the Lawful Convocation of the 16th Ordinary EHF Congress

In alignment with EHF Statutes, the initial Congress information was distributed on 9 March 2023, six months prior to the event. The Congress Guide, including all motions, was distributed two months prior to the Congress on 13 July 2023. Thus, with procedure followed, the 16th Ordinary EHF Congress was lawfully convoked and adopted by the Congress.

3 MINUTES

3.1 Minutes of the 15th Ordinary EHF Congress 2021 in Vienna/AUT

For information only, the minutes were adopted at the 14th Extraordinary EHF Congress in Vienna, Austria in November 2021.

3.2 Minutes of the 14th Extraordinary EHF Congress 2021 in Vienna/AUT

For information only, the minutes were adopted at the 15th Extraordinary EHF Congress in Luxembourg, Luxembourg in September 2022.

3.3 Minutes of the 16th EHF Conference of Presidents 2022 in Luxembourg/LUX

The minutes of the 16th EHF Conference of Presidents 2022 are adopted with 100% of the vote.

3.4 Minutes of the 15th Extraordinary EHF Congress 2022 in Luxembourg/LUX

The minutes of the 15th Extraordinary EHF Congress 2022 are adopted with 100% of the vote.

4 REPORTS

4.1 Report from the President

Commencing his statement, President Wiederer reminded the participants that the report of the President in accordance with the Statutes can cover a wide range of topics, but the Congresses also allows for the representatives to listen to the reports given by the different Commissions. The success of the previous year would not be overlooked in the President's report, but it would be used to also provide general information. At the Extraordinary Congress & Conference of Presidents in 2022 reports were given on the activities on the first year of the electoral period; thus, the entire two years would not be covered.

Therefore, the President started with an explanation of the Congress logo, which was chosen to indicate the past period, but also to show a focus on the outlook of the next two years and even further, and how to 'score', thus the theme of the Congress 'The Road to the Goal'. Underling the words of SHV President Jenny, it is the responsibility of the EHF to define the sport and provide the right governance. Mentioning briefly the 'EHF Partner Mapping' document, which demonstrates the complexity of the business with the involvements of all the different internal and external stakeholders.

In closing, Wiederer made it clear that there can be no regression in handball; the sport must move forward, and its assets need to be secured, while the next steps are taken to comply with the market i.e., new players, media presence. Major events, such as the 2023 sold-out Women's Final4 in Budapest, create awareness; they help to gain more recognition in a handball unfamiliar world to show that it can produce such events. Despite that, such showcase events are not enough to strengthen the basis of the sport alone. Thus, the importance of the cooperation with the Commissions was underlined, and a brief overview of the reports to come from the various areas (technical and legal) was given.

4.2 Report from the Secretary General

EHF Secretary General Martin Hausleitner opened his report by adding the years 2027 and 2032 to the graphic in recognition of the fact that activities encompassing these years are already in progress. Briefly reflecting on his first years as the Secretary General, Hausleitner spoke of the opportunities presented not only with the signing of the media and marketing agreement with Infront (& DAZN) to make the sport more visible, create more events and projects. Hausleitner reiterated the unchanged goals of the organisation where the work continues. Through the conceptualisation, creation, and implementation of the '7 Players' that are the seven pillars more commonly known as the 'Master Plan', together with the 'Circle of a Handball Life' introduced in 2022, a matrix, which defines the fields of activities to develop European handball, is firmly in place.

The representatives were given details to the activities as they are relating to the seven structures of Good Governance (i.e., Women's League Convention, Integrity, Inclusion, Sustainability Strategy), Grassroots Development (i.e., kindergarten handball, adaptation of the Rinck Convention, education), The Game (i.e., 24-team YAC events, Anti-doping, Instant Video Replay), Strengthening the Network (i.e., Scientific Conference, Webinars, cooperation with universities), Highlight Events (i.e., increased broadcasts in beach and YAC events, Excellence Awards), Fan Appeal (i.e., event promotion, growing the community, enhanced fan experience, content sharing), and Commercial Success (i.e., new partnerships, income share commitment, 20 donation floors distributed).

Speaking directly of the Master Plan and the agreements with the National Federations, he noted that eleven projects are currently running, three new agreements were to be signed in Basel, and the EHF are in close contact with four additional Federations who look to an agreement soon. The Federation representatives were, once again, encouraged to contact the EHF about a Master Plan cooperation.

Secretary General Hausleitner spoke briefly of projects in the pipeline mentioning that all projects are connected to the overall objectives even crossing the different areas of work. The EHF also ensures that the various initiatives have a long-lasting positive impact on the sport. Turning his attention to the EHF directory, 'Partner Mapping' brochure, he underlined that the living document is available online and would be updated regularly; the print version serves only as an introduction to the internal EHF network, the persons and their responsibilities, and the intricacies of the daily operations. Closing the report, Hausleitner thanked the National Federations for the consistent input and collaboration.

4.3 Report from the Technical Commissions

4.3.1 Report from the Competitions Commission

Chairman Božidar Djurković reflected on the activities of the Competitions Commission, as well on the field of events. The last period 2021/2022, on all levels (national team, YAC, and club competitions), marked a successful return to a steady organisation of all competitions following the pandemic. In 2021, two men's and four women's events took place. The YAC EURO and Championship competitions reached a new level of development in organisation, and the 2022 YAC season saw a total of four events that started with the successful Men's 2020 EHF EURO in Portugal. Looking to the future, and beginning in summer 2024, the YAC EUROs M18 and M20 will be expanded to a 24-team event.

The area of club competitions was an expansion of the Men's EHF European League as well as a new playing format as of the 2023/24 season. This sees the qualification rounds reduced to one and 32 teams starting in the group phase.

Turning to the area of Officiating, Djurković spoke of the successful implementation of the new 'Rules of the Game for Indoor Handball', this included responses to passive play and hitting the goalkeeper in the head with the ball, as well as a new throw-off area. In 2021 and 2022, a total of five referee courses took place. Closing his report, Chairman Djurković expressed his satisfaction of the work undertaken during challenging times and thanked the members of the Competitions Commission for their engagement, the team in the EHF Office led by Markus Glaser for their tireless efforts, as well as the National Federations that acted as host nations in this period.

4.3.2 Report from the Methods Commission

Opening the report, Pedro Sequeira, Chairman of the Methods Commission (MC) gave a brief overview of the topics to be presented. Beginning with a follow-up to the 'Circle of a Handball Life', Sequeira spoke of the publications available online, documents where updates had taken place, as well as performance tests in different age categories scheduled for 2024. The publication of the 'EHF Novice Coaching Manual' is planned for 2024; he reminded the representatives that the translation into the local language of all publications produced by the Methods Commission in relation to the 'Circle of a Handball Life' is permitted.

The 2022 World & European Wheelchair Handball Championship was the first ever combined IHF/EHF six-a-side event that took place in Portugal. Sequeira took the opportunity to thank the IHF President for the positive cooperation; with nine participating teams, a total of 21 matches were played across three days. The response to the live-streamed event was massive, and the Final (NED-POR) was transmitted on POR national television and recorded just under 663 thousand viewers.

In 2023, the Methods Commission in collaboration with the EHF Office and later with the signatory nations, re-envisioned and unveiled the EHF 'RINCK' Convention 2.0. Chairman Sequeira spoke of the key changes alongside the four existing levels (combining educational units and experience) that focus on competencies and brings more flexibility to the National Federations. A foundation level has been introduced as well as specialisation (i.e., additional education pertaining to goalkeepers); the consolidation steps allow signatory nations to develop within the RINCK Convention according to their needs.

A positive development within the Methods Commission has been the soaring popularity of the EHF Webinars; Sequeira underlined that this service allows for participants to update their knowledge. Since July 2022, 23 webinars have been hosted free of charge, 43 EHF Experts and presenters have hosted the events covering a range of topics including, but not limited to, grassroots, coaching, beach handball, as well as refereeing. Over 8000 participants from 91

countries have participated in these web-based seminars. All Webinars are available via the EHF portal.

The Methods Commission also fulfilled a popular request of the National Federations to produce and publish the 'EHF Glossary of Handball Terms & Expressions 2023-2024'. The purpose of the document is to provide one European handball language for all and to, for example, aid in the creation of publications and documentation. The glossary covers technique and tactics, game protagonists, beach handball, event management, as well as alternative terminology. Sequeira encouraged the representatives to share the publication with parties interested in and connected to, the sport such as schools and players. As a living document, updates will occur when necessary.

Closing the report, Sequeira informed the representatives on the upcoming activities of the Methods Commission towards the end of 2023 and into 2024 such as the Goalkeeper Summit (AUT), the next edition of the Scientific Conference (POR), the Grassroots Convention and the next module of the EHF Master Coach course both in Germany. Finally, he thanked the MC members as well as the staff of the Sport and Game Service department, led by Doru Simion, for their unrelenting undertakings.

4.3.3 Report from the Beach Handball Commission

Following the introductory reel, Chairwoman Gabriella Horváth started by giving a short recap on the activities of 2023 which included three national team competitions - the EURO in Nazaré, POR, the beach handball induction into the European Games in the 2023 Edition in Krakow, POL, as well as YAC 17 EURO in Izmir, TUR. At the club level, the Ebt Finals took place in Antalya, TUR in June and the current ebt season saw 56 tournaments take place across 18 countries. Closing the season, the Champions Cup is scheduled to take place in Porto Santo, POR in mid-October.

Returning to the highlight EURO event that took place in May 2023, Horváth expounded the popularity and reach of the event which saw more than 25000 spectators during the event period, 136 matches in five days across four courts, culminating in impressive media and social media figures with 36 broadcasters taking the event global.

Looking to the events of 2024, the EHF will organise the 2023 ebt Finals, the YAC 16 EURO, and the men's and women's Championships in June acting as Qualifiers; beach handball is also scheduled to be among the disciplines of the EUSA games in July, and the Champions Cup will crown the beach handball year in October, again, it will be held in Porto Santo. For the four events in 2025, the application process will be opened soon, and all the National Federations are invited to bid to host these events. To secure the development (and organisation of the game), Horváth underlined that the age categories for events have been fixed through 2027.

Moving to the activities off the court, Horváth informed the Congress on the beach handball development program. The ‘Starter Pack’ for nations new to the sport or to the organisation of events remains available; they include portable (Quickplay) or fixed (Gammassport) goals as well as line systems and balls from Trial. The Federations are also able to benefit from experts allocated to courses or mentoring programmes. Education also remains a high priority with courses taking place twice a year; online testing for officials, as well as a new coaching licensing system in alliance with the RINCK Convention, have been pushed. Thanking the colleagues of the Beach Handball Commission and the office staff, Chairwoman Horváth closed the report.

4.4 Report from the Nations Committees and Board

Addressing the Congress, Mark Schober opened his report by presenting a view of the boards. The current structure of the Nations Committees (men and women) and the Nations Board was inducted in 2021; the interests of the National Federations remain the focus of the Board and the Committees. This structure expanded the Executive Committee in 2021 by one member with the Chairperson of the Nations Board taking a seat within the body. The Nations Board Chairperson is also admitted to the Professional Handball Board as well as the Infront Strategy Committee.

The work of the Nations Committees and Board discuss a broad range of matters of concern to the National Federations, of which several issues are in preparation of Executive Committee decisions. The Committees and Board also aims to initiate and activate change. The topics which were discussed in the previous period, noting that others remain currently in discussion, and to which input was given include the Women’s Handball Conference (NCW), the Emerging Nations Round Table (NCM – F. Lyons), the ‘Respect Your Talent’ programme, female referee projects, online workshops for the EHF EURO Qualifiers, the development of regulations, as well as the expansion of the women’s EHF EURO to 24 teams, and the IHF/EHF Trophy.

Highlighting the work on the regulations, Schober conceded that there are Federations that may find the regulations difficult to work with, but he assured the Congress that the regulations are aimed at developing the Federations, as well as the game in terms of standards in the Qualifiers. Giving focus to the ‘YAC in the Future’ workshop held in Budapest, Schober noted that the strategy for event organisers would be a focus point for the Nations Committees and Board. In relation to the ongoing attention to the marketing and TV rights of national team competitions, Chairman Schober underlined the increase of 50% in the share to the benefit of the National Federations.

Currently, other topics being treated at the level of the Committees and Board include, but not limited to, anti-harassment, the personality rights of players, as well as the resin-free ball. Schober also praised the Master Plan projects and encouraged to take advantage of the offer;

this area is also an area of interest for the Committees and Board. With thanks to the members of the Committees and Board, the Executive Committee, and the office staff for the continued collaboration, Chairman Schober closed his report.

4.5 Report from the Legal Commissions

Delivering a combined report covering the business period 2021 to 2023 on behalf of the three legal bodies, John Karanassos, President of the EHF Court of Handball, reintroduced the graphic representation illustrating the legal process (case type dependent) via the EHF Office, to the Court of Handball (CoH), to the Court of Appeal (CoA) led by President Markus Plazer, and finally to the EHF Court of Arbitration (ECA) led by President Michele Colucci.

Within the Legal delegation, the three Presidents oversee the coordination of legal questions, formulate motions to update the regulations where necessary, and stay abreast of legal research and publications, as well as notable legal happenings in other sports. At the level of the legal bodies, Ad-hoc bodies are convened for onsite adjudication, and individual decisions are taken by nominated panels.

The current tally of cases across the three bodies stands at 127 (05/2021 – 09/2023), with 81 cases dealt with in the first instance, seven cases went to the second instance (CoA), and 7 cases were treated by ECA; the remainder of the filings were a combination of onsite adjudication (29), and administrative decisions (3). The top three issues that resulted in case filings were breach of regulations (28), Exclusion (23), and unsportsmanlike conduct (21).

The meetings of all legal bodies are held on a yearly basis; and specifically, within the sessions of the Legal Delegation, topics discussed have included integrity issues, personality and image rights, the Catalogue of Administrative Sanctions, ECA Procedural Rules, away spectator issues, as well as the list of ECA Arbitrators.

With thanks to the Presidents of the CoA and ECA, all members of the legal bodies, as well as the legal department in Vienna, led by Monika Flixeder for all the work undertaken and the support given, President Karanassos closed his report.

With the conclusion of Agenda Point 4, the Chair of the Congress reverted to President Wiederer.

5 2021/2022 AND 2023/2024 FINANCES

Opening the agenda point, President Wiederer reiterated that although the Comptrollers have the right to examine the finances of the EHF, it is the Congress who on the basis of their report must decide if the financial conduct was correct. Moreover, for the sake of the representatives attending the EHF Congress for the first time, he also emphasised the special arrangements

concerning the distribution of finances: Clubs - 80:20 after costs, and National Teams - percentage share according to the outcome of the 2020 Extraordinary EHF Congress in Stockholm. Thus, the success of the EHF Marketing GmbH and the EHF EURO events impact the overall business of the organisation, and that finances, budgeting, and accounting remain a sensitive business.

5.1 Report from the Vice President Finances

Vice President Finances, Henrik La Cour opened his report by referring to the Infront (& DAZN) contract which allowed for vast investments in 2021 and at later points. This meant that in the 2021/22 period the EHF was able to boost its digital assets (homepage, CRM, App, infrastructure) by EUR 3 million, increase the number of personnel, and take the decision and commence construction on a new building in Vienna. These activities naturally impacted the final accounting of 2021/22.

Revenues increased by EUR 2,4 million compared to the budgeted projections, and up by EUR 14 million compared to 2019/20. Entry fees returned to pre-Covid-19 levels, income from EHF EURO partnerships which included an additional share for the period 2019/20 were also up by EUR 2 million. The line item 'Other Partnerships' included the income received from EHF Marketing GmbH. Transfer income exceeded the budget by EUR 750k coming in at EUR 3,75 million. Fines and other income remained in the realm of expectations. The line item 'Financial Result' reflects negative interest charged and value adjustments on assets. Therefore, for the 2-year period, total revenues rose by EUR 2,44 million giving a result of EUR 44,18 million compared to the budget projection.

Turning to the expenses of the organisation for the period 2021/2022, La Cour delivered information on highlighted line items such as compensation which despite a slight increase compared to 2019/20, remained within the budgeted values. The organisation of the Ordinary EHF Congress and the 30th anniversary celebrations, as well as the impact of the pandemic resulted in higher expenses for the line item, Meetings. Personnel costs increased in 2021 but stabilised in 2022 and were under budget by EUR 322k. Reserves of EUR 1,4 million were set aside for the new office building; Commission activities remained within budget.

Many areas were touched in relation to 'Development' (line item 6). The EHF adhered to the distribution key of Congress 2008 and the Master Plan funding as decided at the Extraordinary Congress 2021. Projects (incl. Master Plan) totalled EUR 2,3 million, YAC support increased the budget by EUR 1 million, digital investments within Business Development and Master Plan added a cost of EUR 1,5 million to the budget. Competition expenses including compensation paid to participants grew by EUR 1,4 million; additional expenses (media, anti-doping) stayed within budget.

With total expenses exceeding the budget by EUR 2,85 million resulted in a profit of EUR 1,1 million for the ordinary business. After accruals and deferrals for future EURO events, a net result of EUR 990k is reported; this is EUR 421k below budget, but fully offsets the net loss of EUR 876k in the 2019/20 period.

Closing the report, the Vice President Finances thanked the team of Comptrollers as well as the staff in the office led by CFO Bernhard Binder.

5.2 Report from the Comptrollers

Comptroller Robert Prettenthaler presented the report on behalf of Thomas Ludewig and Janka Stasova. The Comptrollers audited the balance sheets of the EHF as of 31 December 2021 and 31 December 2022 and reviewed the income statements for the same years. The examination of the accounts took place in the EHF office (due to the pandemic, this was not possible in 2019 and 2020). The meeting of the Comptrollers followed the external audit by ANA Wirtschaftsprüfungs GmbH.

The annual financial statements are consistent with the accounts and records; they provide a true and fair view of the operations of the financial years 2021 and 2022 and correctly present the financial position of the EHF on each balance sheet. As required by the Austrian law governing non-profit associations, the annual financial statements for 2021 and 2022 were audited by the external auditor. Documentation from the external auditor was included in the Congress guide.

The balance sheets and income statements of the EHF Marketing GmbH for the fiscal years 2020-21 and 2021-22, the results of which were recognised in the EHF's financial statements as of 31 December 2021 and 31 December 2022. The documents provided are consistent with the accounting records and reflect a true and fair view of the operations of the financial years 2020-21 and 2021-22 and correctly present the financial position at each balance sheet date.

Prettenthaler noted that all the suggestions and remarks of the Comptrollers and Comptrollers Council were thoroughly discussed and fully implemented. Bringing the report to a close, he thanks the Finance Delegation, the Vice President Finances, the Chief Finance Officer, and his staff for the excellent work.

5.3 Formal Approval of the Executive Committee's Conduct of Business

On behalf of the Comptrollers, Robert Prettenthaler recommended the Congress formally approve the conduct of business for the years 2021 and 2022. This was granted with 40 votes (100%) in favour.

5.4 Information on the 2023/2024 Budget

Vice President Finances, Henrik La Cour addressed the Congress beginning with the revenues and noted overall increased revenues of EUR 300k compared to the budget presented in 2021, bringing the budgeted total income to EUR 46,1 million. An improved income of EUR 400k is expected around transfers; the ticket share from the EHF EURO 2024 was included with a load factor of 60%.

The adapted budget shows a decrease with Compensations, Congress/Meetings of EUR 108k; personnel expenses are expected to rise based on reasonable commercial assessment. Office expenses now reflect a provision for the new office construction; additionally, digital and IT infrastructure costs, as well as Commission activities slightly increase compared to the 2021 budget. Development expenses (i.e., Excellence Awards, YAC support, Master Plan) are budgeted slightly below the figures of 2021 and remain in line with Congress decisions. Moreover, additionally reductions in expenses are foreseen as projects expire.

Competition expenses are expected to increase by EUR 1,45 million, this is attributed to EURO 2024. Other decreases are ascribed to the regrouping of provisions for the office construction, decreased depreciation as investments are allocated to the respective cost centres. In comparison to the budget presented in 2021, expenses are expected to increase by EUR 390k; following the requisite accruals and deferrals, a positive result of EUR 310k for the period 2023/24 is awaited.

5.5 Appointment of an External Auditor

Based on the existing cooperation, and following consultation with the EHF Comptrollers, the Executive Committee proposed to appoint Mr Anton Androsch and his auditing company, 'ANA Wirtschaftsprüfungs und Steuerberatungs GmbH', for the business years 2023/2024. It is expected that EHF Marketing GmbH will follow the Congress resolution and likewise award the audit mandate to this company. With 42 votes (100%) in favour, Congress approved the recommendation.

6 EUROPEAN HANDBALL HOUSE

6.1 Update Report EHF House Building

The agenda point was opened with a showing of a time lapse video of the construction. Secretary General Hausleitner continued by mentioning that the planning of the project began in 2021; since then, the EHF has been able to report on the progress at two Congresses. Keeping its seat in Vienna, in accordance with the EHF Statutes, the location of the EHF will move closer to the airport as it is being built in the heart of a new residential and commercial district – 'New Marx'.

Upon completion of the various projects, the new home of the EHF will be within walking distance of a new multi-functional arena, two new hotels, and businesses (incl. media operations, schools, restaurants). The ambition behind the move remains creating a legacy that being a 'home' for the National Federations and all stakeholders. As the organisation looks to the future, the profile of the new 'Home of Handball' increases the working space for up to 120 persons, provides more spatial opportunity to host meetings and events, facilitates a modern way of working across the different floors to foster creativity, enabling concentration, whilst also being sustainable based on the implementation of photovoltaic energy, heating pumps, as well as the improved proximity to public transport.

The project is fully owned and operated by the EHF resp. the daughter company, EHF Services and Infrastructure GmbH (SI) and following the start of the construction in 2023, the external construction is expected to be completed by February 2024, when the internal construction will commence. The EHF will receive the building from the contract in a handover in November 2024 and plans the opening ceremony for December 2024 and on the Final weekend of the Women's EHF EURO.

The presentation of Secretary General Hausleitner was supported by architect rendered images of the new construction and the latest picture from the building site taken prior to the Congress.

6.2 Legal Construction and Finances

Addressing the EHF Congress for the first time, CFO Bernhard Binder explained the objective of the organisation to construct the 'European House of Handball' in the most cost-effective and tax-efficient way, and with the help of legal and tax advisors, the EHF decided on the following procedure.

At the end of 2022, in a first step, the EHF purchased a limited company that held the land from the project developer; this later allowed for a reduction in the real estate transfer tax. After closing the sale, the company was renamed 'EHF Services and Infrastructure GmbH'. The actual construction of the new office is carried out within via the EHF SI.

It is foreseen with the finalisation of the construction that the EHF and EHF Marketing will rent office space from EHF SI, which gives the new company the possibility to deduct Value Added Tax (VAT) for the space used by EHFM and that forms the secondary advantage of this legal construction. The full control over the EHF SI is with the Finance Delegation representing the Executive Committee; the EHF Comptrollers will absorb the examination of the EHF SI accounts within the normal rundown of the yearly financial audits.

The total investment will amount to EUR 30,4 million with additional fund earmarked for furniture, IT and technical equipment for the planned auditorium and TV studio. Furthermore, CFO Binder stated that to safeguard the cashflow of the EHF, the organisation entered into a debt financing agreement of EUR 15 million to finance the construction of the building. In closing, he thanked the Congress representatives for their attention.

PART III (7. – 9.) MOTIONS AND FINANCES

7 MOTIONS RELATING TO STATUTES

All motions presented were distributed to the National Federations prior to the Congress and the full text of all motions are printed in the Congress documentation. For brevity, the vote is reproduced below.

7.1 EHF Motions 1-14

7.1.1 Motion 1 | Principle of Determination

Motion 1, presented by Michael Wiederer, attained the simple majority needed to admit the amended text, as well as the two-third majority to carry the motion. **Admission of adapted text:** 40 For, 3 Against | **Vote:** 37 For, 2 Against, 4 Abstentions.

Adapted Text | First Paragraph: “EHF Statutes are binding for all EHF member federations. The EHF member federations must recognize the EHF Statutes and must pass this obligation on to their members and require their members to pass it on to their handball stakeholders within their National Federation.” [Afterwards the text continues according to the original motion]

7.1.2 Motion 2 | Spirit of Peace and Understanding

Motion 2, presented by Bente Aksnes, attained the two-third majority needed to carry the motion. **Vote:** 41 For, 3 Against, 0 Abstentions.

7.1.3 Motion 3 | Principles of Exclusivity and Immediacy

Motion 3, presented by Xavier O’Callaghan, attained the two-third majority needed to carry the motion. **Vote:** 39 For, 1 Against, 0 Abstentions.

7.1.4 Motion 4 | Pyramid System of Sport Structures

Motion 4, presented by Stefan Lövgren, attained the two-third majority needed to carry the motion. **Vote:** 42 For, 1 Against, 0 Abstentions.

7.1.5 Motion 5 | Calendar Sovereignty

Motion 5, presented by Martin Hausleitner, attained the two-third majority needed to carry the motion. **Vote:** 43 For, 0 Against, 1 Abstention.

7.1.6 Motion 6 | Ethical Standards and Good Governance

Motion 6 was presented by Martin Hausleitner who stood as a substitute for the Executive Committee Member, Franjo Bobinac who, due to being in recovery, was excused. The motion attained the simple majority needed to admit the amended text, proposed by SWE, and presented by Jörgen Holmqvist, as well as the two-third majority to carry the motion.

Admission of adapted text: 39 For, 4 Against | **Vote:** 34 For, 5 Against, 3 Abstentions

Adapted Text | only added words in bold Italic:

Leagues or any other activities *on professional men's and women's senior level* involving entities from different member federations shall be permitted only upon the explicit consent of the respective member federations and the EHF and shall be organized under the governance of the EHF.

7.1.7 Motion 7 | Regulations and their Amendments

Motion 7, presented by Gabriella Horváth, failed to attain the two-third majority needed to carry the motion. **Vote:** 26 For, 14 Against, 3 Abstentions.

7.1.8 Motion 8 | Delegation of Authorities

Motion 8, presented by Mark Schober, attained the two-third majority needed to carry the motion. **Vote:** 41 For, 2 Against, 0 Abstentions.

10.3. Competitions Topics - Refereeing

For the purposes of transparency and with the consent of the Congress, the EHF chose to present agenda point 10.3. ahead of the voting procedure of Motion 9; President Wiederer addressed the Congress to speak on the matter of Refereeing and specifically the impact of the current allegations lodged against the incumbent, but suspended from all duties, CC Member Refereeing.

Before turning directly to the complex topic, it was mentioned that with the growth of any sport 'new' challenges arise from different corners; despite handball holding a stable position for years presenting its activities within a top-level environment, the successful development has garnered more media interest and the attention of various protagonists. The area of officiating is one that has been consistently worked on and revised over the years and there have been improvements in this complex field. In the past there have been multiple initiatives concerning professionalisation of the structure, with a key point of contention being the nomination of referees as the sole responsibility of one person (formally CC Member Refereeing, but systematically developed as the 'Chief of Referees'). In 2019, the EHF Executive Committee introduced a new 'Structure for Officiating', which was procedurally implemented. The concept behind the structure was based on the input and feedback of the stakeholders (Member Federations, MFCH/WFCH).

Nonetheless, at the end of 2018, a process was initiated based on information contained in a report produced by Sportradar (a company specialised in monitoring betting practices and issuing alerts upon suspicion of irregular betting activity).

Wiederer underlined that all relevant material/information was delivered to the authorities (Criminal Investigative Service), the legal system (dependant on the CIS findings), and

information provided internally (Executive Committee). The dissemination of information was widened to the National Federations (and media) via written statements. The investigative process is ongoing, and the European Handball Federation is fully cooperating with the CIS (as part of EUROPOL), with the latest meeting only weeks ago. The legal department of the EHF is in regular contact with the specialists as well as the State Attorney. Despite, the EHF not being in possession of any evidence that indicates misdoing, the cases are ongoing and the complexity of the investigations (opening betting accounts) crosses Europe with involved persons being interviewed accordingly.

The actions and behaviour of national broadcaster 'TV2 Denmark' (redactional and investigative journalism section) towards the EHF and, even more, individuals across Europe including EHF partners was mentioned; it was underlined that the actions and implied accusations impacted the reputation of the organisation. Thus, the EHF had to engage in crisis management whilst remaining within the strict boundaries as set by the police authorities (CIS) and its legal representation, as well as adhering to the governing data protection (GDPR).

In closing his statement and taking a pragmatic approach, President Wiederer underlined the sensitive nature of the Motion 9 but deemed it a pragmatic and reasonable coming at the right time and as Congress foresaw it.

The concrete background, looking to the motion of HUN in 2021 and the rundown procedure, is foreseen to be presented by the CC Chairman.

7.1.9 Motion 9 | Alternate Refereeing Structure

Motion 9, presented by Božidar Djurković, attained the two-third majority needed to carry the motion. **Vote:** 40 For, 1 Against, 1 Abstention.

7.1.10 Motion 10 | Material Means to Achieve the Purpose of the Association

Motion 10, presented by Pedro Sequeira, and attained the two-third majority needed to carry the motion. **Vote:** 43 For, 0 Against, 0 Abstentions

7.1.11 Motion 11 | Building Reserves

Motion 11, presented by Henrik La Cour, and attained the two-third majority needed to carry the motion. **Vote:** 42 For, 0 Against, 1 Abstention.

7.1.12 Motion 12 | Vicarious Agents

Motion 12, presented by Francisco Blazquez, and attained the two-third majority needed to carry the motion. **Vote:** 38 For, 1 Against, 1 Abstention.

7.1.13 Motion 13 | Ideal Means to Achieve the Purpose of the Association

Motion 13, presented by Marta Bon, attained the two-third majority needed to carry the motion.

Vote: 40 For, 0 Against, 0 Abstentions.

7.1.14 Motion 14 | Organisation and Re-Numbering

Motion 14, presented by Predrag Bošković, and attained the two-third majority needed to carry the motion. **Vote:** 42 For, 0 Against, 0 Abstentions.

8 MOTION RELATING TO COMPETITION REGULATIONS (NOR)

8.1 Motion 15: Economic Prerequisites for Participating in Champions League

Motion 15, presented by Kare Geir Lio (President NHF), attained the simple majority needed to admit the amended text (coordinated between the EHF and NHF), as well as the two-third majority to carry the motion. **Admission of adapted text:** 40 For, 3 Against | **Vote:** 36 For, 3 Against, 0 Abstentions.

9 FINANCES IN THE FUTURE

9.1 Motion Relating to Finances (EHF)

9.1.1 Motion 16: Index Based Adaptation of Fees

Motion 16, presented by Henrik La Cour, attained the simple majority needed to carry the motion. **Vote:** 34 For, 6 Against, 0 Abstentions.

9.2 Membership Fees

The EHF moved to not charge any membership fees for period 2025 and 2026, in line with past practice. The recommendation, presented by Henrik La Cour, attained the simple majority needed to pass. **Vote:** 39 For, 1 Against, 0 Abstentions.

9.3 Presentation and Adoption of the 2025/2026 Budgets

The 2025/2026 Budgets presented by CFO Bernhard Binder were created following the basic assumptions that all contracts are included as they were concluded; for contracts about to expire, no substitution took place. The adaptation of fees is excluded as it is dependent on a Congress resolution, and all values are estimated based on the regulations in place and all available information. Compared to the 2023/24 budget, revenues are expected to increase by EUR 3,1 million; this is due to the EUR 3,6 million coming from the Infront agreement but offset by a reduced income in 'Other Partnerships' based on the coming expiration of contracts and prudent estimations for 'Fines' and 'Financial Result'.

Looking at the expenses budgeted for 2025/2026, it is assumed that the line items 'Compensations' and 'Congress, Meetings' remain unchanged compared to 2023/2024. Personnel costs account for a quarter of total expenses, and this includes a 5.8% increase for

the 2-year period. Office expenses (incl. IT and Infrastructure) are up by EUR 1,6 million; this line item also comprise rental and running costs of the new 'European House of Handball'.

Line item 6, Development, is foreseen with an overall increase of 5.6% (compared to 2023/24 and safeguarding the decisions of the Congress); YAC support (↑EUR 300k) and Master Plan / Business Development (↑EUR 265k) are offset by the decrease of 'Project' (↓EUR 140k) expenses. Line item 7, Competitions, has increased by 2.2% (↑EUR 390k), but it reflects the 2023/24 investment into National Team competitions. Prudent estimations have been set for additional expenses.

Thus, the expenses see an increase of 7.3% (EUR 3,36 million) taking the amount to EUR 49,15 million; after the recognition of accruals and deferrals, a profit of EUR 86k for the period 2025/26 can be recorded and is to be seen as counterbalanced.

On behalf of the EHF and following the comprehensive presentation, CFO Bernhard Binder proposed to adopt the 2025/2026 Budgets. The recommendation attained the simple majority needed to pass. Vote: 43 For, 0 Against, 0 Abstentions.

PART IV (10. - 13.) BUSINESS ACTIVITIES AND EVENTS

10 PRODUCT MANAGEMENT

10.1 Partnership Agreements

Underlining the importance of keeping the Member Federations and the Commissions informed; it was mentioned that when the media and marketing agreement was concluded in 2018, the Member Federations were provided comprehensive information including the tender and decision-making processes.

Concerning the EHF EUROS, the EHF has a long-term contract with Infront (also going back decades). In 2017, in agreement with the Clubs, the EHF opted to merge this aspect with the Club marketing media rights with the objective of putting a large attractive package on the market and optimising income. The tender process was successfully concluded to the value of EUR 521 million, which included services for a period of ten years. It was underlined that it was not one contract, but two agreements (EHF and EHF Marketing GmbH) which are linked via the services; thus, the agreements are to be seen from a broader perspective. The complex nature of the agreements was underlined by given the example of the different interests of the different markets. Finally, following the signing the agreements, the implementation process began in 2018.

Wiederer spoke of global changes affecting the markets, the fluctuation of markets that were stable and strong in the past but are no more and vice versa, the effect of the pandemic, the effect of ongoing conflicts (RUS/BLR/UKR), the change in media values i.e., the shift to OTT platforms. Continuing, he mentioned the change in ownerships of formally (mainly) European companies now in the hands of larger conglomerates out of i.e., USA, CHN, and Arab state investment funds.

The change in corporate strategies; this was a major issue faced with DAZN, and it was during the pandemic that the company let it be known that they wished to withdraw from the partnership. DAZN held a 40% stake of the I&D agreements and were meant to be driving the technical/OTT elements; this, despite being related to the Club agreement, had (and continues to have) an impact on the handball products and the EHF. Despite being faced with threats of legal action, the EHF/M staunchly defended its position. Finally, and in agreement with the Clubs, the agreement (relating to Club advertising rights) was amended; though it resulted in a loss of income, the marketing rights were returned to the EHFM. Proactively, EHFM installed a sales department and with first results in 2022/2023 for the 2023/2024 season a positive result in this area can be expected.

With the departure of DAZN, discussions with Infront pertaining to club competitions and a cooperation beyond 2026 were initiated. The EHF/M together with the Club representatives, now looks to use the opportunity to revise the long-term future strategy of the club competitions by taking care of the link to the national team competitions. Specifically looking at the EHF EURO events, it is understood that the competition is the driving force for national team activities, and efforts continue to develop the event in all its facets.

Bring the agenda point to a close, President Wiederer briefly reflected on the finance reports and was satisfied with the current state of fiscal affairs; the right solutions are to be found for the future, especially looking at the period after 2030 where the EHF/M approach to the market must be defined in a new way.

10.2 Sustainability Strategy

Introducing the agenda point, the presentation of the EHF Sustainability Strategy, Secretary General Hausleitner stated that in the Spring 2022, it was clear that the EHF organised a lot of events that could be housed under the roof of sustainability. However, with no alignment, strategy, or plan it would be hard to reach targets. Based on an EHFM initiative presented in Cologne, the EHF took additional steps including the engagement of external consultants and entered into agreements, organised workshops, and envisaged various aspects that could comprise the EHF Sustainability Strategy. These steps would bring the EHF closer to fulfilling its brand claim made in 2020 to leave handball in a better state than it was received.

During the previous month, together Christopher Jahn and his colleagues, the EHF office staff and the stakeholders (National Federations, Clubs, NCM, NCW, etc.) delivered their input which lent to the conceptualisation of the EHF Sustainability Strategy that would focus on three main topics: ESG (Environmental, Social, Governance) closely connected to the 'When-Goals' to enable the EHF to connect to the partner world.

Addressing the Congress, Dr Jahns explained how he entered the field of sustainability, and what it meant to him on a personal and professional level. He underlined that the 'necessity for action' was not only upon the EHF, which lags other sports in this area, but also other corporations, investors, and stakeholders; with climate change as a defining issue and despite the difficulties in creating a sustainability strategy, there is much pressure for organisations to demonstrate measurable results in ecological sustainability. Jahns continued by providing a list of handball specific reasons for the sustainable development of the organisation, though it was underlined that handball has made inroads around 'social responsibility'. Jahns also stressed that persons (youth, partners, stakeholders, sponsors, employees) connected with sport now expect 'more' from the organisations. This was reflected in the opinion of the S20 (The Sponsors Voice), where in Germany, they are leaders in developing sustainability requirements in professional sports.

The EHF Sustainability Strategy is based on four frameworks: GHG (Greenhouse Gas) Protocol as worldwide Standard for CO2 Measurement; UN Sports for Climate Action Framework; the new CSRD Corporate Social Responsibility Directive as Regulation Standard, as well as the 17 UN Sustainable Developments Goals as an overall framework.

Delving into the ESG Dimensions that is laid out charting the correlation between the importance to stakeholders and the EHF performance, Jahns presented a look at the 36 topics identified for “Ecological Sustainability”, the 27 topics of “Social Sustainability”, as well as the 32 topics related to “Sustainable Governance”. As a result of these ideas, using a materiality analysis, the top six EHF Sustainability Priorities were extrapolated based on the ESG framework: Climate Action & Energy | Equality & Inclusion | External Governance | Waste, Consumption, & Recycling | Health & Education | Internal Governance. The EHF Sustainability Strategy, as it pertains to its stakeholders, is further clustered into three action fields: Organisation | Championships & Events | the Handball Ecosystem & Partners.

The overall EHF Sustainability Strategy aims to follow the ambition towards climate neutrality, be a thought leader for fairness and governance in sport, as well as foster an equal, inclusive, and skilled handball ecosystem and community. To attain the goals, Dr Jahns expanded on one example from the ‘Climate Action & Energy’ priority, and went through the subject with its KPIs, Targets, and Measures across the three action fields. Closing his report, he introduced the timeline until the end of 2023 and encouraged the representatives to establish contact to know more about the EHF Sustainability Strategy.

Thanking Christopher Jahns for his presentation, Secretary General Hausleitner continued and stated that working on such a project it became clear that with all that needed to be done, not all of it could be undertaken by the staff within the EHF office; it was clear that it would have to be a concerted, collected effort of the European handball community in order for the organisation to safeguard a success story. Consequently, at the level of the EHF Executive Committee, it was decided to implement a Sustainability Board to drive the project forward and to control the progress. Within the next weeks, the first initiatives will be started.

10.3 Competition Topics

Treated under Motion 7.1.9.

11 EHF EVENTS

11.1 XXXIX Ordinary IHF Congress / Meeting Continental Federation Europe

Due to organisational circumstances, the IHF had opted for a virtual congress steered via the leadership being located in Basel. President Wiederer reiterated that the Members of the IHF

Council would be present in Switzerland, and the 39th Ordinary IHF Congress would take place online on 1-2 November 2023.

The meeting of the Continental Federation Europe will also be an online session and is scheduled on 01.11.2023 from 14:00 to 16:00; the agenda will be prepared according to the IHF documents. The representatives were asked to study the documents carefully so that the time available could be used in an efficient way.

The minutes of the latest IHF Council Meeting were delivered to the Member Federation days prior to the EHF Congress; therefore, for those representatives who were not able to read the protocol, President Wiederer briefly touched upon topics discussed at the meeting in August.

- Awarding of the 2024 events: three events will take place outside of Europe; though beneficial for the global development of the sport, it means that organisation of European national teams will require more effort.
- Resin-free ball: more tests are scheduled, and the project currently remains in the development phase.
- OG Qualification Tournaments: based on an EHPU (European Handball Players' Union) initiative, an adaptation of the schedule was made; this will see the events take place over four days instead of three, with one rest day integrated into the plan.
- Motions IHF Statutes/Regulations: various motions were treated; the documentation will be received shortly via the IHF.
- M17/W16 World Championships: a working group was installed; the topic will return to the Council.
- 2025 IHF Congress: with only one nation bidding to host; the event was awarded to Egypt.

11.2 Preview 2024 Events

Looking to the Men's EHF EURO 2024 in Germany taking place in just over four months, Thomas Zimmerman, DHB Chief Marketing Officer, recapped the latest information concerning the availability of tickets; the opening match on 10 January is officially sold-out and 60% of all tickets for the remaining venues have also been sold equating to over 250000 tickets. The anticipation for the event is rising, the venues are known, the match schedule is published, the mascot is unveiled and is on a promotion tour in collaboration with the HBL, and the official song 'Celebration' (interactive with a TIKTOK Challenge) is on the verge of release. Zimmermann underlined the strong venue specific communication integrating storytelling, tourist information, player interactions, as well as the ambassador concept that brings prominent handball, sport, and entertainment stars (attached to specific venues) to give the event maximum exposure. A key sustainability element of the event is the public transport collaboration with Deutsche Bahn, which includes discounted tickets. Zimmermann also highlighted the 'Handball Business Conference' framework event during the Final weekend in

Cologne. The latest highlight video currently used in the EHF EURO 2024 GER campaign was also shown to close the report of the German Handball Federation.

Secretary General Hausleitner returned to address the Congress reminding them of the 2018 EHF Congress in Glasgow where they received one ticket to attend the opening match as a courtesy of the German Handball Federation. He added that the European Handball Federation would match the generosity of the DHB meaning that each Federation would receive an additional ticket to the opening match in Dusseldorf on 10 January 2024. Moreover, the EHF, as per tradition, also offers each Member Federation an invitation to attend the Final matches in Cologne; the respective invitations and information will be distributed to the National Federation in the weeks following the Congress.

In anticipation of the Women's EHF EURO 2024 AUT/HUN/SUI, SHV President Pascal Jenny returned to the podium to present the event being played out in venues in Basel, Debrecen, Innsbruck, and Vienna. Leading into the promotional video, Jenny spoke of the positive anticipation of the three organisers to show the different qualities and cultures of the countries and how they blend to create an "experience of a lifetime". Jenny spoke of the efforts being undertaken around sustainability and event promotion; 'Catch the Spirit' being the tag line of the event is based on a concept of contrasts and emotion. The tickets for the event go on sale in Autumn 2023. In closing, Jenny thanked the key persons across the OCs for their continued efforts, as well as the Federations for their support of the event.

11.3 Awarding of the 17th Ordinary EHF Congress in 2025

With no candidate, the organisation rights of the event revert to the EHF who will now seek for a host venue. An information update will be given at the next event.

11.4 Information on 2026 Events and Further

- 2026 Men's EHF EURO DEN/SWE/NOR: the OC is established and the project plan in the conceptualisation phase, the preparation work has commenced. The EHF is working in close collaboration with the OCs to determine the best possible set up of the event starting with the venues and to have the most advantageous foundation for another top event in Scandinavia.
- 2026 Women's EHF EURO | Awarding: with the organisation right restored to the EHF due to the ongoing conflict leaving no possibility for the event to be held in Russia, four letters of intent have been submitted by Spain, Türkiye, Romania, and jointly from Poland/Czech Republic. The event is to be awarded by the Executive Committee at the meeting in January 2024.

- 2028 Men's EHF EURO ESP/POR/SUI: though the organisation work has not yet begun, there is activity in Spain, with President Blazquez currently in contact with the Madrid club with a view to using its venue within the framework of the event.
- 2028 Women's EHF EURO NOR/DEN/SWE: no special report.
- 2030/2032 Men's EHF EURO | Bid & Awarding Process: regarding the events, a letter of intent is to be sent to the EHF by 1 November 2023. A new Bid Book which will include a sustainability approach will be distributed to those interested nations. All bids are to be submitted by June 2024, and the awarding of the events will take place on the Final weekend of the Women's EHF EURO in December of the same year.

12 VARIOUS ISSUES

Awarding of the Top Nations

Spain was awarded with the title of 'Top Nation in Beach Handball' for the years 2021 and 2022; the President of the Spanish Handball Federation, Francisco Blazquez accepted the double accolade from EHF President Wiederer.

Denmark was awarded with the title of 'Top Nation in Indoor Handball' for the year 2021; President Morten Stig Christensen accepted the award on behalf of the Danish Handball Federation.

Sweden was awarded with the title of 'Top Nation in Indoor Handball' for the year 2022; President Fredrik Rapp accepted the honour on behalf of the Swedish Handball Federation.

13 CLOSING ADDRESS BY THE PRESIDENT

In his closing statement, President Wiederer reiterated his duty as Chairman to close a Congress; noting that the event had finished ahead of time, he thanked the colleagues of the Executive Committee and the other presenters for delivering their reports in an efficient manner as well as the office staff being involved in the preparations of the Congress and the implementation. As stated previously, it is the duty of the organisation not only to report on the past periods, but also to look ahead to define the direction for the future. Noting that it was not always easy to listen to and follow the various complex topics and motions of a Congress, President Wiederer extended his gratitude to the National Federations and their representatives as well as the Commission Members who delivered the reports.

In closing President Wiederer expressed his pleasure of experiencing the Congress and meeting the representatives, as with these persons a common experience is shared, having

met several times at different events and activities, and ideally near the court and being part of the sport. At the same time, there is the responsibility to work on the environment to grant such activities, and it was hoped that this has been the outcome of this Congress. With that, the 16th Ordinary EHF Congress was closed.

PARTICIPANTS LIST
16th Ordinary EHF Congress
14 September 2023, Basel/SUI

Nation	Name	Function
ALB	Armand Cakalli	Secretary General
AND	Gerard Pifarré Ros	President
	Jose Besada Garrido	Secretary General
ARM	Not Present	
AUT	Bernd Rabenseifner	Secretary General
AZE	Not Present	
BEL	Dries Boulet	Secretary General
BIH	Vladimir Brankovic	President
	Kenan Magoda	Vice President
BUL	Rosen Dobrev	President
	Mladen Stoychev	Public Relations
CRO	Tomislav Grahovac	President
	Damir Poljak	Secretary General
	Tomislav Lukic	International Relations Manager
CYP	Charalambos Lottas	President
CZE	Ondrej Zdrahala	President
DEN	Morten Henriksen	Sports Director
ENG	Mike Bain	Chief Executive Officer
ESP	Elena Borrás Alcaraz	International Relations Manager
EST	Pirje Orasson	Secretary General
FAR	Gunn Ellefsen	President
	Hans Jon Juul Thomsen	Secretary General
FIN	Andreas Frejborg	Vice President
FRA	Philippe Bana	President
GBR	Stephen Neilson	Chairman
GEO	Vakhtang Meipariani	President
GER	Thomas Zimmermann	Chief Marketing Officer
	Jutta Ehrmann Wolf	Head of Refereeing
GRE	Konstantinos Gkantis	President
HUN	Ferenc Ilyes	President
	Zoltan Kynsburg	President International Commission
IRL	Michael Moloney	Secretary General
ISL	Robert Geir Gislason	Secretary General
	Kjartan Vido Olafsson	Marketing Director

Nation	Name	Function
ISR	Shay Simon	Secretary General
ITA	Pasquale Loria	President
KOS	Eugen Saracini	President
LAT	Aleksandrs Babra	President
	Liga Birina	Secretary General
LIE	Not Present	
LTU	Donatas Pasvenskas	President
LUX	Josée Keiffer Stecker	Vice President
	Christian Schmitt	Secretary General
MDA	Doina Banari	Board Member
MKD	Aleksandra Lazarevska	PA to the Secretary General
MLT	Not Present	
MNE	Petar Kapisoda	President
	Emir Beslija	Secretary General
MON	Claude Celario	President
	Eric Perodeau	Vice President
NED	Jaap Wals	Secretary General
	Sandra Heerius	Board Member
NOR	Kare Geir Lio	President
	Øyvind Indrebø	Vice President
POL	Bogdan Sojkin	Vice President
	Grzegorz Gutkowski	Board Member
	Katarzyna Polak	Board Member
POR	Miguel Laranjeiro	President
ROU	Constantin Din	President
	Viorel Mazilu	Secretary General
	Nicoleta Cristina Alexandrescu	Women's Teams Director
RUS	Not Present	
SCO	Ewan Hunter	Chief Operating Officer
	Julia Stenhouse	Operations Manager
SLO	Jure Natek	Deputy Secretary General
SRB	Ana Zivanovic	Vice President
SUI	Pascal Jenny	President
	Peter Leutwyler	Vice President
	Jürgen Krucker	Secretary General
SVK	Ivan Sabovik	Secretary General
SWE	Frederik Rapp	President
	Jörgen Holmqvist	Vice President
	Robert Wedberg	Secretary General

Nation	Name	Function
TUR	Ugur Kilic	President
	Sirin Mine Kilic	Board Member
	Ayberk Dilmen	Refereeing Committee Member
UKR	Roman Kadiemin	Secretary

Additional participant from NFs

POL	Slawomir Szmaj	Vice President
POL	Monika Listkiewicz	International Relations Director

Observer

BLR	Vladimir Konoplev	President
	Akif Gasymov	Vice President
	Andrei Baletski	Secretary General

Guests

IHF	Hassan Moustafa	IHF President
IHF	Amal Khalifa	IHF General Manager
EHF (SF)	Jean Brihault	EHF Honorary President
EHF (SF)	Arne Elovsson	EHF Honorary Member
EHF (SF)	Ralf Dejaco	EHF Honorary Member
EHF	Karl Guntzel	EHF Honorary Member
EHF	Frantisek Taborsky	EHF Honorary Member
EHF	Laszlo Sinka	EHF Honorary Member
EHF	Ole Jørstad	EHF Honorary Member
EHF (IoP)	Rui Coelho	EHF Honorary Member
EHF (IoP)	Panos Antoniou	EHF Honorary Member
EHF	Jeannot Kaiser	EHF Honorary Member
Guest	Christopher Jahns	XU.de
MFCH	Gerd Butzeck	Managing Director

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	Pedro Sequeira	Chairman MC
EXEC	Gabriella Horvath	Chairwoman BC
EXEC	Stefan Lövgren	Member
EXEC	Francisco Blazquez	Member

EHF Commissions

EXEC	Bente Aksnes	Member
EXEC	Mark Schober	Chairman Nations Board
EXEC	Xavier O'Callaghan	Chairman PHB
EXEC	Marta Bon	Chairwoman WHB
CC	Jan Kampman	Member Men's Competitions
CC	Päivi Mitrunen	Member Women's Competitions
CC	Gael Pelletier	Member Men's Club Competitions
CC	Thomas Hylle	Member Women's Club Competitions
MC	Monique Tijsterman	Member Methods and Coaching
MC	Patrick Luig	Member Education and Training
MC	Lidija Bojic-Cacic	Member Youth, School, & Non-competitive Sport
MC	Carmen Mancado	Member Development
MC	Marina Gillard	Member Europe IHF Med. Comm.
BC	Marek Goralczyk	Member Events and Competitions
BC	Marco Trespidi	Member Game Design and Coaching
BC	Mario Bernardes	Member Development and Promotion
COMPT	Robert Prettenthaler	Member
COMPT	Thomas Ludewig	Member
COMPT	Janka Stasova	Substitute
CoH	Ioannis Karanasos	President
CoH	Andreas Thiel	Vice President
CoH	Sorin Laurentin Dinu	Vice President
CoH	Shlomo Cohen	Member
CoH	Urmo Sitsi	Member
CoH	Matea Horvath	Member
CoH	André Hommen	Member
CoH	Yvonne Leuthold	Member
CoH	Alan Grima	Member
CoA	Markus Plazer	President
CoA	Nicolae Vizitiu	Vice President
CoA	Ketevan Koberidze	Member
CoA	Milan Petronijevic	Member
CoA	Ilona Tordai	Member
CoA	Robert Czaplicki	Member
CoA	Izet Gjinojci	Member
ECC	Remy Levy	Vice President
ECC	Marta Utor	Vice President

EHF Committees

NCM	Ingo Meckes	Chairman
NCM	Jari Henttonen	Vice Chairman
NCM	Morten Stig Christensen	Member
NCM	Bertrand Gille	Member
NCM	Fintan Lyons	Member
NCW	Leonor Mallozzi	Vice Chairwoman
NCW	Sarka Drozdova	Member
NCW	Paola Fiorillo	Member
NCW	Cristina Varzaru	Member

EHF Office

Martin Hausleitner	Secretary General
Vesna Lazic	PA to the President
Marsha Brown	Corporate Liaison
Danuta Kluz	Front Office
Natalia Racz	EURO Department/Junior Assistant
Christoph Gamper	Senior Director IT
Charly Music	IT Recurring Operation & Support
Isaac Atripatri	IT Assistant Project Manager
Gabor Bihary	IT Online Experience & Fan Data
Lars Erichsen	IT eLearning
Michael Hell	Facility Management
Bernhard Binder	Chief Finance Officer
Katharina Kogler	Bookkeeping
Monika Flixeder	Senior Director Legal Management
Tijana Zivkovic	In-house Lawyer
Nico Julian Hofer	In-house Lawyer
Thomas Schöneich	Head of Media & Communications
Jelena Bagaric	TV & Media Operations
Xavier Vegas	Social Media Specialist
Doru Simion	Senior Director Sport & Game Services
Nicole Rabenseifner	SGS Development & Special Projects
Johannes Müller	Director EURO Events
Markus Glaser	Chief Sports Officer
Annika Siller	Competition Department Coordinator
Ines Taekker	Club Competitions
Tobia Pisani	Beach Handball Manager
Alexandra Horvath	Beach Handball
Erhard Hofbauer	Electronic Voting System
Uros Hocevar	Photographer



STATUTES

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1. NAME, OBJECTS AND HEADQUARTERS (REGISTERED OFFICE)

- 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.

EHF Statutes are binding for all EHF member federations. The EHF member federations must recognize the EHF Statutes and must pass this obligation on to their members and require their members to pass it on to their handball stakeholders within their National Federation. EHF member federations may confirm their commitment to EHF Statutes within their constitutional arrangement, especially concerning their obligations towards the EHF and other member federations, the observation of principles of loyalty, integrity, and sportsmanship in accordance with the principles of fair play within their area of responsibility. In addition, such commitment shall refer to their permanent status of non-profit and the recognition of EHF jurisdiction on all levels including the European Handball Court of Arbitration.

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

- 1.2. The EHF is not profit-oriented and serves the public good. 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 pyramid system constitutes the inherent sport structures of the EHF in order to preserve the nature of sporting merit, open competition accessibility, competitive balance and the principle of promotion and relegation.
- 1.4. The EHF has the sole authority to coordinate and define the overall handball competitions and activities calendar for the European territory.
- 1.5. The EHF has its headquarters (registered office) in Vienna. Any change shall require a majority of three quarters (3/4) 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.

- 1.6. The EHF exclusively and directly pursues the purpose of continued development and

promotion of handball in Europe in a spirit of peace, mutual understanding, and fair play.

- 1.7. The official EHF language is English. Communication between the EHF Office and members shall take place exclusively in English. All EHF activities, including Congresses, shall be carried out in English.

The official language at EHF competitions shall be English.

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

Members' motions to the Congress shall be submitted in written form in English.

2. ETHICAL STANDARDS

2.1. General Principle

- 2.1.1. The EHF, its member federations and all its stakeholders entirely submit to comprehensive ethical standards and good governance in all actions and activities.
- 2.1.2. The EHF encourages friendship and mutual understanding among members, does not tolerate discriminate on the basis of politics, race or religion, gender, or sexual orientation and rejects any illegitimate practices in sports.
- 2.1.3. Contravention of these principles shall be subject to sanctions pursuant to EHF and IHF regulations. 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, etc.

2.2. Good governance

The EHF, together with its member federations, prevents and fights against all methods or practices which might jeopardize the regularity of matches or competitions and ensures that sporting values always prevail.

- The EHF redistributes generated revenues in accordance with the principle of solidarity and support of reinvestment in favour of areas defined through its statutes.
- The EHF ensures that the needs of the different stakeholders in European handball (athletes, clubs, leagues, federations and as well supporters, fans, etc.) are considered in an appropriate manner.
- The EHF ensures that sporting values prevail commercial interests.

2.3. Integrity of the Competitions

Member Federations shall ensure that neither a natural nor a legal person excises control or influence over more than one of their clubs and intervene whenever the integrity of any match or competition organized could be jeopardized.

- 2.4. Leagues or other activities
Leagues or any other activities on professional men's and women's senior level involving entities from different member federations shall be permitted only upon the explicit consent of the respective member federations and the EHF, and shall be organized under the governance of the EHF.
- 2.5. Sustainability
The principle of sustainable acting on all levels and by all parties involved in EHF business constitutes an essential factor of non-profit targets.

3. MEMBERSHIP

- 3.1. 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 quarters (3/4) of the members present at the Congress.
- 3.2. 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.
- 3.3. Members that fail to meet their obligations in spite of written admonition may be suspended by the Executive Committee.
- 3.4. 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.

4. EHF BODIES

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 Nations Committees Men and Women
8. The Nations Board
9. The Professional Handball Board
10. The Women's Handball Board
11. The Committees and Boards
12. The EHF Court of Handball
13. The EHF Court of Appeal
14. The European Handball Court of Arbitration Council

- 15. The Comptrollers
- 16. The EHF Anti-Doping Unit

4.1. THE CONGRESS

4.1.1 The Congress shall be the highest EHF authority.

4.1.2 The Ordinary Congress shall be held biennially in odd years, prior to the IHF Congress either physically or through a video conferencing system.

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.

4.1.3 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.

4.1.4 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 (2/3) of the members present at the Congress concerned. Statute amendments, changes to the headquarters (registered office) site or dissolution of the EHF may not be the subject of such motions.

The Chairperson may require that any motions and proposed amendments submitted during the Congress be presented in writing to be admitted for consideration.

4.1.5 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 4.1.2.

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.

- 4.1.6 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 pole shall be held for the two (2) 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.

The top casting candidate(s) of the underrepresented gender is/are to be regarded as elected under additional members (according to 4.1.8.8.7, 4.1.8.11.3 and 4.1.8.12.3 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 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, each gender 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.

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.

4.1.7 Unless the Congress decides otherwise under special circumstance, resolutions shall be put in force three (3) months after the Congress.

4.1.8 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 Competitions 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 European Handball 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 (1) gender is not represented or is underrepresented)
9. Technical Commissions:
 1. Election of three (3) members of the Competitions Commission.
 2. Election of a gender representative to the Competitions Commission (in case one (1) gender is not represented).
 3. Election of four (4) members of the Methods Commission.
 4. Election of a gender representative to the Methods Commission (in case one (1) gender is not represented).

5. Election of four (4) members of the Beach Handball Commission.
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 (1) 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 (5/4) additional members.
 4. Election of up to two (2) gender representatives (in case one (1) gender is not represented or is underrepresented)
13. European Handball Court of Arbitration Council:
 1. Election of the President
 2. Election of one (1) Vice President
14. Nations Committee Men:
 1. Election of six (6) members
15. Nations Committee Women:
 1. Election of six (6) 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 European Handball 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.

4.1.9. 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 European Championships (EUROS) (ten (10) minutes)
- Presentations by bidders for the next EHF Congress (five (5) minutes)

4.1.10. Delegation of authorities

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

Under specific and unforeseeable circumstances of severe nature such as, but not limited to, international or health crises, force majeure/vis absoluta situations necessary decisions are to be taken by the EHF Executive Committee and shall be reported at the next EHF Congress.

4.2. THE CONFERENCE OF PRESIDENTS

- 4.2.1 The Conference of Presidents is a consultative body of the EHF. It serves the exchange of experience, the formation of opinions, and information.
- 4.2.2 The Conference of Presidents is convened by the Executive Committee as required and is normally held in years between EHF Congresses.
- 4.2.3 Eligible to attend are the Presidents of the member federations or a substitute nominated by them.

4.3. THE EXECUTIVE COMMITTEE

- 4.3.1. 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.

4.3.2. 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. One (1) gender representative (in case one (1) gender is underrepresented).
9. Chairperson of the Professional Handball Board.
10. Chairperson of the Women's Handball Board.
11. Chairperson of the Nations Board.

4.3.3. Executive Committee members shall be individually elected by the Congress for a four (4)-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, WHB and NB 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 4.1.8 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.

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.

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.

- 4.3.4. 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, for first nominations
- 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 of fluent spoken and written English at a level that enables him/her to cope with the assigned duties and all related documents.

For the language competence analysis, an evaluation group consisting of three (3) experts shall be established by the EHF Executive Committee prior to each election Congress. The evaluation group shall assess the fulfilment of the necessary English language competence of the candidates concerned (in cases of first-time nominations). The experts may use virtual and personal interviews as well as other tools for their analyses. An evaluation report shall be submitted to the EHF Executive Committee, which shall approve or reject the passive legitimation of a candidate based on the analysis and shall inform the nominating federation on the result of the evaluation.

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

Should a position within the Executive Committee become vacated during a 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 acting substitute.

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

- 4.3.5. The President shall represent the EHF internally and externally and chair Congress sessions and Executive Committee meetings. S/he shall represent the EHF, specifically in court, as plaintiff or defendant, as well as in financial matters. If s/he should be unable to attend, the First 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.

- 4.3.6. 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.

Meetings may be organised by video conferencing system.

- 4.3.7. The EHF headquarters (registered office) 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.

5. THE TECHNICAL COMMISSIONS

5.1. THE COMPETITIONS COMMISSION

The Competitions Commission (CC) is the EHF's technical body for competitions. It is subordinate to the Executive Committee, which determines its competences in addition to those laid down in EHF statutes and regulations.

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

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

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

- 5.1.2. 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 of the men's club competitions and the women's club competitions by the group representing the interests of the clubs may be replaced upon appointment 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 4.3.3, 4.3.4 and 4.3.6 shall apply analogously to the CC and the CC members.

5.2. 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.

5.2.1. 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 (1) gender is not represented).

The provisions under items 4.3.3, 4.3.4 and 4.3.6 shall apply analogously to the MC and the MC members.

5.3. 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.

5.3.1. 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 (1) gender is not represented).

The provisions of clauses 4.3.3, 4.3.4, and 4.3.6 shall apply analogously to the BC and its members.

6. THE LEGAL BODIES

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 European Handball 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. 13.6).

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 4.3.3, 4.3.4 and 4.3.6 shall apply analogously to the EHF Court of Handball and its members.

6.2. 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 4.3.3., 4.3.4. and 4.3.6. shall apply analogously to the EHF Court of Appeal and its members.

6.3. THE EUROPEAN HANDBALL COURT OF ARBITRATION COUNCIL

The organizational form and competence of the European Handball Court of Arbitration Council (ECC) are defined in the Rules of Arbitration for the European Handball Court of Arbitration.

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

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

The provisions in clauses 4.3.3, 4.3.4 and 4.3.6 shall apply analogously to the European Handball Court of Arbitration Council and its members.

7. THE COMPTROLLERS

The Comptrollers (COMPT) are responsible for the business control and the examination of the EHF accounts 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 may not hold any other office within the EHF and must not represent the Vice President Finances' member federation.

The provisions under items 4.3.3, 4.3.4 and 4.3.6 shall apply analogously to the comptrollers.

8. PROFESSIONAL HANDBALL BOARD AND WOMEN'S HANDBALL BOARD

- 8.1. The Professional Handball Board (PHB) and the Women's 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 have 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 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.

- 8.2. 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. Joint nomination of one (1) ECC Vice President in accordance with clause 5.3 by the PHB and the WHB.
- 8.3. Mutual rights and duties between the EHF and each stakeholder group will be defined in Memorandums of Understanding (MoU) which creates the basis for the cooperation within the PHB and WHB.
- 8.4. 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. 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.

The bodies responsible for national teams are the Nations Committees Men and Women, they are structured within the EHF statutes.

- 8.5. The PHB and WHB shall each consist of ten (10) 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 each the PHB and WHB are composed as follows:

- Two (2) representatives elected by the EHF Congress and nominated by the Nations Committees Men and Women, 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.

- 8.6. The function period will be four (4) years for all representatives. The PHB and WHB shall meet at least twice a year.
- 8.7. 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.
- 8.8. Specificities concerning the working articulation of the PHB and the WHB with the Executive Committee are to be supplied in the Memorandums of Understanding.
- 8.9. 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.

9. OTHER COMMITTEES AND BOARDS

9.1. NATIONS COMMITTEES MEN AND WOMEN

The Nations Committee Men (NCM) shall deal with all national team matters in the field of men's handball and the Nations Committee Women (NCW) 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 37-50	1 place
<u>Freely elected</u>	<u>2 places</u>
Total	6 places

Each Nations Committee internally elects a chairperson, and two (2) deputy chairpersons

as members of the EHF Nations Board.

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

9.2. 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 elect a chairperson as the NB member of the EHF Executive Committee and a deputy chairperson.

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

10. EHF ANTI-DOPING UNIT (EAU)

- 10.1. 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, medical exemptions (TUEs), whereabouts, violations, etc.).
- 10.2. The unit shall consist of a chairperson nominated by the EHF Executive Committee and an EHF office staff member.
- 10.3. Further members may be nominated by the EHF Executive Committee.
- 10.4. 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.

11. MATERIAL MEANS

- 11.1. Material means define all sources through which the EHF finances its non-profit purposes.
- 11.2. The official EHF currency shall be Euro (EUR, €). Any change thereto shall require a two-third majority of the members present at the Congress.
- 11.3. It is the right and the duty of the EHF to build long and short-term reserves for designated investments and projects of high volume, such as global handball projects, infrastructure investments, etc.

- 11.4. 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. Income from capital
 8. Income from rental properties
 9. Income from ticket sales
 10. Receipt and grant of subsidies
 11. Collection of cost contributions
 12. Distribution of values in kind and merchandise articles
 13. Transfer and acquirement of rights
 14. Exploitation and management of rights
 15. Transfer and acquirement of immaterial rights
 16. Further income
- 11.5. EHF financial liability shall be limited to its assets. Individual member federations or Executive Committee members shall not be liable under law.
- 11.6. The EHF in its daily business is entitled to use vicarious agents and act as such itself in accordance with article 40 Federal Tax Code (state law).

12. IDEAL MEANS

12.1. Context and Definition

12.1.1. Context

Activities in the context of the EHF Statutes are to be understood entirely as measures and actions which are used to reach the non-profit targets, to invest into the sport handball and to create funds according to article 11 for the purposes mentioned.

12.1.2. Definition

Ideal means define all activities of the EHF serving the purpose of achieving the non-profit objectives of the EHF.

12.2. Official EHF competitions as ideal means with regard to the non-profit purpose 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 club competitions (Champions League, European League, European 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.

12.3. Further EHF activities as ideal means with regard to the non-profit purpose 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 out properties
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
10. Right to grant scholarships, grants and awards in accordance with article 40 Federal Tax Code (state law).
11. Deliveries, services, and financial transactions to and from other organizations
12. Use of material of other organizations and renting and lending such material
13. Further ideal means

12.4. 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 clauses 2.4. and 3.2. 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.

13. ADMINISTRATION OF JUSTICE

- 13.1. 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.
- 13.2. In all EHF tournaments, ad hoc bodies' decisions (e.g. disciplinary commission, jury) shall be internally final.
- 13.3. The Legal Regulations as amended shall govern. The decisions passed by the second instance ad hoc body respectively the EHF Court of Appeal shall be final and end the stages of appeal of the EHF internal proceedings.
- 13.4. 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 European Handball Court of Arbitration.

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

13.5. COMPETENCE OF ADMINISTRATION OF JUSTICE

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

- 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.

13.6. EUROPEAN HANDBALL COURT OF ARBITRATION

After exhaustion of the EHF's internal stages of appeal, action may be filed with the European Handball Court of Arbitration (ECA), 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 European Handball Court of Arbitration.

13.7. INITIATOR AND SUBSTITUTE INITIATOR OF PROCEEDINGS

An Initiator and a Substitute Initiator of Proceedings shall be appointed by the EHF Executive Committee for a period of four (4) 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.

In case of neutrality conflicts, reasons of bias, or unavailability the Substitute Initiator of Proceedings shall assume responsibility.

14. STATUTES AMENDMENTS; DISSOLUTION

- 14.1. Motions for statute amendments must be sent to members in writing together with the agenda and shall require for adoption a two-third (2/3) majority of those members present at the Congress.
- 14.2. Motions for a dissolution of the EHF or removal of its headquarters (registered office) shall be communicated to members in writing together with the agenda and shall require for adoption a majority of three quarters (3/4) of the members present at the Congress (clauses 1.5 and 4.1.4).
- 14.3. 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.

15. FINAL PROVISIONS

- 15.1. Should EHF statutes and regulations fail to address a point, IHF regulations shall apply.
- 15.2. These statutes were adopted by the Founding Congress in Berlin on November 17, 1991 and last amended at the Ordinary Congress in Basel on 14 September 2023.

STAT 02.10.2023