

Minutes to the 139th Executive Committee Meeting in Zagreb, Croatia

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| Date: | 26 January 2018 | |
| Time: | 09:00 – 12:30 | |
| Venue: | Hotel Sheraton – Meeting room “Zagreb” | |
| Participants: | Michael Wiederer | President |
| | Predrag Bošković | Vice President |
| | Henrik La Cour | Treasurer |
| | Božidar Djurković | Chairman Competitions Commission |
| | Jerzy Elias | Chairman Methods Commission |
| | Ole R. Jørstad | Chairman Beach Handball Commission |
| | Stefan Lövgren | Member |
| | Gabriella Horvath | Member |
| | Anrijs Brencans | Member |
| | Xavier O’Callaghan | Chairman Professional Handball Board |
| | Narcisa Lecusanu | Chairwoman Women’s Handball Board |
| | Andrea Moser | Chief Finance Officer |
| | Markus Glaser | Chief Sports Officer |
| | Vesna Lazić | PA to the President |
| | Marsha Brown | Corporate Liaison |

Minutes

1. Welcome, programme and agenda

Opening the first meeting of the year, President Wiederer hoped that all the members enjoyed the holiday season. Since not much time had passed since the meeting in Hamburg, he noted that the agenda was brief, though there were many interesting points to discuss. Welcoming the President and Secretary General of the Croatian Handball Federation to the meeting - the hosts of EHF EURO 2018, Wiederer underlined the good cooperation, the work that went into the Championship, and the way the organisation has handled the challenges. Having visited matches in all venues, and despite the result of the home team, he expected more good days ahead with the upcoming semi-finals and finals.

Taking the floor, HRS President Tomislav Grahovac welcomed the EHF Executive Committee to Croatia, to the City of Zagreb and hoped that they had all enjoyed the Championship so far in view of the final weekend. Referring to the attendance in the four venues of Split, Poreč, Varaždin, and Zagreb, Grahovac underlined the major interest of the media and the continual growing interest in the sport. He thanked the Executive Committee for the trust placed in the Croatian Handball Federation to organise the event. With the opportunity at hand, the Presidents of HRS and EHF signed the contract for the organisation of the Men’s 18 EHF EURO.

2. Minutes Executive Committee 12/2017

2.1. Minutes

With no additional comment to the meeting that took place in Hamburg, GER, in December, the minutes at hand are confirmed.

2.2. Follow up

No special report as the topics for discussion listed on the agenda.

3. Reports and decisions

3.1. Information on regular business

- ◆ With the documents at hand, information on the transfer situation was given. Primarily, it was noted that the result has had a positive effect on the budget, and that the 2016 decisions regarding amateur players with no fee has benefitted the lower ranked nations.

- ◆ Concerning the legal report provided to the members of the Executive Committee. To the case resulting from the Slovenia-Germany EHF EURO match, the Executive were given a status update where it was underlined that the case took time and that it was handled very carefully. In relation to the doping case out of the summer events that had been decided in the first instance resulting in a participation ban of 20 months with three months suspended; all procedures were followed carefully. To the ongoing Bosnia Herzegovina – Switzerland case concerning a discrepancy in the match report, the basis of the case was given in a short verbal report.

- ◆ Following the EHF General Assembly the positive 2016/17 result was controlled and approved.

- ◆ To other activities, the EHF President mentioned some points of interests, specifically the EHF – UEFA meeting that took place on the fringes of the EHF EURO that was described as a very lively and open exchange. Though noted that the two organisations differ on a financial level, the challenges faced were similar i.e. the UEFA fighting for improvement on the level of women's football, legal questions, and finding balance with stakeholders. It was stated that the UEFA President is well informed on handball and that it was important for the football governing body to know where handball is. Further cooperation is envisaged.

3.2. Technical Commissions

- ◆ No special report was delivered by the Competitions Commission; topics for decision are to be treated later in the agenda.

- ◆ MC Chairman Elias gave a brief report on the educational courses in Poreč (first module of the Master Coach programme) that were held within the framework of the EHF EURO

2018; a total of three courses were held with a total participation figure of 700 persons. The next National Master Coach course will be held in Poland.

- ◆ No special report was delivered by the Beach Handball Commission. Three motions were treated and approved in accordance with the verbal report and documentation submitted to the Executive Committee.

Motion 1 - Cooperation with EUSA on Beach Handball in addition to indoor championships: a contract has been negotiated and it is agreed that the EHF must take profit from the situation. The agreement was approved.

Motion 2 - Nominations for the workshop “Implementation of BH into Universities’ curricula”: in order to bring beach handball education into the sport academic system an expert group was nominated and confirmed.

Motion 3 - EHF Beach Handball Champions Cup 2018 – 2020: as a consequence of many discussions the Beach Handball Commission are ready to start working on a contract to enter into a long-term organisation agreement for three events with the Royal Spanish Handball Federation. The future would see the event take place on the Canary Islands but in different locations in years two and three. With the REFBM open to an enlargement of the tournament the contract will be written with 12/12 teams as a basis with a clause to expand event participation with agreement of the parties; the option is beneficial for the development of the sport. A general mandate to further develop the agreement was given and the discussion on the dates will be clarified during the ongoing discussions.

3.3. Other activities

With the minutes of the WFCH General Assembly at hand, it was reported to the Executive Committee that the WFCH Board is once again fully staffed following the elections; thus, the WFCH is fully taking part again in stakeholder discussions.

Taking reference to the other EHF Boards and Commissions, the invitations for the upcoming meetings have been distributed.

3.4. International issues

3.4.1. IHF Congress

The Executive Committee took note of the Minutes of the IHF Congress; the minutes received have been confirmed by the IHF.

3.4.2. IHF Council

Brief information was given on the meeting attended by the EHF President and Vice President. The situation regarding the Continental Federation Pan America, the subsequent suspension and division into North and South was reiterated; it was underlined that it is an

isolated case and the IHF decision adhered to the legal framework. Additionally, the justifications cannot be used again in relation to any other Continental Federation. It was noted that the allocated world championship places will remain as is, and the qualifications will be organised by the IHF until the reestablishment of the new Federations. Concerning the IHF Commissions, vacant seats remain in the Medical and Development Commissions to be filled by the Council upon proposal of the IHF Executive Committee.

4. Competitions - Reports and Decisions

4.1. Report EURO 2018

As the event is currently taking place, a full analysis will follow after the conclusion of the event and a report will be given at the next meeting of the Executive Committee in March 2018; no special interim report was necessary.

4.2. Other competitions

The Executive Committee were reminded of the upcoming changes to the Women's Trophy on the level of the International Handball Federation. The EHF sent a notification to its Member Federations to solicit feedback on the options presented. The resounding opinion was in favour of the IHF version of the event due to the levels of financial support. The competition format for the next event (W18 – born 2000 and younger) was confirmed. Based on the document provided which provided a summary of the three potential organisers of the upcoming tournament, the EHF Executive Committee approved the bid of the Handball Federation of Bosnia Herzegovina. The reasons for the decision are that regarding women's handball, BIH is a category one country and an initiative thereof after so many years without a competition will support women's handball strongly.

4.3. Competition related issues

The issue of the development of the new rules (established and put into force by the International Handball Federation) was brought to the attention of the Executive Committee. It was agreed that it is not just the wording of the rule, but also the subjective interpretation that is the source of problems during EHF matches i.e. 6 passes, last thirty seconds of a match and the resulting penalty/red card. It was stated that the European Handball Federation had a responsibility to analyse the situation on a European level to investigate the possibility of neutral rules or cause for further amendment or adaptation. Moreover, the importance of stakeholder involvement was underlined. The Executive Committee agreed to evaluate the situation on an internal level in a first step.

Motion 1 - EHF Qualifiers Regulations

With the written overview of the motion at hand, the details thereof were briefly discussed. Upon request of the National Federations respectively the Nations Board, the EHF had to adapt the Regulations for Phase 2 of the qualification. All presented amendments and additions are to be implemented with immediate effect during the next cycle of the Qualifiers which is Phase 2 of the EHF EURO 2020 Qualification, which will start in October 2018. The amended regulations will be distributed to the National Federations ahead of the draw in Trondheim in April. It was underlined

that these amendments, formulated in accordance with the stipulations from the EHF Nations Board (Men), will apply only to Phase 2 of the EHF EURO 2020 Qualification. From the ensuing discussion, it was agreed that a further amendment would include the implementation of a 'Buzzer' as a useable option in case of time-outs. The Executive Committee approved the proposal.

Motion 2 - Matches of teams from countries with a difficult relationship

CSO Glaser presented the Executive Committee with a detailed explanation of the basis for the motion presented in written form. "The EHF Competitions are facing difficulties once in a while when teams are supposed to play against each other, but the two teams come from two countries with a difficult relationship. This concerns Club Teams and even more National Teams." The proposal is to intervene in a draw for a respective competition where teams from specific countries could possibly meet. The countries concerned are Greece/FYR Macedonia and Kosovo/Serbia. All other teams would be drawn without intervention and a stricter application of EHF Regulations and Statutes would be impressed upon the Clubs and the National Federations.

Following a lengthy discussion where the many facets of the issue (e.g. sporting integrity, security & safety, political recognition, costs, risk assessment, etc.), some members voiced their personal opposition to the proposal, it was noted that the motion originated from a sporting and risk level. The Executive Committee rejected the proposal:

- ◆ in cases when teams from Greece/FYR Macedonia could meet, conditions of the matches will be precisely defined;
- ◆ in cases when teams from Kosovo/Serbia could meet, EHF intervention would apply only where a potential security risk is identified. In such a situation, the EHF reserves the right to intervene in a draw, and final decisions would be taken by the EHF Executive Committee.

As a result of the in-depth discussion the EHF Executive Committee confirmed the activation of intervention for reasons of security in general and specifically for the upcoming draws until further notice.

5. Tender information

President Wiederer gave a verbal report to the agenda point and began by stating that the timeline, already submitted to the Executive Committee, had been adhered to and all deadlines upheld. It was noted that the current time, with the exception of information in the various protocols and media reports, the Member Federations are not fully informed on the process, and at the Conference of Presidents, a comprehensive report is to be given where the Men's Champions League and the European Handball League are expected to be the main points of interest as the rest of the process is clear.

Wiederer reiterated that the process of going to the market was initiated to improve the financial side of the competitions that meant the EHF had to look to the future to define the future. As a result, the bidding process has proved a success with regard to both the financial and technical elements.

With the Memorandum of Understanding with the Clubs (FCH) used as part of the basis to create the starting point, an overview of the bidding rounds was given, and three offers (ranging from 417 to 512 Million EUR for the ten year period) remain for consideration; the offers include both cash and services. An overview of the financial share was given and it was underlined that it will see budgets increase.

It was mentioned that one offer is based on a Champions League group system of 2 x 8 and a league system that would be introduced in season 2023/24. The Executive Committee gave the mandate to the Finance Delegation to complete the process.

In the brief discussion that followed, Treasurer La Cour, offered his congratulations on the process and underlined the tough negotiation process that was executed in a decent way. At the request of the Treasurer, the President gave the comparison of the situation with FIBA World with more activity and potential on a media level and other comparable competitions for the EHF. The PHB Chairman added that it was a complicated process and it was not easy to compare the offers during the evaluation as it was not just about the financials, but also about the elimination of problems and development; O'Callaghan praised the transparency throughout the process.

6. Conference of Presidents

6.1. Organisational status

The organisation of the 13th Conference of Presidents proceeded according to schedule and will take place in the Grand Ballroom of the Sheraton Hotel. A brief overview of the agenda was provided; the short competitions report would be given by Competitions Commission Chairman Božidar Djurkovic. At the EHF Congress in June a full report from each Technical Commission Chairman (Djurković, Eliaz, and Jørstad) is planned.

6.2. Open Questions

EHF Honorary President, Jean Brihault joined the meeting to brief the Executive Committee on the recommendations of the working group tasked with reviewing the EHF internal structure. He thanked the Executive Committee for the nomination to chair the expert group and expressed his gratitude to the members of the group for the positive cooperation and the invaluable inputs. With the presentation to the Member Federations to follow at the 13th Conference of Presidents the next day, a brief overview of the presentation was given.

- ◆ The starting position being the discussion to adapt the EHF Structure to meet future demands of the organisation led to the first meeting of the working group in September 2017. The persons nominated to the group were Jean Brihault, Predrag Bošković, Martin Hausleitner, Ole Jorstad, Narcisa Lecusanu, and Morten Stig Christensen supported by Loïc Alves for the legal perspective. The history of the organisation is briefly covered from the foundation through the expansion to the current situation.

- ◆ The structure of the Executive Committee is given breaking the group into the respective sections: the Leading Unit, the Technical Commissions, the Members, and the Stakeholder Representatives.
- ◆ Looking to the future perspective, Brihault mentioned the dynamic process and the approach that was based in the logic of continuity; and in the search for possible improvements and evolution, the question of how to turn the ideas into practical proposals remained at the fore. An overview of the stakeholders will be given starting with the organigram of the Professional and Women's Handball Boards followed by the Nations Board Men. The recommendation to establish the Nations Board Women, National Federations Platform, and elevate the Women's Handball Board to the Women's Professional Handball Board will then be given.
- ◆ Concerning further areas of interest it was noted the league situation presented a problem that needed resolution in the form of change as the current stakeholder group (EPHLA) cannot represent with the current limited number of leagues. A new approach is to be sought and a global reflection must be held.
- ◆ No changes to the legal structures are proposed as the system continues to work well. However, a recommendation to add infringements against the EHF Statutes, Code of Conduct, and the Code of Procedure are to be referred to the legal instances for adjudication.
- ◆ To the financial controls of the organisation and its daughter company, it was noted that though the process is thorough, it is time consuming; rationalisation is to be recommended.
- ◆ On the level of the position of the EHF President and the question of whether the position should be professional or voluntary, it was noted that the statutes allow for both situations. It is recommended that the conditions (i.e. (re)location) be defined and put before Congress prior to an electoral Congress.
- ◆ On the level of refereeing, it is to be recommended that the task of nominating officials should not be delegated to the political level, but should be undertaken in close articulation with the political level.
- ◆ Due to the fact that the organisation is regularly faced with new issues, it is to be recommended that working groups be created with a 'shelf-life'; furthermore, the working group EHF Structure 2020+ is to suggest that the organisation set out its global preamble to explicitly define processes on gender equality, diversity, transparency, and other items of good governance – to be voted on by the Congress, to allow for accountability. Finally, it is to be recommended that a debate on the age limit take place

which should result in a proposal. Also, the prerequisites for elections are clearly defined, and an electoral commission be installed to oversee the process of evaluation prior to an election Congress.

Thanking the Honorary President for the preview of the presentation, Secretary General Hausleitner added that it was a positive experience to be part of the working group and a good chance to structure the future. He underlined that many within the Member Federations have discussed the influence of the Member Federations at the top level. Based on the input, it is to be recommended that one person from the National Federations Platform have a seat on the Executive Committee (to be approved by Congress); this was deemed as a suitable solution in order to have a balance in the Executive Committee.

Vice President Boskovic added that a new approach from the inside was needed, a strong key pillar to spread the sport across Europe. He underscored that the matter of ethics is a crucial point and has to be tackled. The recommendations of the working group should be the starting point for the development of the EHF.

7. Miscellaneous

Attention was drawn to the print version of the 2017 EHF Annual Review concerning the match system of the EHF Champions League, which is referring to the original tender document, but already adapted according to the negotiations with the external partners.

Thanking the members for their cooperation, President Wiederer closed the meeting.

Vienna, 31 January 2018

For the Minutes: M. Brown

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