

Minutes to the 151st Executive Committee Meeting (conducted via video conference)

Date: 24 April 2020
Time: 09:00 – 13:00

Participants:	Michael Wiederer	President
	Predrag Bošković	First Vice President
	Henrik La Cour	Vice President Finances
	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
	Gerd Butzeck	Chairman Professional Handball Board
	Nodjalemy Myaro	Chairwoman Women's Handball Board
	Martin Hausleitner	Secretary General
	Andrea Moser	Chief Finance Officer
	Bernhard Binder	Head of Finance
	Markus Glaser	Chief Sports Officer
	Vesna Lazić	PA to the President
	Marsha Brown	Corporate Liaison

1. Welcome, programme and agenda

President Wiederer welcomed the members of the Executive Committee to the meeting which on the one hand served as the ordinary scheduled April meeting, and on the other served as a platform to deal with the extraordinary topics that is the current situation. The Executive Committee agreed to add an agenda point (2.4.) to follow-up to on the decisions taken at the extraordinary Executive Committee meeting in March before moving on to the reports and decisions of the normal business.

2. Report, minutes and follow-up to Stockholm meetings

2.1. Executive Committee meeting 01/2020

The minutes were adopted.

2.2. 15th EHF Conference of Presidents

2.3. 13th Extraordinary EHF Congress

The minutes were distributed to the Member Federations and no input was received from the representatives; the Executive Committee took note of the minutes that will be presented for confirmation at the next Congress in 2021.

2.4. Executive Committee meeting 03/2020

2.4.1. Minutes: the minutes were adopted.

2.4.2. Follow-up and rundown: Wiederer referred to the meetings of Nations Board and the joint Professional Handball Board and Women's Handball Board that took place the day prior to the Executive Committee meeting to which several of the EXEC members were present. The previous weeks have been utilised to hold meetings with the Commissions and Boards, and with (external) partners, and the media, as well as collecting information from the authorities monitoring the

developments in Europe. Noting that the challenging situation in the various countries is different, the task of the EHF was to find balance between the situations and to source options. The EHF also obtained legal expertise and were informed that the Executive Committee has not only the right and the duty to take decisions on normal business and matters that are not regulated by the statutes between Congress. The importance of this information was clear because of the current situation, it is expected that there will be ‘winners and losers’, which could lead to interventions; it was also underlined that the EHF would be in the correct position when following sporting development (i.e. qualification via ranking).

2.4.3. National Team Competitions: the European Handball Federation evaluated the feasibility of the 2020 summer events taking place. The Executive Committee were informed as follows:

- **M20 EURO in AUT/ITA & M20 Championships in BIH and LAT**
- **M18 EURO in SLO & M18 Championships in BUL, MKD, MNE**

Based on the information, and cancellation received by ITA and AUT, there will be no events in July; the EHF was also in contact with the organisers of the Men’s 18/Men’s 20 events and informed them that no competitions would be possible until the end of August. Consequently, the decision on whether to cancel or postpone the events in their entirety is open. At this time, the recommendation is to postpone the events to see (in cooperation with the organisers) if a new date could be found in January 2021 (M20 events at the beginning of the month followed by the M18 events); therefore, the final decision will be taken at the Executive Committee meeting in June. For clarification, it was underlined that the EHF would endeavour to see both the EURO and the Championships played (with an element of flexibility), and it was noted that the picture could change in January should some teams relinquish their right to participate. **The Executive Committee agreed with the recommendation.**

- **IHF WU20 in ROU & IHF WU18 in CRO**

Information relayed by the IHF during the IHF-EHF Calendar Conference indicated that the IHF WU20 in ROU and IHF WU18 in CRO would be postponed (allowing for a parallel approach), and the IHF also spoke of exploring alternative dates in autumn prior to and during the World Championship. **The Executive Committee took note of the information.**

- **Women’s EURO NOR/DEN Qualifiers**

Based on the current situation and current status of the competition with only two out of six matches being played, the remainder of the Women’s EHF EURO 2020 NOR/DEN have been abandoned. Qualification to the final tournament will take place via following sporting results (i.e. qualification via ranking of the previous 2018 EURO). The final tournament draw will take place on 18 June 2020. **The Executive Committee took note of the information resulting from the decision of the extraordinary Executive Committee meeting in March.**

- **2021 Men’s IHF World Championship EGY - Qualification Europe**

The input of the EHF Competitions Commission, due to the importance for the National Federations concerned, that the qualification matches to the 2021 IHF Men’s World Championship should be played if possible led to the discussion started on the level of the Nations Board (23.04.2020) where some of the members supported the idea; however, in the Professional Handball Board it led to a clear statement from the stakeholders that the calendar in the next season would not allow for an additional National Team Week in autumn. The outcome left the EHF in the same position as in March; for this eventuality, the EHF has a procedure in place. Thus, with 2 KO rounds remaining, Qualification Europe for the 2021 IHF Men’s World Championship is abandoned. **The Executive Committee took note of the information.**

- **Olympic Games Qualification Tournaments & EHF EURO 2022 HUN/SVK Qualifiers**

The EHF (Wiederer, Hausleitner, Glaser, Sichelschmidt) initiated a calendar conference with the International Handball Federation (Moustafa, Khalifa, Strub) via video conference (21.04.2020) with the focus being the discussion on the Olympic Games Qualification Tournaments. The IHF initiative to engage in a coordination discussion is a positive step; from the IHF side it was underlined all stakeholders must contribute to the solution in the direction of the IOC recognising the importance of the Olympic Games. However, the internal conclusion remained that whatever the solution might be, the EHF has to live with, as the nations concerned will (have to) play. Thus, it was clear that it was better to look for solutions that do not impact the national and EHF competitions too greatly. Therefore, as a basis for the stakeholder meetings (23.04.2020) the EHF developed a package of options for the Olympic Games Qualification Tournaments for men and women, in connection with the EHF EURO Qualifiers HUN/SVK.

Referring to the upcoming season, the Olympic Games Qualification Tournaments (OGQT), the related National Team Weeks (NTW), and the EHF EURO 2022 Qualifiers, President Wiederer spoke of the strong initiative from the EHF when the IOC initially presented the idea to postpone the 2020 Olympic Games to April/May 2021. The EHF asked the IHF (being the partner of the IOC) to intervene because it would have severely damaged the national and international competitions in Europe. The 2020 Olympic Games has now been officially rescheduled to 23 July – 8 August 2021.

Turning to the OGQT, the proposal coming from the IHF (structurally) had a strong impact on European activities. The IHF-EHF Calendar Conference ended in an agreement on the women's OGQT that would take place during the corresponding NTW in March 2021 that is not occupied by any other activities and has little impact on the international calendar. There was not agreement concerning the men's OGQT since the proposals having an impact on the international calendar required additional (EHF) internal discussion to which the IHF agreed. On that basis the EHF, the EHF worked out six proposals to show what was (not) possible. The six alternatives were the basis for the stakeholder meetings on 23.04.2020 where several of the EXEC members were part of the discussions. For the EXEC members not in attendance at the meetings, CSO Markus Glaser provided an overview of the six options.

- **Alternative 1:** Men's OGQT to be played from 12-14 March 2021 and an additional NTW to be added immediately following from 15-21 March to play Rounds 3/4 of the EURO Qualifiers. *This is the preferred option of the IHF.*
- **Alternative 2:** Men's OGQT to be played from 12-14 March 2021 and an additional NTW to be added after the F4 in June 2021 to play the EURO Qualifiers. *This is not the preferred option of the IHF as it overlaps with the football European Championships and is too close to the start of the rescheduled Olympic Games.*
- **Alternative 3:** Men's OGQT to be played from 12-14 March 2021 and an additional NTW to be added to the calendar, specifically 8-12 September 2021. *This is basically too close to the start of the EHF EURO 2022 HUN/SVK.*
- **Alternative 4:** Men's OGQT to be played from 12-14 March 2021 and an additional NTW to be added to the calendar, specifically 3-7 November 2021. *Absolutely impossible due to only a span of two months prior to the EHF EURO.*
- **Alternative 5:** Men's OGQT to be played from 12-14 March 2021; the existing national team period from 6-9 January 2021 will be used for those EURO Qualifier matches of teams in Pot 1 and Pot 2 that will play OGQT in March.

Only concerns six National Federations, five seeded in Pot 1 and one seeded in Pot 2 and their direct opponents. All other teams can play the EURO Qualifiers comfortably. With DEN, CRO, ESP already qualified, only a limited number of matches are needed in January.

- **Alternative 6:** Men's OGQT to be played from 12-14 March 2021. All other teams will play EURO Qualifiers in this period (4 vs 3 and 3 vs 4). The two matches of the teams in pot 1 and 2 (2 vs 1 and 1 vs 2) will be added to Week 1 (two additional days in November 2020) and Week 3 (two additional days in April/May 2021).
This is one additional match for the national teams concerned; the days added would be Monday and Tuesday – returning players to clubs by Wednesday at the latest.

From the ensuing discussion, pertinent comments are compiled and summarised:

- All decisions are taken based on the information at hand and in the best interest of the sport; it is understood that due to the current situation that the decisions/options/situations presented can change at any time.
- Alternative 5 was supported or at least accepted by all stakeholders
- External partners continue to monitor the situation and have stated their position (financial consequences for the EHF) on major changes.
- Alternative 5 was noted as not the optimal solution, but the most feasible solution at this time.

In a next step, with alternative 5 being declared the workable solution, the Men's NTW in March allocated to the EHF EURO 2022 Qualifiers will be used for the Men's Olympic Games Qualification Tournaments (played prior to the 2021 Men's IHF World Championship. It will be proposed that the teams participating in the IHF event will have the second (EURO Qual.) match at home with the understanding that in this case the EHF overall reserves the right to define the match schedule. The draw date for the EHF EURO 2022 Qualifiers is 16 June 2020. Furthermore, in order to ensure the smooth running of the autumn season and in the case that Rounds 1 and 2 of the EHF EURO 2022 Qualifiers cannot be played in October, these matches will be rescheduled to September 2021.

With the unanimous agreement of the Executive Committee, concerning agenda point 2.4.3., a detailed statement will be issued to the National Handball Federations of Europe following the meeting of the Executive Committee; this will be followed by an official press release via EHF Media and Communications.

2.4.4. Club Competitions

Wiederer reiterated that the current season must finish in a proper way in order to start the next season hopefully with better conditions, not knowing what the autumn would bring; but the organisation had to prepare for normality. Thus, the decision taken in March concerning the necessary cancellation/postponement of competitions in June will remain valid as it is understood that it will not be feasible to play in the months of April and May. However, there is one small exception to the statement; the possibility remains to play the quarterfinals of the Women's EHF Champions League as the schedule is not as dense in the autumn. The EHF is in contact with the Organising Committee of the DELO Women's EHF Final4, to evaluate the possibility of playing the quarterfinals prior to the Final4 (e.g. 'Final8' at the beginning of September). Such options cannot be considered for the VELUX EHF Champions League as two matches each in the Last 16 and the Quarterfinal phases remain open. This is in addition to the fact that the new date for the VELUX EHF Final4 (28/29.12.2020) do not allow for any additional movement within the calendar due to the venue situation. All other club competitions are discontinued with immediate effect.

2.4.5. Other Competitions

- **European Masters Championships**

The European Masters Championship scheduled to take place from 18 – 21 June 2020 in Granollers (ESP) was cancelled; there will be no further procedure. **The Executive Committee took note of the information.**

- **W16 European Open**

Information was received from the organisers of the Partille Cup that the event would not take place. Consequently, the Women's 16 European Open scheduled to take place from 29 June – 3 July 2020 in Gothenburg (SWE) was cancelled; there will be no further procedure. **The Executive Committee took note of the information.**

- **International and European Beach Handball Events**

ebt Finals (4-7 June 2020): the 2020 ebt Finals are cancelled; it is also to be discussed whether to play the 2021 ebt Finals with the qualified teams of the 2020 ebt finals; the discussion will take place in August at the next meeting of the Beach Handball Commission. If there are no ebt competitions in summer 2020, then the 2021 ebt Finals could theoretically open with the teams of 2020.

BH Championships (3-5 July 2020) GEO and GRE: the events are cancelled; the matter of a qualification to the next event (2021) will be discussed in August.

YAC 16 EURO (8-11 July 2020) ITA: planned 8 – 11 July – following discussions with the organisers, the event at this time is postponed; the possibility to play the competition during the last weekend in September (24.-27.09.) in Sicily prior to the Champions' Cup will be evaluated as the event serves as the qualification to the IHF U17 World Championship and the 2022 Youth Olympic Games in Senegal, it is necessary for the event to take place.

Champions Cup (1-4 October 2020): no action taken for the event planned for the beginning of October; the situation will be monitored, and confirmation is scheduled for June.

EUSA Games (13-15 July 2020) SRB: the event organiser – European University Sports Association (EUSA) - has officially postponed the event to 14-27 July 2021; the venue Belgrade, Serbia will remain.

Following the report given by BC Chairman Jørstad, it was requested that an extraordinary meeting of the Beach Handball Commission be held in June, prior to the meeting of the Executive Committee, to take the relevant decisions on the future of the competitions as the consequences of postponement must allow time for preparation. **The Executive Committee took note of the information.**

2.4.6. Coronavirus Crisis and Follow-up

President Wiederer noted that as the agenda progressed many activities would be postponed or cancelled, a consequence thereof would be reflected in the EHF income and expenditure. The President requested permission to define a general procedure and asked for the consent of the Executive Committee to issue the position that, at the year end, the EHF would not save costs of cancelled pursuits that could be spent on other activities i.e. a reduced expenditure will be redistributed for support measures. Furthermore, the EHF will not end the business year with a surplus and look for possibilities to provide support within the ordinary budget. The Conference for Secretaries General (originally scheduled for April 2020) with the designated focus of the EHF Masterplan was foreseen to work with the National Federations to define details and actions according to the '7 Players' to support their measures; in the given situation, the Masterplan is to be adapted in the direction of supporting what is necessary. For this combined strategic package (incl. finances) the

consent of the Executive Committee was requested in order to take the necessary steps. With the full package to be presented at the meeting in June, **the Executive Committee agreed to the recommendation.**

3. Reports and decisions

3.1. Finance Delegation 04/2020

3.1.1. General report

3.1.2. 2019 Finances / Accounting

With all relevant documents available to the Executive Committee, Vice President Finances, Henrik La Cour reported that the meeting of the Finance Delegation as well as the audit by the EHF Comptrollers took place via video conference. In both meetings the 2019 financial statements were presented and discussed. The proof of the documentation was carried out by the external auditor; thus, the regulatory requirements in accordance with the Austrian Association Act are fulfilled through the statutory audit carried out by 'ANA Wirtschaftsprüfungs und Steuerberatungs GmbH'. The result of the 2019 business year is positive; questions on recommendations from previous Comptroller Meetings were raised by the Comptrollers and answered by the Management concerning Cash Management and Cash Management Policy, Credit Balances of Federation Accounts, and the Whistleblowing Platform. Furthermore, the Comptrollers also questioned the impact of the Covid-19 lockdown on the EHF finances. All recommendations of the EHF Comptrollers are being implemented resulting in an add-on value to the daily business. **Following the report, the Executive Committee provided the official confirmation that the 2019 Accounts can be presented at the Congress in 2021 and to the relevant authorities.**

3.1.3. 2020 Budget

In the given situation, an updated budget will be prepared and presented to the Executive Committee at the meeting in June.

Concluding the agenda point, President Wiederer remarked upon the smooth transition in the handling of the accounting, the Comptrollers' audit, the external audit, and the budgets between the outgoing CFO Andrea Moser and the incoming CFO Bernhard Binder; this took place in a harmonious way.

3.2. Secretary General – Business Report

With the report at hand, Secretary General Hausleitner highlighted the confirmation of ticketing contract with Eventim for the events in 2022 and 2024 and mentioned the services e.g. marketing, database, etc. that are part of the agreement; following detailed negotiations, the contract is ready to be signed. Concerning the new equipment partner, the basis of the agreement is in place. Due to the new circumstances, the last details are being finalised, and the agreement will be ready to sign. Business processes pertaining to the new CRM, EHF website, brand, etc. are progressing faster due to an increase in capacity as a result of the pandemic. Within the EHF office, the latest recruitment process is complete, and the preparation of the upcoming season is ongoing.

3.3. Legal Management

With the report at hand, President Wiederer delivered the motions:

- **Code of Conduct:** the documents for EHF officials, national and club team competitions is to be amended and updated to include wording regarding the restriction on betting and the correct conduct of team officials. **Motion is approved.**
- **EHF List of penalties:** the EHF List of Penalties shall apply to Wheelchair competition with a reduction of all fines up to 50%. **Motion is approved.**

- **ECA Regulations:** amendment of procedural rules Art. 8.1 and 19.1; and the introduction of two new articles concerning conflict of interest, and disciplinary regulations. **Mandate is referred to the Legal Department to finalise the motion for the EXEC meeting in June.**
- **Personality Rights (National Teams, Champions League, European League – Men and Women):** amendment of ‘Personality Rights’ articles in the regulations of EHF competitions as listed to include video footage, partner activation, etc. **Motion is approved and dialogue with the EHPU will continue.**

With reference to the motion on ‘Personality Rights’, Wiederer and Hausleitner expanded on the topic including the contact with the EHPU, from whom there was no clear support for the proposed amendments; the EHPU did deliver a letter stating that the matter had to be dealt with the National Federations and the Clubs. It was underlined that regarding the EHF EURO events and the Club Competitions Regulations are the basis for the business and the direct relationship of the EHF in this respect is with the Federations and the Clubs. Partner activation should not violate the rights of the individual who cannot be connected to a partner without permission. In order to activate partnerships, video as well as pictures must be delivered; the motion, though not harmonised with the EHPU, is a step in the right direction.

3.4. Anti-Doping Unit

With the report at hand, and Anti-Doping activities being part of the EURO Events report, no additional details were given.

3.5. Report EHF Marketing GmbH

3.5.1. Overall report

3.5.2. Club Board / Advisory Board 02/2020

With the reports at hand, Wiederer highlighted that the relatable motions are to be presented by the Competitions Commission except for the ‘Solidarity Payments’. Butzeck reported that with the Last 16 and Quarterfinal phases of the Men’s Champions League not taking place, the participating clubs in these rounds are faced with a decrease in revenue. A working group was formed to create a proposal that would shift some money from the Final4 to support the teams not playing the L16 and QF rounds. This concerns mainly the 1st and 2nd ranked team of the Men’s Final4 – as the final ranking is unknown, these amounts would be significantly reduced; the proposal was unanimously confirmed by all the clubs, and expressly (in written form) supported by the teams in both the men’s and women’s Final4 events (if the QF phase does not take place). **The Executive Committee agreed to the recommendation on the ‘Solidarity Payments’ in respect of a new distribution key for the teams being still in the competition.**

Concluding the agenda point, it was mentioned that the carrying out of the men’s and women’s Final4 events (towards the end of 2020 and not as originally scheduled) will have an impact on the EHF business year; the accounting of the current year will be different, and will bleed into the following year’s final accounting. The professionals will also have to deal with the financial impact on the EHF on the one hand and, on the other, contact with the fiscal authorities will be initiated as to how to process the situation in order to have the correct result.

4. International business

Following the last IHF Council Meeting at the end of February in Cairo, a brief report was delivered by the European representatives to the Executive Committee. Since then, the IHF minutes were received. Wiederer followed-up on the matter regarding the European system for compensation for the education of young players. During the meeting, it was clear that the different continents are not automatically part of the worldwide system as the conditions and transfers on the continents are very

different. Thus, the IHF transferred the Continents the right to define education compensation for transfers within the Continents. This is a principle financial question, and not to be finalised by the EXEC. Thus, it is proposed that a mandate be given to develop a motion in view of the Congress in 2021. **The Executive Committee granted the mandate.**

The next IHF Council meeting will take place via video Conference on Wednesday, 29 April 2020.

5. Commissions / Delegations 02/2020 and 04/2020

5.1. Technical Delegation (TD) / CAN

With the reports from both meetings at hand, BC Chairman Jørstad reported on the TD meeting with the part presence of the President and Secretary General who briefed the TD on the current Covid-19 situation as it related to the business. The TD meeting touched on various topics which included, but was not limited to, the postponement of the YRP and other educational activities, increasing eLearning activities for referees, the cancellation of all MC courses and nominations of all lecturers, delegates, and referees.

Information on the upcoming World/European Wheelchair Handball Championship (SWE), as well as beach handball events was provided at the TD meeting. The delegation also discussed the EHF Masterplan and the related grassroots concept being developed by the MC, the evaluation of data collected by Kinexon in cooperation with Bochum University, as well as the EU Erasmus Plus Project - 'Flexible Cross-Border Sports Management Studies for High Performance Athletes' which is a collaboration with DSHS Cologne.

5.2. Competitions Commission (CC)

In addition to the documents at hand, CC Chairman Djurković highlighted the following points. Due to the ongoing pandemic, the CC were aware that it would not be possible to hold events in June resulting in the abandonment of the men's and women's Challenge Cup and EHF Cup competitions; citing the workload of the players and the proximity to the World Championship, CC Member E. Paillason expressed his disagreement with the new (December) date for the men's Final4 event.

With reference to AP2.4., Djurković mentioned that the topic of the Olympic Games Qualification Tournaments for men and women was also discussed in the meeting. Concerning the EHF EURO 2020 NOR/DEN Qualifiers, the Competitions Commission expressed understanding that due to the Covid-19 situation, the remaining matches could not be played and showed support for the qualification to the final tournament based on ranking, which fortunately would mirror the EHF EURO 2018 FRA ranking.

To the 2021 IHF Men's World Championship Qualification Europe due to the importance of the matches for the national teams involved, the CC expressed the preference during its meeting to avoid a decision that did not include matches and looked to possibilities where the matches could be played at a later date. However, the Commission remained aware that a corresponding procedure to the EHF EURO 2020 NOR/DEN Qualifiers would become valid for the EGY qualification, which would use the result of the EHF EURO 2020 SAN as a basis.

A main part of the CC meeting were the various discussions surrounding the EHF EURO events:

- review of the EHF EURO 2020 SAN and preview of the EHF EURO 2020 NOR/DEN
- status update on the upcoming EUROS in 2022 (HUN/SVK & SLO/MKD/MNE) and 2024 (GER & HUN/SUI/AUT)
- situation analysis of the M20 EURO in AUT/ITA & M20 Championships in BIH and LAT as well as the M18 EURO in SLO & M18 Championships in BUL, MKD, MNE

Referee and delegate matters were also tabled at the meeting, as well as the international calendar 2019/2020, 2020/2021, and 2021/2022.

All matters relating to club competitions including motions are delivered under AP 7.2.

5.3. Methods Commission (MC)

With the minutes of the two sessions (02/2020 and 04/2020) at hand, MC Chairman Elias informed on the cancellation of the Young Coaches' Workshop; due to the impact, the MC budget was reduced accordingly. The MC also made the decision to postpone all planned seminars including the Club Managers Seminar in Cologne, as well as the 2nd Master Coach module. The group discussed how to conclude the Master Coach course (possibly in 12/2020 and 01/2021) and contact will be established with potential organisers; a final decision will be taken later.

Elias informed the Executive that other courses, taking place at the national level, supported by the Methods Commission have either been postponed or cancelled. To stay informed on the latest developments, the MC has established contact with its counterparts in the various European countries in order to 'keep their finger on the pulse'. In keeping with the development of the competitions, all nominations via the MC were initially cancelled until July, and this was extended until the end of August after monitoring the situation.

Concerning wheelchair handball, the International Handball Federation has accepted the competitions manual and other documentation relating to the upcoming event prepared by the EHF. To the event scheduled for November, no feedback has been received from Sweden until now.

Motion 1: Confirmation of SMART programme with AND: Continuation of focus on handball-at-school and the recruitment of young players.

Motion 2: Confirmation of SMART programme with ARM: Continuation of development of younger age groups (m/f 12-14 years).

Motion 3: Confirmation of SMART programme with LAT: Continuation of focus on handball-at-school.

Motion 4: Confirmation of SMART programme with SCO: Continuation of girls and women's handball.

Motion 5: Confirmation of members of RINCK Convention Panel members

MC Motions 1- 5 are confirmed by the Executive Committee

Motion 6: Prolongation of EHF/EU partnership regarding EWOS 2020

Executive Committee approval is withheld until a confirmation of schedule is issued by the EU.

From a general point of view, Wiederer returned to the statement made regarding the crisis; it is not in the interest of the EHF to put pressure on the Federations regarding the projects. On the contrary, it is in the best interest to make the best of the current situation by being flexible (i.e. LUX) and not limiting support. Thus, with a structured approach coming from the Member Federations on how to use the means, the EHF will be supportive.

5.4. Beach Handball Commission (BC)

With the reports at hand (02/2020 and 04/2020), BC Chairman Jørstad reiterated that the BH education courses are postponed; looking to the future, if more referees and delegates are on board,

it might be possible to run two seminars in 2021. All information pertaining to competitions was provided under AP2.4. The BC also updated the bid documents for the 2021 BH EURO based on the requirements in the new I/D agreement and, following the meeting of the Executive Committee, it will be distributed to the National Federations.

Motion – Additional compensation BH Officials

In order to have an additional compensation for BH referees and delegates for the EURO events (YAC and senior) in the future, in addition to the daily allowance of EUR 60, the motion foresees an additional payment of EUR 50 per referee/delegate per match day (approx. 3-5 matches per day). This would equate to EUR 110 per day only if the referee/delegate is nominated to matches; on non-match days i.e. travel days, only the daily allowance applies. This additional compensation is to be covered by the respective EURO organiser and should be in effect from the EURO 2021. **The Executive Committee approved the motion.**

5.5. Legal Delegation

5.6. Legal Commissions CoH / CoA / ECC

The meeting of the Legal Delegation did not take place because of the unavailability of two members, due to their professional positions during the crisis. To the meetings of the Legal Commissions, with the minutes at hand, no additional report was given.

6. Boards and Stakeholder Groups

6.1. Nations Board (Men)

The minutes from the meeting (03/2020) were made available to the Executive Committee. The main outcome of the meeting was the discussion and agreement reached concerning the EHF EURO finances based on the detailed information provided and the comparison to IHF WC finances. For the period of 2021-22, an agreement is in place and the amounts to be awarded to the participants in 2022 were already presented to the Finance Delegation. This process will see a normal rundown and no decision are needed at this time. The NB meeting (23.04.2020) dealt only with calendar matters; the minutes will follow in due course.

6.2. European Handball League Board (Men)

With the minutes at hand, no additional report was given.

6.3. Professional Handball Board

With the minutes of the March meeting at hand, PHB Chairman Butzeck informed the Executive Committee on the latest development with potential problems for the autumn season regarding venues. In response it was reiterated that the EHF must be ready to adapt should such difficult situations arise, and top-level handball cannot be carried out in top level venues, the organisations must be ready to seek alternative solutions. **The Executive Committee (*provisionally*) took note of the information.**

6.4. Women's Handball Board (WHB)

With the minutes (03/2020) at hand, WHB Chairperson Myaro opened the report by expressing the concerns of the WHB on the consequences of the Covid-19 pandemic on women's elite handball specifically the survival of clubs and the retention of players. The WHB are of the opinion that women's clubs (resp. players) are especially vulnerable. With the clubs mainly financed by the municipalities, governments and/or private sponsors, they will experience serious consequences (i.e. ongoing operations, salary reductions, loss of professional status, loss of amateur players, etc.) as funding priorities change going forward. Therefore, in their meeting the WHB determined that the protection and support of women's clubs is essential in the collective effort of safeguarding handball.

In a follow-up to the Women's Handball Network Conference (WHNC), the objectives (focus on development of youth players and youth handball coaches) were attained; further targets include the continued development of young players both on and off the court. Presentations delivered covered the topics of grassroots handball, handball-at-school, and talent management. Emerging nations provided a status update, as well as their development plans and support requirements to the WHB. At this time, all other workshops are cancelled.

Closing the report, Myaro underlined that though due to the situation priorities have shifted, the WHB also returned to the topic of introducing an additional (WU18/MU19) competition for the lower ranked resp. emerging nations.

In response President Wiederer questioned how to provide the best possible competition system for the national teams in the years of the World Championship to the women's side, as there is a diverging position of the Competitions Commission and the Women's Handball Board. As there has been not time to analyse the matter in-depth, the treatment of the proposal was postponed until the next meeting of the Executive Committee, and in the meantime try to explore the background and find out what the options are.

6.5. General Assemblies of the MFCH / WFCH/ EHPU

The minutes from the previous meetings were distributed; the 01/2020 General Assemblies of the MFCH and WFCH took place on the fringes of the EURO 2020 SAN. No additional report was given.

The Executive Committee took note of the minutes.

7. Competitions – reports and decisions

7.1. Organisation of events

With the updated report at hand, Hausleitner informed the EXEC that the EURO Events department in cooperation with other relevant departments restructured the report to reflect relevant tasks delivered by other departments. In the future, the Business Development and Marketing (BDM) and EHF Media departments will also have an influence on the events report moving forward. Two new staff members will join the EURO Events teams as of 4 May 2020.

EHF EURO 2020 SAN: appreciation for the organisers was expressed for delivering an excellent event. Following the various evaluation procedures, the TV, social media, and on-site spectator figures were amended. Though the figures grew, the number of broadcasting countries were unsatisfactory; discussions on this matter were initiated at the highest level with the agency working on how to reverse the negative trend as these figures reflect the value of the competition.

EHF EURO 2020 NOR/DEN: preparations are ongoing, and the draw for the final tournament is scheduled for 18 June in order to safeguard the interest of the TV stations, and to provide the OC with an environment so that they can continue with their preparations. On 4 May 2020, a video conference with the OC will take place to analyse the Covid-19 situation in relation to the event.

Because of the many decisions taken earlier in the meeting, the report is no longer valid for some events. Therefore, the organisation will continue to monitor the situation and update the report accordingly. In a next step, the match schedule for the EHF EURO Cup will be re-evaluated.

7.2. 2019/2020 National Team Competitions / Club Competitions

The list of events within the report, including beach handball, are to be seen in light of the decisions taken earlier during the meeting. Hausleitner briefly mentioned the meeting of the EURO Delegation that took place on 16 April where the actual situation was discussed and the input from the organisers, TV stations, teams, etc. was regarded in view of moving the events forward. Moving on to the motions, Hausleitner continued.

- **Motion 1 - Official Squad List**

In order to harmonise the regulations, in keeping with the IHF structure, it is proposed to increase the official delegation list to 35.

- **Motion 2 – Player Tracking**

The wording to the existing regulation is to be amended to include “will be provided with a vest to carry the chip”.

- **Motion 3 – Team Presentation**

To secure a harmonised TV picture, the teams shall appear in shorts and jackets; the teams shall also be allowed to wear full track suits in specific cases (i.e. temperature) upon request. This motion shall be valid for all EHF competitions.

The Executive Committee approved all three motions as written in the documents presented.

7.3. 2020/2021 National Team Competitions / Club Competitions

7.3.1. Decisions National Team Competitions

- **M18 Championship in BUL (2020) – Change of Venue Request**

Due to the postponement of the 2020 summer events, the motion from BUL is obsolete. **The Executive Committee discarded the motion.**

- **W17 EURO in MNE & W17 Championships in GEO and LTU**

- **W19 EURO in SLO & W19 Championships in ITA and MKD**

The application process for abovementioned events was finalised. With no opposing candidates, and based on the recommendation of the Competitions Commission, **the Executive Committee confirmed the awarding.**

- **EHF EURO 2022 SLO/MKD/MNE – Qualification with Six Groups**

With three organisers (Slovenia, North Macedonia and Montenegro) and 1 directly qualified team (EURO 2020 in NOR/DEN champion) playing the 2022 EHF EURO Cup, the only possibility will be to qualify the 1st and 2nd ranked teams of 6 groups instead of 7 as in previous EUROs.

The Executive Committee approved the motion.

- **New YAC competitions structure with additional competitions**

- **YAC ‘in-between’ Competition for MU19/MU21 in 2021 and for WU18/WU21 in 2022**

The Competitions Commission recommends the implementation of additional YAC competitions in the future, as well as a decision on the new YAC structure.

The YAC issue has to be redefined (incl. the restart of the YAC events). The matter is postponed until June

7.3.2. Decisions Club Competitions

The following motions were presented by CSO Glaser.

- **Motion 1 - Players Eligibility During Final Matches/Events - 2019/20 Season:** this amendment will be valid for all Men’s and Women’s EHF Club Competition matches that will take place after 30 June 2020.
- **Motion 2 - Official Squad of All Six Competitions (M/W) - 2020/21 Season:** this amendment extends the official squad to 28 teams and regulates the ‘late Entry’ procedure.

- **Motion 3 - Dedicated Internet for Photographers at the Venue - 2020/21 Season:** the home club must offer a dedicated internet access to the photographers at matches of the Men's and Women's EHF Champions League and EHF European League.
- **Motion 4 - 50 Tickets for EUR 1 Per Ticket for the Guest Club - 2020/21 Season:** each home club in the Men's EHF Champions League and Men's EHF European League must make available a package of max. 50 Tickets from the 10% contingent for the price of EUR 1 per ticket to the away team.
- **Motion 5 - Second Grandstand/Tribune Required - 2020/21 Season:** playing halls of the new Men's EHF European League must have a grandstand on both long sides of the playing court (i.e. already exists within the hall, and not a the installation of a grandstand).
- **Motion 6 - Emergency Pot - 2020/21 Season:** the motion does not involve a direct flow of money but is built as a reserve in case of issues that would be treated on a case-by-case basis. The decision on the use will be on the business level EHF/EHFM/Clubs.
- **Motion 7 - EHF Sound Library - 2020/21 Season:** this new tool, within the framework of the brand process, ensures a unique "audio" brand, unified sound for digital content during all EHF club competition matches in the arenas.

The Executive Committee approved all Club Competition motions as written in the documents presented.

7.4. Other Competitions

7.5. Competition Related Issues

No topics raised.

8. Actual / Upcoming activities

8.1. 12th EHF Conference for Secretaries General (CfSG)

The conference originally scheduled for 04/2020 is now foreseen for October 2020. The situation will be evaluated, and additional information will be provided at the EXEC meeting in June. In order to hold the necessary discussions on the EHF Masterplan and provide an update on the I/D agreement, the requirement to hold the CfSG was reiterated.

8.2. Draw Events

- Men's EHF EURO 2022 HUN/SVK Qualifiers – 16 June.
- Women's EHF EURO 2020 NOR/DEN Final Tournament – 18 June.
- Men's and Women's EHF Champions League – 1 July: concept in progress.
- Men's and Women's EHF Other European Cups – 21 July.

8.3. Update Meeting Schedule

With the updated document at hand, the allocation of video conferences was highlighted. It was noted that for the foreseeable future, the organisation had to remain flexible and would call meetings as needed. The benefits of video conferencing were noted, and the organisation would reflect on the question of how to combine the current situation with what is useful in the future.

8.4. 15th Ordinary EHF Congress 2021

8.5. 2021 EHF Anniversary / 14th Extraordinary EHF Congress 2021

At the Ordinary EHF Congress in 2021, structural changes will enter into effect (i.e. Nations Board) and in order to provide as much information as possible V. Lazić (Congress Organisation) is currently preparing the orientation to make the Member Federations aware of the timetable and working on the basic conditions. In Luxembourg, the positions in all Commissions, Committees, and Boards will be elected for the next administrative period.

At the same time, the awarding for the EHF EUROs 2026 and 2028 are scheduled. With the overlap of the election of 80 positions, it was deemed that an EHF EURO awarding process with all it entails would be excessive in this framework. However, postponing the awarding of the events until 2023 would be too late in terms of preparation and organisation.

Thus, the idea calling an Extraordinary Congress in 2021 and to move the awarding of EHF EUROs men and women to the fringes of the EHF 30th anniversary celebrations and away from the election congresses was tabled. The November 2021 date would allow for enough time for a proper rundown concerning bids and inspections; if confirmed, the respective process will be initiated could start.

The Executive Committee approved the proposal of the relocation of the awarding of the EHF EURO 2026 & 2028 to the Extraordinary Congress in November 2021.

9. Various

No topics raised.

Closing the meeting, President Wiederer emphasised that work would continue both the level of the office and the EXEC, and following the meeting, information would be finalised, internally distributed, and published. Wishing the members of the Executive Committee continued good health, the meeting was officially closed.

Vienna, 28 April 2020

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