

MINUTES TO THE 154TH EXECUTIVE COMMITTEE MEETING IN HERNING, DENMARK

Date: 19 December 2020
Time: 09:00 – 13:30
Venue: Best Western Plus Hotel Eyde

Executive: Michael Wiederer President
Predrag Bošković First Vice President
Henrik La Cour Vice President Finance
Božidar Djurković Chairman Competitions Commission
Jerzy Eliaszc Chairman Methods Commission
Stefan Lövgren Member
Gabriella Horvath Member
Anrijs Brencans Member
Gerd Butzeck Chairman Professional Handball Board

Office: Martin Hausleitner Secretary General
Bernhard Binder Chief Finance Officer
Markus Glaser Chief Sports Officer
Vesna Lazić PA to the President

Via Video Conference

Executive: Ole R. Jørstad Chairman Beach Handball Commission
Nodjialem Myaro Chairwoman Women's Handball Board

Office: Andrea Moser Finance Projects
Marsha Brown Corporate Liaison

PART 1: ORDINARY BUSINESS

1. Welcome and introduction

President Wiederer welcomed the Executive Committee to the final meeting of year, held on the fringes of the Women's EHF EURO in Denmark. He dedicated the meeting and expressed his special appreciation for those persons who made the presence of the EHF in Denmark possible – the players, the officials, the technicians, all the staff upholding the event, and, above all, the Danish Handball Federation who were not only able to take on the entire event from Norway, but in a seamless way. He underlined that this was an ordinary meeting held during an extraordinary situation.

2. Executive Committee 09/2020 – minutes/follow up

With no additional comment, the minutes are adopted.

3. Business report and decisions

3.1. Office report

Secretary General Martin Hausleitner referenced the report at hand and highlighted select information, such as:

- **Personnel Matters:** two persons will depart the organisation at the end of the year; the recruitment drive for a Referee Coordinator continues.
- **Office Building:** the ‘Eichenstrasse’ project is rejected; other projects are under evaluation.
- **Covid-19:** new/adapted restrictions issued by the Austrian government are implemented accordingly. The EHF continues to strike the balance between home office and presence in the building.
- **EOS:** following complex negotiations, the agreement has been finalised; the services provided are necessary, but demanding and costly, to have a sound basis for further development.
- **Sportradar:** the cooperation on the integrity service has proven positive for the EHF; cases have been identified and investigated. Information received is being integrated. With the support of the Executive Committee, the agreement (incl. Scouting) is to be prolonged until 2030.
- **Brand:** the process for every competition is complete; the new updated brand booklet is available.
- **Digital Marketing:** the EHF has made gains in this area such as an increase in subscriptions, article opening rate, etc.; this data is being collected which will be analysed and segmented into demographics. Concerning the Women’s EHF EURO 2020, the media developed channel strategy to offer alternative entry points has already proven successful: TikTok (focusing on the age bracket under 12 years old) saw a 300% uptick with over 7 million views. Facebook and Instagram also saw increases; the mobile game peaked at 8000 downloads. Market share reached 68% in Denmark and more than 50% in Norway.
- **Infront/DAZN:** through the various fields of work it is reported that several are functioning well – data collection was highlighted. The cooperation that was activated on 1 July is now established and the figures as well as the first benefits are positive. A meeting schedule for regular coordination meetings has been set and they take place on a weekly, bi-weekly and quarterly basis. The agreement has led to deals with Lidl for the EUROs 2022 & 2024 including the EURO Qualifiers, as well as Bauhaus (referee advertising), and Grundfos (top player award) – having a cooperation that gives focus to the issue of climate has proved to be beneficial.
- **Hummel:** the Women’s EHF EURO 2020 is the first event with Hummel; despite challenges with the delivery of materials, the cooperation remains reasonable. Moreover, the EHF Hummel web shop was launched in the last quarter.

- **Gerflor:** conditions pertaining to the prolongation of the cooperation were agreed; the process is now in the finalisation phase.
- **Select:** the cooperation is proceeding satisfactorily.

It was noted that the topics of the business report cross the entire agenda and may repeat later.

3.2. Legal Management

3.2.1. Legal Report

3.2.2. ECA Council 10/2020

3.2.3. Legal Delegation 11/2020

A comprehensive report compiled by the legal department is at hand, as are the minutes from all the meetings that took place in the last quarter. Legal motions (detailed – as requested by the Executive Committee in 09/2020) are dealt with under AP 9. The report of the Initiator of Proceedings (incl. whistle-blower cases) was also submitted to the Executive Committee. Meetings that were postponed from the spring were conducted via video conference. The Legal Delegation is the cooperation platform for the Presidents of the legal bodies.

3.3. EHF Marketing GmbH

3.3.1. Minutes Advisory Board 11/2020

3.3.2. General Assembly 11/2020

In the last quarter various meetings at the EHFM administrative level were held; the stakeholder meetings of the Men's and Women's Club Boards, as well as the Advisory Board were concluded with the General Assembly. All meetings discussed a range of topics pertaining to the previous and current business year. It was underlined that the outcome of the year 2019/20 was successful despite the challenges of the pandemic; it was possible to present a positive report to the General Assembly including the information that in the season 2019/20 the payments to the clubs according to the regulations could be paid out and as well the foreseen share to the EHF and as well further contribution were possible. The Comptrollers' report and the certification through the external auditor were available. **The Executive Committee took note of the report.**

3.3.3. Perspectives as of 2021/2022

Taking reference to the minutes from the EHFM Advisory Board meeting that took place last week, the specific situation of contracts and agreements was highlighted. To the new media and marketing agreement signed with Infront and DAZN (I/D) (activated 1 July 2020), there is, in reality, one agreement, but, in essence, there are two that are intrinsically linked to each other. This enables I/D to separate club elements (EHFM) from national team elements (EHF). Nonetheless, the cooperation is a global process. In recent weeks, there has been a focused discussion on marketing rights taking place on two levels (EHFM and Clubs) regarding the sales process and possible options for the future. As the process is still ongoing, it was only possible to provide the Executive Committee with an intermediate report. **The Executive Committee did provide a mandate that would allow the discussions to continue in the knowledge that in case of a concrete business case, the matter would return to the Executive Committee for a decision as any amendments would touch upon the regulations that would subsequently have to be amended as to what concerns marketing rights.**

3.4. Further reports

The report from the EHF Anti-Doping Unit (EAU) was submitted to the Executive Committee prior to the meeting; the focus of the activities in the period since the last meeting has been education and participation in WADA approved courses.

The Executive Committee was briefed on the situation regarding the unauthorised interference of the International Testing Agency (ITA) during the initial stages of the Women's EHF EURO 2020 and also at the level of the European club competitions. This included an attempt of testing outside of competition days, and despite immediately engaging with the International Handball Federation and reaching a common solution, ITA made a second unofficial approach towards international clubs concerning 'whereabouts' matters. Thus, an official communication will be prepared and sent to the IHF to open a path to discussion and remedy in order to avoid misunderstanding and misinterpretations in the future.

4. Finance Delegation

4.1. FD Minutes 11/2020

With the minutes at hand, specific topics highlighted from the meeting included actual finance questions, the matter of donation flooring, the cost of the EHF EURO 2022 Qualifiers, personnel compensation, as well as the accounts of the National Federations (NFs), where surplus funds will be transferred back to the NFs prior to the close of the business year. The Finance Delegation also discussed the matter of the pandemic.

4.2. Budget 2020 – Status Report

Vice President Finance, Henrik La Cour provided the final intermediate report of the year and underlined that the forecast presented was based on information at hand as per 31 October 2020. To conclude the business year, a negative result of EUR -307k is to be expected. La Cour brought the attention of the Executive Committee to the reduced entry fees (YAC/Club competitions), the EHF result for 2019/20 as well as the increased guarantee fee with beginning of the new I&D contract, transfer fees remaining at the 2019 level, and governmental pandemic support on the side of the income being offset by increased expenses due to the 'Back-to-Handball' support, increased support for the Women's EHF EURO, as well as the impact of EURO venue change (NOR/DEN → DEN).

4.3. Budgets 2021/2022 – preview

La Cour continued with a preview of the draft budget for the year 2021/2022; it was underlined that the revision of line items such as entry fees for competitions, personnel and office expenditure, support (impact of the 'Back-to-Handball' support), investments (digital) are reflected in the draft presented. Moreover, it was emphasised that as foreseen in the already approved 2021 budget support for all YAC competitions (incl. European Open and YAC BH) will be doubled.

Wiederer reminded the Executive Committee that the funds distributed to the NFs for the YAC events that were postponed and eventually cancelled will remain with Federations. Looking to the Congress, he also reiterated the dense timeframe remaining for the preparation of financial documents and that the final documents will be delivered one month prior to the congress (as previously stated). The Executive reconfirmed their assent.

Additionally, the Executive Committee granted the mandate to the Finance Delegation to finalise the preparation of the 2023/24 budget that will be offered to the Executive Committee for perusal prior to being submitted before Congress for ratification in April 2021.

5. Technical Commissions – reports and status activities

First Vice President Bošković assumed the Chairmanship of the meeting for agenda points 5 and 6.

5.1. Competitions Commission (CC)

The last CC meeting took place in September, in the following period all competition activities are currently dominated by the consequences of the Covid-19 situation. Unfortunately, matches have been postponed on an almost daily basis. However, prior to the end of the year, there are a few rescheduled matches that will take place. The first match in 2021 will be a rescheduled match from the women’s Champions League.

With the (second) postponement of the men’s YAC competitions from January 2021 to later in the year, the time will be used to facilitate a better organisation for the summer events.

Furthermore, at the national team level, the EURO Qualifiers in November proved challenging and approximately 50% of matches could be played; a similar situation will be possible in January due to the ongoing challenges caused by the pandemic.

Prior to the Women’s EHF EURO 2020, the preparatory activities were hampered by the current situation and took place online; though it was not optimal, it did lead to an improvement in the online offer in terms of additional courses. A review of the situation and the performance of the referees and delegates in Denmark will take place in January and will be evaluated during the next scheduled meetings of the TRC and CC in February.

5.2. Methods Commission

The current activities within the Methods Commission include the qualitative analysis of the Women’s EHF EURO 2020 in Denmark that will be conducted remotely; referee performance would be monitored by Kinexon technologies. The results from the position-related covered distances and velocities in offence and defence from the Men’s EHF EURO 2020 were presented during the 12th Conference for Secretaries General; this report is also available on eurohandball.com.

In the area of education, the second module of the EHF Master Coach course was presented in the online format in early November; a report was submitted to the Executive Committee prior to the meeting. The second module of the EHF PRO License Renewal course consisted of several online lectures; all materials were provided via the EHF ILIAS platform. The first European Handball Online Summit for Grassroots took place at the end of October and recorded 788 participants from 58 countries.

Development activities included the activation of two new SMART agreements with ISR and RUS; prolongation agreements were signed with AND and LAT. Agreements with EHPU, ENG, and SCO reached the scheduled conclusion. The “calling for organizer” for the 2021 World and European Wheelchair Handball Championship was postponed to January 2021.

5.3. Beach Handball Commission

Due to the potential calendar conflict with an IHF YAC event, the BC recommended the cancellation of the bid process for the YAC 17 BH EURO 2021 (see AP 8.4.1).

The next edition of the Champions Cup will take place in Isola delle Femmine, Sicily from 7 to 10 October 2021. As this is a new venue, a site inspection and workshop with the LOC will be required next year.

Concerning the Senior and YAC BH EUROs 2021 planned in Varna/BUL, the requisite organisational steps are being taken; the initial workshop was conducted online with the local organiser with a site inspection to follow. The agreement is in the finalisation stage, and the playing system will be determined upon completion of the registration process.

In cooperation with the Sport University of Cologne a project was initiated to publish a book in the English language to cover all basics and more regarding beach handball.

A coordination meeting with the European Universities Sports Association (EUSA) was held in November to confirm the agreed conditions and next steps for the postponed EUSA Games in Belgrade 2021. Restating plans to have beach handball at games.

At 11:00, President Wiederer briefly set aside the agenda to welcome special guests to the Executive Committee meeting; He introduced Niels Nygaard, President of the Danish National Olympic Committee (DIF) and acting President of the European Olympic Committees (EOC), as well as Per Bertelsen and Morten Stig Christensen from the Danish Handball Federation (DHF).

Addressing the members of the Executive Committee, Nygaard expressed his thanks towards the EHF for having another EURO event in Herning and Kolding. In his capacity as the DIF President, Nygaard noted that handball ranked among his personal favourite sports and stated that, over the past years, it was always a pleasure to visit an EHF EURO. Remarking on the recent successes of the Danish men's and women's national handball teams, Nygaard stated that these teams could be looking at the top in the coming years. Returning to the current EURO, he underlined the positive cooperation between the EHF and the DHF especially during the critical ten days prior to the start of the event as the Danish government made its considerations; the handling of the matter by the DHF and EHF was impressive and resulted in an event been shown around the world that is running smoothly and without incident. Nygaard thanked the EHF for the trust placed in Denmark. Continuing, and speaking from his position of acting EOC President, Nygaard mentioned the 50 members nations of the EOC and, within this, the good cooperation with the EHF in connection with the European Youth Olympic Festival (EYOF) noting that handball was a favourite in the community as well as the achievements of the Danish national teams at this level. He mentioned the overall strong European performance at the summer and winter Games as the take approximately 50% and 70% of the medals respectively where is it a frontrunner with much participation; however, the other continents on the level of the Continental Games. The EU Games were introduced first in 2015 (Baku), the next edition of EU Games is scheduled for 2023; Nygaard underlined that the objective of the Games is to serve as a preparation for the traditional summer Olympics in the following year – the event in Poland will take place prior to the 2024 OG in Paris. He expressed his understanding that the compact international calendar did not allow to add indoor handball to EU Games, as well as his pleasure that an agreement to bring beach handball into the fold in 2023 can be signed; Nygaard recognised the positive development of beach handball and stated that this sport could be good for the Games, especially at the event in Poland that is known as a handball nation.

Wiederer thanked Nygaard for his words and reminisced on signing the very first EYOF agreement with the EOC and praised the development of the longstanding event. He echoed the sentiment of Nygaard stating that beach handball would contribute to the success of the Games.

DHF President Per Bertelsen (former EHF EXEC Member) opened his statement by expressing his gratitude towards EHF President Wiederer for the cooperation on the Women's EHF EURO 2020, and to the EHF for placing their faith in Denmark and their ability to turn the event around in ten days, from a joint event to a solo event, and finding the appropriate solutions. Bertelsen expressed his regret that Norway was ultimately unable to co-host the event and hoped to have another joint hosting opportunity in the future. He reflected on the efforts needed to bring an event to fruition that was not only important for the organisers, but also for the National Federations and teams; Bertelsen spoke of the safety protocols in place (testing, zones within the bubble) and how beneficial the testing capacity has been to the EURO. Closing his statement, he gave a special mention to the Danish stakeholders (DIF, DHF, HSF, Liga) who supported the efforts and contributed to bringing the Women's EHF EURO to Denmark.

Addressing the guests, Wiederer stated that it is a special moment to have the leadership of the Member Federation hosting the Executive Committee at the meeting. He dedicated the meeting to those who have managed the event efficiently in the interest of the sport; Wiederer asked Bertelsen and Christensen to extend his gratitude to all those persons currently working the event as due to the unique circumstances it will not be possible to hold the traditional EURO Final Banquet. Wiederer also expressed his appreciation of the sporting spirit of Denmark that supported the movement to hold the EHF EURO and the ambitions of the EHF, all of which would not have been possible if the Danish authorities had not given the 'green light'. As this event is the only indoor team sport to be played in Europe, it is hoped that the DHF gets the recognition it deserves.

The reception of the Niels Nygaard, Per Bertelsen, and Morten Stig Christensen concluded with the presentation of a gift traditional given to the hosts of the EHF EURO, as well as the signing of the agreement by the Presidents of the EHF and EOC that will see beach handball enter the continental EU Games.

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- 6. Boards – minutes and follow up**
 - 6.1. Nations Board (Men) 10/2020**
 - 6.2. European Handball League Board 10/2020**

The new format of the stakeholder meetings now begins with joint sessions intended to impart information and engage in the discussion on topics of common interest. The protocols from both joint sessions were made available. The focal points from the meeting of the Nations Board included the central marketing of TV rights, player involvement, education compensation and transfers (see AP 8.3.2. for additional information). The main topic out of the meeting of the European Handball League Board (EHLB) was the presentation of survey results distributed to the NFs that highlighted the concerns of the leagues; information from 50 NFs was collected.

6.3. Professional Handball Board (Men) 10/2020

According to the report presented by PHB Chairman Butzeck, in the autumn session of the stakeholder meeting, the PHB members, in addition to the consequences resulting from the pandemic situation, gave their attention to the matter of player agents. A proposal from the club stakeholder recommended the registration of agents, following the decision of the clubs to no longer pay agents as in their view, the party commissioning the agent is the party that should pay the agent (i.e., the player). The standpoint from the nations' stakeholder was that such a proposal was not feasible as experience has shown that it is unsustainable. A larger question was what was to be undertaken within the structure of the EHF, thus a proposal was submitted to the EHF stakeholder groups. The EHF remained unconvinced that support for such a proposal could be found taking into consideration several legal questions, the different environment across the continent to this topic, as well as the current laws in place governing the topic. Although the EHF agreed to explore the topic, it underlined that it could not act outside its bounds and would not contravene existing EU law. The topic is complex and there is currently no agreement within the PHB and between the EHF; the discussion is ongoing.

6.4. Women's Handball Board 10/2020

On behalf of the Women's Handball Board, Chairwoman Myaro expressed the gratitude of the WHB towards the EHF for saving the Women's EHF EURO 2020 and for ensuring its visibility, noting the exposure. The positive reception of the media efforts (podcasts, etc.) was also recognised. Staying with the EURO currently in progress in Denmark, Myaro voiced the request of the WHB to be part of the discussion and to provide input on referee nominations; it was underlined that the request of the WHB was not impinging on the decision-making process. In response, it was noted that the request had to be seen in the light of the overall strategy and, as such, could become a task for the Boards in the future to possibly develop a project for NFs to provide more female referees. Overall, it is the responsibility of the NFs to raise the quality of the referees.

The 'Respect Your Talent' (RYT) campaign has now been integrated into the Home of Handball platform, and in other projects, the WHB continues to target younger players by developing new concepts. Touching on the topic of the education compensation, the WHB viewed the development at this level as a good way to protect the clubs that are producing talented players.

7. Competitions 2020/2021

With a detailed comprehensive report at hand, the following items from the report were mentioned:

- **Women's EHF EURO 2020 DEN:** with the EURO still in progress, and on the eve of the finals, a lot more will be known about the event later in the day; however, it was underlined that the health precaution system implemented proved that it continues to function as intended. There were three positive cases detected on the arrival day on the teams, the measures were activated showing that the protection system worked. Following the strict testing regime, all 6000 plus tests since then have returned negative. It was reiterated that handball is the only indoor sport to have returned to the international stage successfully. The President report on the extremely positive feedback received on conferences held on an EOC (General Assembly) and EU (Annual Partner Meeting), but as well directly from other sport federations.

Moreover, following the quick transition from a jointly hosted to a solo hosted event, the EURO has proceeded relatively smoothly, though there were issues that demanded swift remedy e.g. the violations of safety procedures that prompted a reaction from the Danish government provided a clear signal that certain practices had to be strengthened; the concept was swiftly amended and the approaches renewed. All VIP invitations had to be cancelled. The DHF provided fortification to the testing regime by initiating 1-hour antigen test. At the administrative level, following the conclusion of the event, it was noted that the match schedule would undergo analysis. However, it must be taken into consideration that the actual match schedule referred to the original organisation in DEN and NOR and, due to the dramatic timetable, was not changeable at all.

- **Men's EHF EURO 2022 HUN/SVK:** the cooperation is intense but remains positive. Ticket sales for the event will commence in January 2021 as all ticketing issues have been resolved. The construction of the new venue in Budapest has experienced zero delay despite the pandemic. Following the evaluation of the EHF EURO in progress, the innovation meeting for the 2022 event will take place in February 2021.
- **Women's EHF EURO 2022 SLO/MNE/MKD:** the cooperation has started on a good level; it was mentioned that a meeting of the Executive Committee will take place in one of the three host countries on the occasion of the Qualifiers draw.
- **YAC Events:** the European Open contract is ready and is to be renewed (see AP 8.2.4.). To the upcoming YAC events, ISR requested a wild card pertaining to organisation rights; this request was denied because in the YAC structure, there is no regulation in place to uphold such a request. The draw for the home right at the additional qualification tournaments for the M18 and M20 followed immediately after the Executive Committee meeting.
- **EHF EURO 2024 GER:** the official announcement of the playing venues will take place after the World Championship in alignment with the EHF.
- **EHF EURO 2026/2028:** the bid book is complete; however, due to a delay in the distribution, the Executive Committee agreed to extend the deadline for the submission of bids; the new deadline is 10 May 2021.

7.1. General report and current situation

CSO Markus Glaser provided the Executive Committee with a comprehensive overview of the current club competition season; this was supported by a detailed report given to the members in the meeting. He reiterated that all competitions at all levels and categories are suffering the consequences of this ongoing pandemic; many matches are still played without spectators. Due to the changeable situation, precautionary and pre-emptive measures must be put in place in order to secure the organisation of the matches, the organisational arrangements of the teams, and to uphold the integrity of the EHF competition system.

The choice of referees is limited due to travel restrictions; consequently, most nominations are from neighbouring countries or the same referees are going to the same country several

times because of missing alternatives. With only a few exceptions, Delegates are nominated from the home country. Testing protocols must be followed for all involved. Nonetheless, this current situation has led to officials being changed multiple times for one match. A considerable number of matches were postponed across all competitions mainly because of positive Covid-19 cases in the teams, which normally leads to a quarantine for the complete team and the postponing of the game is only a normal consequence. But only a small number of matches could not be carried out due to travel restrictions or entry restrictions.

Naturally, this has exponentially increased the workload for those in the EHF office as each match is given special attention; and this is expected to continue until the season hiatus in which the EURO Qualifiers will take place.

7.2. National team competitions

An overview was given as follows.

- **YAC Events:** after the 2020 YAC events were postponed from Summer 2020 to January 2021, and later to summer 2021, the M18 EURO (from 2020) M20 EURO and M20 Championships (from 2020) events were cancelled in their entirety. Thus, the teams for the 2021 MU19 WCh and the 2021 MU21 WCh were decided by ranking and a qualification tournament is played for the last two places. The draw will follow the meeting.

- **Men's Euro 2022 Qualifiers:** those teams participating in the Tokyo Qualification in March 2021 are scheduled to play the Euro Qualifiers in January 2021. Additionally, a number of matches that were postponed in November were rescheduled for the same month, and the matches that are left have to be played by 2 May 2021, using any date later than 2 May 2021 would need a separate decision-making process. In order to discuss all these issues as well as possible alternatives a Euro Qualifier Conference Call with the participating Federations is planned for early January 2021.

- **2022 Euro Cup (ESP, CRO, HUN, SVK):** HUN-ESP and CRO-HUN were played in November, both matches of SVK were not played and need to be rescheduled. A new schedule for the Euro Cup is currently being coordinated with the participating four teams.

- **Women's WCh 2021 Qualification Europe:** One tournament of Phase 1 was rescheduled from December 2020 to the new date of 19 to 21 March 2021 parallel to the Women's Tokyo Qualification Tournament, while the Play-Offs are scheduled for 16/17 April and 20/21 April 2021.

7.3. Club competitions

Glaser proved general information on the current status of club team competitions; with the challenges already presented it was reiterated:

- **Men's Champions League from 10 Rounds consisting of 80 matches**
 - 58 played
 - 22 matches not played | 6 rescheduled in December
 - 16 matches open in 2021 – 6 already scheduled for 02/2021, the rest to be rescheduled

Thursday, 4 March is the last possible playing day as this marks the end of the Group Phase and the week afterwards is a National Team Week and can therefore not be used for Club Competition matches.

- **Further information included the situation in the Women's Champions League and the other club competitions**

At that point, several inputs were received including statements of the PHB representative and the President, as well as the First Vice-President. The statements were targeting a so called 'Plan B' in order to clarify the situation and to provide safe ground for the organising clubs within their environment and the national leagues, but as well for the EHF in their cooperation with the rights holders and partners. A respective 'Plan B' was announced to be presented under AP 8.2.1.

8. Motions and decisions

8.1. Business agreements

The Executive Committee confirmed the 10-year cooperation with Sportradar for integrity and scouting services.

8.2. Competitions

8.2.1. Club Competitions

CSO Glaser presented the complex three-part motion (discussion under AP 7.3.) pertaining to the men's and women's club competitions. Wiederer stressed the importance of the motion in connection with the timely release of information to the stakeholders necessary due to the pandemic.

The Executive Committee approved all three parts of the motion covering the assessment of club team matches that were not played due to the pandemic and the adopted competition system of the Champions League as written.

8.2.2. National Team Competitions

8.2.2.1. Women's EHF EURO 2022 - Qualifiers

The Competitions Commission recommends the adaptation of specific aspects of Women's EHF EURO Qualifier Regulations for 2022; the motion covers holding phase 1 in tournament format, distribution of referee costs, and technical issues.

The Executive Committee approved the motion as written.

Reporting the matches of the national teams, which has to be (or will have to be) postponed and, in particular, the Men's EHF EURO 2022 Qualifiers video conference will take place with the nations concerned after the period of the next matches in January.

8.2.2.2. YAC Competitions

The Competitions Commission recommends the adaptation of the YAC Regulations for the implemented MU19 and MU21 World Championship Qualification Tournaments; the motion covers technical issues, draw procedures, safety protocols, as well as expenses.

The Executive Committee approved the motion as written.

8.2.3. Refereeing

No motion presented.

8.2.4. Additional Activities – European Open Prolongation

For the prolongation of the EHF European Open targeting the two coming seasons, 2020/21 & 2021/22 - respectively for M17/2021 and W16/2022 – an official accord is to be signed.

The Executive Committee approved the motion as written.

8.3. Methods and Development

8.3.1. Sport & Game Services – Prolongation of Deadline

Based on the current circumstances, the Methods Commission requests a prolongation of the deadline to carry out (and complete) the missing modules of the Master Coach courses of BLR and RUS; the deadline will apply for the mentioned federations, who participated in the Men's EURO 2020 but did not meet the Coaches' Licensing criteria.

The Executive Committee approved the motion as written.

8.3.2. Development and implementation of a ranking system regarding the education compensation for international European transfers

Based upon the decision of the IHF, the EHF is entitled to implement their own ranking system to leverage the education compensation for European transfers Vice President Bošković remarked that as a result of the discussion of the Task Force Education Compensation (12/2020), the suggestion is to implement a ranking system based on significant criteria, influencing the education of players (e.g. education of trainers, active registered players), if valuable data about such criteria is not available on a reliable basis, a performance-based classification shall be used including the combined and merged performance of clubs and national teams of federations, which shall be updated every year, different for women and men.

The definition of criteria will be further developed until the next Executive Committee meeting (03/2021) to apply it from 1 July 2021. The Executive Committee agreed to the procedure as written.

8.4. Beach Handball

8.4.1. YAC BH EURO 2021 / Change of age categories

The Beach Handball Commission submitted the recommendation to cancel the bid for the YAC 17 BH EURO scheduled to be played in May 2021 and to change the age categories for the YAC BH EURO in Bulgaria in July 2021 from U19 to U17.

The Executive Committee approved the motion as written.

8.4.2. ebt Finals 2021 / Awarding organiser

In September 2020, an invitation to all National Federations and ebt organizers of the past season (2019/20) was sent out regarding the submission of an application for hosting the ebt Finals 2021. Two applications were received from Spain (Torrox) and Russia (Moscow) supported by their respective National Federations.

Based on the recommendation of the Beach Handball Commission as well as the documents submitted prior to the meetings, the Executive Committee awarded the event to Spain.

8.4.3. Inclusion of Beach Handball in the EU Games

The efforts to include beach handball to the next European Games were successful and the discipline was included to the preliminary list of sports in Krakow & Malopolska, POL. This motion to sign an agreement with the EOC is the culmination of the long-term goal determined by the Beach Handball Commission and although beach handball will not be part of the 2024 summer Olympic Games, being part of the European Games (EOC event) is a success and a major step towards the OG aspirations. Becoming part of the Olympic movement is a positive exposure for beach handball. BC Chairman Jørstad expressed his pleasure at this positive development.

The Executive Committee approved the motion as written.

**This motion was dealt with prior to the reception of Niels Nygaard in anticipation of signing the EU Games agreement.*

PART 2: EVENTS — PREVIOUS AND UPCOMING ACTIVITIES

9. Previous and upcoming activities

9.1. 12TH EHF Conference for Secretaries General – minutes / report

9.2. European Handball Convention – minutes / report

The autumn session of the Executive Committee (09/2020) took place on the fringes of the meetings where an interim report was given. Subsequently, based on the input from the Member Federations, that led to a revision of the EHF Master Plan, there are many follow-up activities from the conference currently ongoing. Wiederer reiterated the importance of gathering people in Vienna and recognised the success of the first official administrative gathering since the onset of the pandemic proving the decision to have reactivated EHF activities without detriment. With the minutes from both events at hand, and with no additional comment, the Executive Committee took note of the minutes from the 12th EHF Conference for Secretaries General and the 1st European Handball Convention.

9.3. 15TH Ordinary EHF Congress 2021

9.3.1. Introduction

9.3.2. Organizational status

Following the distribution of information to the Member Federations on 23 October 2020, the conversation around the event has begun. As it is an election congress, the options surrounding the topic of elections was carefully checked as the conditions must be known to all Federations. The corresponding documentation was not only sent to the National Federations, but also to all the elected persons currently serving in this electoral period.

Wiederer highlighted a minor formatting error in the documentation and, for transparency, confirmed the correct procedure concerning the election to the ECA Council (ECC) according to the statutes as follows. The ECC is comprised of three persons – two persons are elected by Congress and one person is nominated to the Council by the Professional Handball Board (PHB).

Furthermore, a clarification will be necessary that for the elections to the Men's and Women's National Committees, the members will be elected out of the pool of all nominated (but not already elected) candidates as it was the case for the Nations Board in the past.

9.3.3. Reports

All current serving Chairpersons/Presidents of the EHF Technical and Legal Commissions are required to prepare (in coordination with the EHF Office staff) an overview of activities (*covering the electoral period*) to be presented in short form at the Ordinary EHF Congress in Luxembourg. Throughout the business years, the Member Federations have received the minutes to all meetings, and since they are well informed, emphasis was placed on the reports being brief.

9.3.4. Elections

For transparency, it was reiterated that nominations for elected positions can only be submitted by the National Federations; the final entry date for nominations is 23 January 2020.

9.3.5. Motions EHF / National Federations

In accordance with Congress procedure the Executive Committee reviewed the motions to be submitted to the 2021 Ordinary EHF Congress:

- Submitted by EHF | topic: ECA Name
- Submitted by EHF | topic: Composition of the List of ECA Arbitrators
- Submitted by EHF | topic: Organisation ECA Council Function
- Submitted by EHF | topic: Liability of ECA Arbitrators
- Submitted by EHF | topic: Substitute Initiator of Proceedings
- Submitted by EHF | topic: Catalogue of Administrative Sanctions

All motions were confirmed and can be presented to the 2021 Ordinary EHF Congress.

Motions of National Federations will have to be received until 23 December

9.3.6. Finances

See AP 4.2.

9.3.7. Further topics

For transparency it was underlined that the EHF has limited the attendance at the Congress to a maximum of three (3) persons per Member Federation according to the statutes and, as is common practice, would finance the participation of one (1) person per Federation (travel costs excluded).

10. International business

10.1. Anti-Doping regulations

As mentioned in agenda point 3.4. concerning the uninvited intervention of the International Testing Agency (ITA) it was reiterated that urgent clarification is to be sought, and the International Handball Federation (IHF) will be contacted accordingly. It was underlined that the European/EHF anti-doping standards and procedures (worked out based on the new WADA code and confirmed at the level of the Executive Committee) are known to the IHF.

10.2. World Championships

Since the presentation of the IHF World Championship Health Concept at the last IHF Council meeting, no further or additional information has been introduced. It was reiterated that the Egyptian government fully supports the concept and the event; with 32 teams, this will be a massive undertaking. The EHF will submit all useful information obtained at the EURO in Denmark to the IHF.

11. Various

President Wiederer provided the Executive Committee with a brief view of the upcoming Final4 in Cologne. Due to the complete absence of spectators, the event would heavily focus on the media aspects. A positive picture of the event is expected based on the 40 planned direct broadcasting partnerships. It is well-known that the restrictions in Germany are tight, thus the testing regime for the adapted number of staff overseeing the event will soon commence. It is hoped that the (rescheduled) Final4 2020 will provide a successful conclusion to the (EHFM) business year.

With no additional points to be treated, President closed the meeting with his thanks to the members of the Executive Committee for their contribution and the cooperation throughout the year, especially bearing in mind that several fundamental decisions had to be taken between meeting sessions.

After the meeting, the Vice President Finance in a traditional ceremony handed over small Christmas presents to the Executive Committee members. This was followed by the draw procedure regarding the home rights for organiser for the upcoming YAC qualification tournaments.

For the Minutes: M. Wiederer/M. Brown
Vienna, 22 December 2020

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