

## MINUTES OF THE 155<sup>TH</sup> EXECUTIVE COMMITTEE MEETING IN VIENNA/AUSTRIA

**Date:** 26 March 2021  
**Time:** 09:00 – 16:30  
**Venue:** Hotel Roomz, Vienna

**Executive:** Michael Wiederer President  
Predrag Bošković First Vice President  
Božidar Djurković Chairman Competitions Commission  
Jerzy Eliasz Chairman Methods Commission  
Stefan Lövgren Member  
Gabriella Horvath Member  
Anrijs Brencans Member  
Gerd Butzeck Chairman Professional Handball Board  
Nodjialem Myaro Chairwoman Women's Handball Board

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

### Via Video Conference

**Executive:** Henrik La Cour Vice President Finances  
Ole R. Jørstad Chairman Beach Handball Commission

---

## PART 1: ORDINARY BUSINESS

### 1. Welcome and introduction

President Wiederer welcomed the Executive Committee to the first meeting of the year. He expressed his special appreciation for those who were attending in Vienna in person.

### 2. Executive Committee 12/2021 – minutes/follow up

The minutes were adopted with no additional comment. In addition, all circular decisions made between the last meeting of the EXEC and this meeting were listed and confirmed. This included competition issues such as the M 19 EURO, the IHF/EHF trophy for emerging nations and decisions regarding club issues.

### 2. Business report and decisions

#### 2.1. Finance Delegation

##### 3.1.1. Meeting 01/2021

Hausleitner gave a short overview of the topics discussed in the meeting of the Finance Delegation. As well as current financial questions, the final accounts of the EHF Business Year

2020 had been presented. The budget 2021 as well as the preparation of the budgets 2023/2024 for the EHF Congress had been on the agenda. Several topics relating to events and competitions, ordinary business and cooperation with I&D had been discussed and have been developed further during the last weeks and are on the agenda of the EXEC in this meeting.

### **3.1.2. Final accounting 2020**

As the EHF entered into the new contract with Infront and DAZN as of the beginning of 2021, 2020 was the last year with the “long experience contract”. The business year 2020 was a challenging one, as all parties involved experienced through the regular meetings, – bearing in mind that the EHF had to fight for the organization of the competitions on a regular basis.

Overall, the final accounts 2020 reflect the following developments:

- On the one hand, the Covid 19 pandemic, which proved more challenging than expected and impacted the result on different levels
  - o The launch of the Back-to-Handball support programme in June at a total cost of € 3.29 million was a necessary step for securing activities
  - o Higher cost of running events (cost of testing, antigen test submissions, postponements and cancellation of flights, ...)
  - o Huge efforts (including financially) to bring the main event, the Women’s EURO 2020 in Norway and Denmark, to a successful end (as well as the postponed F4 for the season 2019/20) – incorporating provisional expenses into the final accounting and the health concept costs
- On the other hand, intensive work on the new contract with Infront and DAZN resulting in
  - o Digital investments in infrastructure, website, CRM, App, etc. launched at a cost of more than € 3 million
  - o Hiring new staff– roughly four full-time equivalents - for the implementation of these digital investments

The negative result of the final accounting 2020 has to be seen in connection with the budget 2021, which offers a remarkable improvement due to the new I&D contract and also includes expected additional share payments for the EURO’s in 2020 under the previous contract with Infront.

The Comptrollers’ meeting took place at the beginning of March and the external audit was successfully completed. A recommendation which will be followed accordingly, if the credit balance of a federation’s account exceeds € 150,000. This recommendation has to be seen in the context of current information from bank partners that EHF will be charged negative interest from the beginning of May.

Already approved were the budgets 2021/22 as well as the draft budget for 2023/24.

### **3.2. Secretary General – business report**

With the written document at hand, Executive Secretary General Martin Hausleitner gave his report regarding the personnel situation in the EHF, specially mentioning the retirement of the Senior Director for National Team Competitions, Peter Sichelschmidt, to be succeeded by Mario Kovacic, who previously worked for club competitions within the EHF.

Hygiene guidelines have been updated and additional measures taken in the office in response to the Covid situation.

Hausleitner reported about the evaluation process of the EHF EURO in DEN/NOR, which was conducted from various angles within the EHF together with the organizing and participating Federations, Infront and external partners. Findings are to be implemented in the newly developed project management tool and offered to future organizers.

The Media department offers a detailed analysis of TV figures as well as of the figures of the digital media channels. The “behind-the-scenes” film “A Championship like no other” was released on various channels.

Hausleitner reported about the innovation meeting held to prepare the next EHF EURO and implement further tools in the field of entertainment, presentation of the game and the development of the Kinexon project as well as about the EHF and EHF M presentation of their working programme 2021. In addition, the business report 2020 was released in January in paper and in digital format.

He informed the meeting about the offer of Sportradar Integrity Service to adapt cooperation and thereby save costs.

In the field of IT and digital development Hausleitner reported about the signing of the amended cooperation agreement with IT Partner EOS for four years and the ongoing development process of the APP. After necessary adaptations in the development process, the release of the EHF APP is scheduled at the start of the upcoming season.

A short report was given about cooperation with Hummel and Select, which are following the foreseen rundown in preparing upcoming events. There are ongoing negotiations with the supplier of the goals, Sporttransfer in planning a new cooperation agreement including the events 2024.

Eleonore Este joined the Business Development department for the CRM project. Customer services are to be offered not only to the Fans; a plan to reach other stakeholder groups as well is being developed and will support the initiatives under the Masterplan.

In brand management, a new Logo policy for EHF YAC competitions has been released, which supports the organizers on the one hand and safeguards a harmonised picture of all competitions on the other.

Hausleitner reported about the status of cooperation with Infront and DAZN, as several meetings had been held during recent weeks, including the first meeting of the year of the Steering Board, and provided updates on various initiatives and the status in the fields of media and marketing sales. Discussions took place about the challenges of the competitions and implementation of automated processes in the digital environment.

Finally, Hausleitner gave an update about the status of the Masterplan, which will be presented at the Congress. Having received the input of Federations and stakeholders, goals

and tasks in the fields of the seven players have been defined and implemented. After the EHF Congress, reference groups will work on defined measures to reach the goals.

### **3.3. Report Legal Management**

As competitions are running, several cases are being dealt with by the disciplinary commissions, the Court of Handball and Appeal and the Court of Arbitration. In addition the report of the Initiator of Proceedings is at hand, reporting about the activities on the whistleblower platform. To date, no cases had to be forwarded to the legal system.

### **3.4. Report Anti-doping Unit**

Wiederer informed the EXEC that the EHF had been informed of the new WADA procedures, valid from January 2021 onwards, which do not provide for the inclusion of continental federations. As a result, the EHF would no longer be organizing doping controls.

In the discussions that followed on leadership level, it was agreed that WADA should be approached by the IHF and EHF together with an aligned cooperation agreement, which shall grant the EHF Anti-Doping Unit the right to get access to the ADAMs system, the control of EHF competitions, as well as authority to conduct controls in the preparation period (Out of Competitions Controls), but also to organize educational measures. Positive cases shall be handled within the legal system of the EHF. This agreement also follows an aligned approach with UEFA, which likewise has to deal with FIFA and WADA as a continental federation.

### **3.5. Report EHF Marketing GmbH**

With the minutes of the meetings of the Advisory Board, Men's and Women's Club Board at hand, Wiederer reported about the ongoing information process with representatives of the Stakeholder groups regarding the organization of competitions and the resulting financial questions.

Regarding finances, the proposal jointly developed with the clubs to offset the remaining match compensation against costs was approved along with the proposal that, in the given situation of Final4 tournaments without spectators, the amounts to be paid out are set to be modified.

Wiederer gave an extensive report about the ongoing negotiations with I&D regarding the exploitation of the marketing rights for club competitions. In recent days, the EHF and EHFMM had received an expected offer including a further proposal for adapting the existing agreement. The offer cannot be taken into consideration due to the narrow timeline for the next season as well as the current opportunities.

### **3.6. International Business**

Basis for the discussion were the IHF Council Minutes from 19 February 2021 and the respective decisions on the cancellation of the Junior / Youth World Championships in 2020 and 2021. As a consequence, a Men's 19 EURO competition was introduced in order to secure matches for this age category on all levels. As there was not a single YAC competition on the level of the other continents in 2020, no teams are available for qualifying for the World Championships. Moreover, travelling from other continents to Europe in order to have full presence of 32 teams was not to be expected.

Further topics in the contacts with the IHF were the Anti-doping issue and the cancellation of the IHF Emerging Nations Championship. The IHF will support a Trophy Tournament (to be played in GEO) and, with this event, the qualification process for the EURO 2024 can be started with the participation of emerging nations.

Contact was established with the IHF President at the Olympic Qualification Tournament in Berlin. The EHF President also attended the Women's Qualification in Győr and had contact with the National Federations accordingly.

#### **4. Technical Commissions – reports and status activities**

*First Vice President Bošković assumed the Chairmanship of the meeting for agenda points 5 and 6. The motions of the Commissions are listed under point 7 of the agenda.*

##### **4.1. Technical Delegation**

The meeting of the Technical Delegation (TD) and the EHF CAN Advisory Board (AB) took place on 25 February under the chair of MC Chairman Jerzy Eliaz.

With the notes at hand Eliaz reported about several topics that had been discussed at the meeting. Covid-19 had a major impact on the activity plan as several competitions and courses had to be cancelled. However, after the first phase of the pandemic, European Handball managed to organize competitions on a regular basis, carrying out the Women's EHF EURO and playing all club competitions. Licensing courses and Master Coach courses were organized on a virtual basis, Smart programmes have been adapted to the situation and grassroot activities have been strengthened through digital activities. Several activities in Beach Handball have not been cancelled, but are postponed and will be carried out in the upcoming season; even an alternative competition, the Men's 19 EHF EURO in Croatia has been scheduled. The time was used to create teaching material and enforce digital communication with all stakeholders.

Eliaz reported about the further development of the EHF Masterplan, which will be presented at the Congress.

The Kinexon project had a major impact on the scientific approach; evaluated data are prepared and available from the Men's EHF EUROs and the Women's EHF EURO. A cooperation agreement with the University of Alicante for the evaluation of all data was signed and will offer an additional benefit in the evaluation process.

Further topics reported were the collaboration with the Universities of Las Palmas and Cologne, as well as the participation in the Erasmus+ Project and the partnership with the European Week of Sport.

The EHF is looking forward to organizing the 2021 Scientific Conference in November 2021.

##### **4.2. Competitions Commission (CC)**

The last meetings of CC and TRC were at the end of February, notes were distributed to all parties involved and are at hand of the members of the EXEC.

In addition, the chairman of the CC, Bozidar Djurkovic, reported that the competitions were running in the last few weeks and that only a small number of matches had not been played. In general, the number of Covid-19 cases in EHF Competitions went down considerably in 2021, but some of the governmental restrictions are still creating difficulties.

A pending legal case resulted from the games of Borussia Dortmund as the team did not appear for their two matches in the Women's Champions League Last 16 and the issue of the cancelled game in Veszprem vs. Nantes in Round 14 of the Men's Champions League is under investigation.

A number of draws were held in the National Team Competitions as the Women's WCh Playoff, the 2022 Women Euro Qualifiers, phase 1 and phase 2.

During the summer, 12 YAC Competitions will be organized, including the Men's U19 in Croatia, which was installed following the cancelling of all World Championships by the IHF. The EHF is closely cooperating with the organizers to establish hygiene plans and guidelines. It is still a bit early to say if all these events will take place on schedule. Preparations are in any case well underway.

Activities for referees and delegates still do not include any courses with in-person attendance. The focus is therefore on online material for further education and the restructuring of this area, where George Bebetos has started his new EHF office position as a Coordinator for Referee Education.

#### **4.3. Methods Commission**

In addition to the minutes of the meeting in February, chairman Jerzy Eliaz gave a brief overview on the specific activities of the EHF MC.

With the minutes of the meeting of the MC at hand, Eliaz pointed the EXEC members' attention to the following topics:

The qualitative analysis of the EHF Women's EURO DEN by Peter Kovacs / EHF MC and the respective videos were published via the EHF online channels.

The organizers of the 2021 YAC championships will be contacted regarding the nomination of a person responsible for qualitative analysis.

The MC and the business department Sport & Game Services are driving the project forward together; with Kinexon support, the Federations pursued their scientific approach and concluded a contract with the University of Alicante (C. Machado / CC) on future cooperation on the scientific analysis of Kinexon data.

The Men's EURO 2020 and the data of the Women's EURO 2020 are currently being analysed by the University of Alicante. Comprehensive results will be offered to the respective teams in April 2021 in addition to the raw data already supplied.

Under the RINCK Convention, several activities were organized, including the 3<sup>rd</sup> module of the EHF Master Coach Course 2020 (digital course). A detailed report was provided. The

courses in RUS and BLR had to be postponed due to the pandemic and the deadline was prolonged to 30.06.2021.

The EHF RC Annual Activity Reports of 8 signatories are missing; reminders will be sent.

In addition, Eliaz gave a report about Grassroot Activities, as all Member Federations are requested to nominate a person responsible for grassroots; a coaching App is currently being designed, with the final decision on realization to be taken in the near future. This App will also contribute to the Masterplan.

As no application has been received for hosting the 2021 World & European Wheelchair Handball Championship, the MC requests the postponement of the deadline. In addition, 33 Member Federations returned the wheelchair handball questionnaire. Details can be found in the minutes of the 1<sup>st</sup> MC meeting 2021.

### **Special Handball**

A concept for a future event for handball players with intellectual disabilities has been defined and will be included in the MC activities after the EHF Congress 2021.

### **SMART programme**

A request for a new SMART programme from MDA has been received; a request for adaptation of running programs with SCO, and BEL was answered positively. A request has been received from Spoonbill Nest Innovation Centre and the member federation of ALB regarding the creation of an educational project in Elbasan / ALB and throughout Albania that would integrate handball and outdoor adventure activities in schools while also providing professional handball training to older handball players. As the request currently does not fit in any available development programme, no positive feedback can be given; further discussions will be necessary.

### **Others:**

The 2021 Club / Federation Management seminar will be held as an online seminar on 12 and 13 June 2021. The proposed working title is “Learning from others – Best Practice”. The 2020/2021 cycle (in German language) of the University of Cologne European Handball Manager Programme will start in July 2021 with the deadline for applications being 30 April 2021. 7 applicants defended their projects in the 2020/2021 Academic EHF Master Coach Certification by the University of Las Palmas on 12 March 2021 (online).

### **4.4. Beach Handball Commission**

The summary below aims to provide the EXEC members with an overview of the beach handball activities since the last EXEC meeting in December. The report in addition to the minutes in hand was given by chairman Ole Jorstad.

### **ebt Finals 2021**

The ebt Finals 2021 will be played in Torrox, Malaga (ESP) from 3 to 6 June 2021. The first workshop was held online in February 2021 and the meeting notes are available. The second workshop and the site inspection will be organised in Torrox in April. The organisational agreement is being finalized. A detailed hygiene protocol will be developed in cooperation

with the Spanish Handball Federation to ensure the maximum level of safety for the participating teams against the backdrop of conditions in Spain and all over Europe.

#### **Senior and YAC 17 Beach Handball EURO 2021**

The third workshop and the site inspection with the OC were organised in Varna in March. Meeting notes are available. Regular exchange regarding marketing and media topics was established with the organiser together with their local marketing agency and Infront/DAZN. The sales of TV rights are ongoing and, so far, TV stations in 22 countries in Europe have secured the rights to the Senior EURO.

In total 18 + 18 YAC and 18 female and 19 male teams for the Senior event have registered. Following a feasibility analysis with the organiser there will be no qualification event before the Senior competition and all teams will be playing in the final tournament. The group draw was based on the Nations' Rankings for beach handball and will be published in early April. The first part of the EHF officials' nominations will be done by the end of March and the remaining technical delegates will be nominated after the Congress.

#### **Champions Cup 2021**

The Italian Handball Federation (FIGH) confirmed the venue (Isola delle Femmine) and the date (7-10 October 2021) for the Champions Cup 2021. The workshop and site inspection have not yet been scheduled and will be defined within the next months.

#### **EHF Education course 2021**

Following an online meeting with the local organiser in January, the Camelot tournament management reported about the current restrictions and difficulties to organise sport events in the Netherlands this summer. The conclusion by the LOC was to cancel the ebt tournament "Camelot" this year. As a result, they are not able to host the EHF education courses for beach handball. The courses in 2021 were therefore cancelled and priority will be given to the candidates already registered for courses planned in 2022.

#### **EUSA Games 2021**

On 22 March the EUSA office informed the EHF that the games, including Beach Handball, cannot be organized in Belgrade in 2021.

#### **Teaching Material Referees**

The teaching material for beach handball referees was completed late last year in close cooperation with beach handball officials and the BC. The online material was published in March and was promoted through the EHF channels and within the beach handball community.

#### **Educational short video clips**

The last part including 10 more short education video clips was finished by Juan Carlos Zapardiel and the clips were published on the EHF platforms in March.



## **5. Competitions – reports and decisions**

### **5.1. Organization of Events**

A written report about the events from 2020 to 2028 was provided to the members of the EXEC. Hausleitner mentioned in addition the process of the final accounting of the EHF EURO in DEN/NOR, which is expected to be concluded within the next days as no major issues were mentioned. The preparation of the upcoming EURO in HUN/SVK is ongoing, first inspections have taken place in SVK, ticket sales are proceeding as in comparable previous events. Regular exchanges of information are taking place, facilitated by videoconferences. The draw event for the final tournament will be held in Budapest on 6 May.

The first highlight of preparatory work for the EHF EURO in SLO/MKD/MNE was the draw event for the EURO Qualifiers this week. On the occasion of this event, the logo and the brand guidelines were released as well. Open questions regarding the venue in Podgorica are handled in a positive way, with a focus on solutions. The match schedule has been discussed with the organizers as well as with I&D and on the level of the EURO Delegation and was approved by the EXEC during this meeting.

The preparatory work for the EHF Euro 2024 in Germany has started. A match schedule was discussed on all levels on the basis of the evaluation of the first competition with 2024 teams in 2020 and in accordance with the principle that every team has at least one rest day between the games. As the highlight, the opening game is scheduled in a football arena in front of 60,000 spectators.

The deadline for registration for the EHF EUROS in 2026 and in 2028 is 10 May; this will be followed by the evaluation process of eligible bids to allow the awarding process to take place in November 2021.

Due to the fact that the EHF is organizing an EHF EURO Men 19 in Croatia, 12 YAC competitions will take place during the summer of 2021. This will have an organizational impact as well as an impact on the nominations of EHF staff and officials. The application process for the YAC competitions in 2022 is running.

### **5.2. Euro Delegation – meeting 03/2021**

The EURO Delegation met virtually on 1 March to deal with open questions regarding the EHF Euro events. It discussed the match schedules for the EHF Euros 2022 and 2024, amendments to the EHF EURO regulations like the match interval and the arrival date of teams. In addition, the EHF EURO in DEN was evaluated and a preview was given about the upcoming summer events.

### **5.3. National team competitions**

CSO Markus Glaser gave a detailed report about the ongoing EHF EURO Qualifiers. All matches are currently scheduled to be played until 2 May. Mainly as a result of the situation in November 2020, a number of Federations have to play 3 games in the last week of the qualification, one team has 4 games to play. In view of this situation, a motion is tabled under 7.2.2 to create a basis for a decision that needs to be taken if games cannot be played until 2 May.

#### **5.4. Club competitions**

After the phase of the group matches the competition is now in the phase of the KO matches in the Men's EHF CL, the DELO EHF CL and the Women's and Men's EHL, as well as in the EHF CUP. As the EXEC had defined as basis for decisions that a postponement of games beyond the deadline of the second leg cannot be accepted, the encounters will be decided by applying the principle of causal responsibility. The F4 events for the CL competitions are being prepared; the EHF is in close contact with authorities to draw up hygiene guidelines, as otherwise it will not be feasible for spectators to attend the games. An application process for the F4 events on the level of the EHL is running. Potential applications are expected to come in after the quarterfinal phase.

#### **6. Boards and Stakeholder Groups**

The usual meeting sessions of the Boards took place at the beginning of March. The minutes of all the meetings were drawn up and distributed to the stakeholders and the Executive Committee. The Executive took note of the minutes. The different topics were presented in a joint meeting in order to ensure an identical information process for the different Boards prior to their meetings.

##### **6.1. Nations/ League/Professional Handball Board**

In their last meeting prior to the Congress, the Nations Board dealt with the structure of competitions and, in particular, the current situation on the level of the respective Federations with regard to the pandemic. The members representing nations of different rankings were informed on the situation of the different competitions and the upcoming Congress. Specific attention was paid to the change in the structure resulting in two National Team Committees (Men and Women) and what will be a merged Nations Board.

The League Board in their meeting planned a conference for the leagues and prepared for the PHB and the General Assembly to be organized in June.

The Professional Handball Board organized their meeting on the basis of the information provided at the joint meeting. Complete reports were given by the stakeholders on their respective situations and activities. The I&D partnership with respect to the marketing of the competitions was discussed and an extensive debate was held at the initiative of the club representatives to deal with the player's agent structure. It was agreed to move forward with the topic taking into consideration the different aspects.

##### **6.2. Women's Handball Board**

Chairwoman Nodjialem Myaro reported about the last meeting of the WHB and their initiatives.

The minutes had been distributed to all stakeholders and Myaro drew particular attention to the following points:

The WHB discussed the challenging situation for the players in the continuing corona virus environment. The importance of individual and joint responsibility of all stakeholders - Federations, Clubs and Players - whilst participating in the competitions was highlighted.

Based on the carefully summarised consequences of Covid-19 for women's handball on various levels, the group focused on grassroots as the most vulnerable group with the lack of training, gathering and playing and discussed how to avoid drop-outs. Various proposals for the federations, clubs and EHF were put forward and included in the WHB Minutes.

The WHB stated its position on the NOR motion in respect of the IHF Beach Handball Regulations/Rules of the Game with regards to the requirements of the "Athletes' Uniform for female players" in official competitions. Having discussed topics such as the convenience of uniforms when playing on sand and comfort, gender equality regarding the uniforms and also the question of age, as the regulations are also valid for the YAC competition, the WHB is supporting the same dress code requirements for men and women in beach handball while giving women's teams a feminine style equipment and the possibility to choose the amount of skin exposure to a certain extent. The WHB acknowledges that the competence for such change in the regulations is with the IHF.

The report concludes with the summary of the WHB achievements in the last 5 years and their contribution to the system within the scope of initiatives, including in particular the Respect your Talent player development programme and its good influence on the EHF Master Plan, and an expression of gratitude to EHF and EXEC for their full support of women's handball.

### **6.3. Stakeholder Groups**

The minutes of the General Assemblies of the Men's (29.12.2020) and the Women's (26.01.2021) Forum Club Handball were made available to the EHF and therefore to the Executive Committee. The EXEC took note of the information, which deals mainly with club topics in connection with EHF activities, cooperation with the IHF and other team sport institutions.

## **7. Motions and decisions**

### **7.1. Business agreements**

No motion presented

### **7.2. Competitions**

#### **7.2.1. National Team Competitions**

##### **7.2.1.1. Match schedule Women's EHF EURO 2022**

The motion was adopted according to the document tabled.

##### **7.2.1.2. Match schedule Men's EHF EURO 2024**

The motion was adopted according to the document tabled.

#### **7.2.1.3. Adaptation EHF EURO Regulations**

The following items were tabled for a decision: Integration of Hygiene Plan, Teams arrival Date 2 days prior to the first game, Size of the official team roster up to 20 players, replacement of players out of official squad without limitation, Use of digital technology in the substitution area (according to IHF guidelines), Redefinition of the exclusivity definition for EHF sponsors and partnerships (clarification), Implementation of match and event related technologies like goal light, line, instant replay, tracking, Adaptation of the definition of the EHF EURO CUP Presenting Sponsor, Extension of breaks between matches changed to 2:30 hours, Rephrasing of start list, Ticketing, Marketing and Media rights to audio – visual rights, Deletion of old terms like DVD or Fax.

An information exchange took place in detail and the EXEC adopted the amendments to the EHF EURO Regulations in the form presented.

#### **7.2.1.4. Audio-visual rights of WCH Qualification for EHF TV**

After discussion and evaluation with the NB, it was decided that audio visual rights of the WCh games were not to be marketed in a centralized process but, as a minimum standard, these games are to be broadcast on EHF TV.

The motion was adopted according to the document tabled.

#### **7.2.1.5. Decision making process in the EURO Qualifiers**

The motion presented contained the following points: No postponing of matches is possible for any date after Sunday, 2 May 2021.

If a match is not played by Sunday, 2 May, it will be cancelled and will be assessed according to the principle of causal responsibility.

This is the identical procedure that is currently in place for the Club Competitions and was used there also at the end of the Group Phase as well as for the KO-Rounds.

The Executive took note of the information and confirmed the procedures regarding the Qualifiers.

#### **7.2.3. Younger Age Category Competitions**

No motion was presented

#### **7.2.4. Refereeing**

No motion was presented.

#### **7.3. Sport & Game Services**

##### **7.3.1. SMART programme MDA**

Adopted according to the document tabled

##### **7.3.2. Adaptation SMART programme SCO (time schedule)**

Adopted according to the document tabled

### **7.3.3. Wheelchair Handball** / postponement of deadline for organizers

Confirmed by the EXEC

### **7.3.4. Adaptation SMART programme BEL**

Adopted according to the document tabled

### **7.4. Beach Handball**

The motion to the IHF for an adaptation of the IHF Player Eligibility Code and Transfer Regulations was confirmed.

### **7.5. Other activities**

The ranking list based on results achieved on the national and club levels for the transfer education compensation within Europe was confirmed and will be implemented as of 1 July 2021.

## **8. Other topics**

### **8.1. Player's Agent – Finances**

The Executive Committee was presented with an overview of the topic. Since the discussion started in autumn 2020, different Boards and Commissions were involved, always taking into consideration that the relevant regulations are to be dealt with by the IHF. There is common support for the idea of the clubs that transfer agents should only be paid by the players as they are representing their interests. However, the legal framework has to be taken into consideration and, in particular, that integration into the EHF Regulations is possible only after clarification with the IHF and the construction of legal basics within the system. After an extensive discussion with the participation of all the Executive Members the Executive agreed to table a motion to the IHF to start the process on an official level.

### **8.2. EHF House new**

The President described the situation by presenting the rundown since the topic was identified for the first time. Secretary General presented a draft design which was created by an architect on behalf of a development company. Afterwards CFO Binder described the financial situation in the light of the current situation in the financial markets with negative interest payable on deposits held with banks and the concrete project, which can partly be financed from existing funds. Further input followed by the Vice President Finances on the basis of his business experience and other positive statements of Executive Committee Members. The EXEC agreed to further develop the project for presentation to the new Executive Committee in June.

## **PART 2 – 15<sup>TH</sup> ORDINARY EHF CONGRESS 2021**

### **9. Status Organization**

The situation in Luxembourg and in particular new challenges with the hotel were reported. Regardless of the positive approach of LUX to organizing a Congress, the new situation has changed the scenario.

The President presented different options for how to handle Congress organization with respect to legal and organizational conditions and timing. Expertise received confirmed that like in other institutions (IOC, EOC...) hybrid or remote events are viable options for the EHF and compatible with its Statutes. Both elections and the treatment of motions will be valid as long as the Federations have access to the information (incl. simultaneous translation) and electronic voting on a remote basis.

All Executive Committee Members took the floor and clearly opted for moving the Congress to Vienna, in agreement with LUX, to secure the best possible conditions in the preparatory process as well as technically. The current EXEC meeting proves that travel to Vienna is possible, supported by invitations and a hygiene plan. During the meeting, the full support of the Austrian Government and the respective Ministry was sought and received.

The Congress organization will therefore be adapted, and National Federations and function holders will be informed on the support by the EHF for coming to Vienna.

#### **10. Timetable, programme and agenda**

Will remain unchanged

#### **11. Reports**

##### **11.1. Reports Commissions**

##### **11.2. Finance Reports 2017/2018, 2019/2020, 2021/2022 update**

##### **11.3. Budgets 2023/2024**

Reports will be delivered in two ways: by written document and a short oral report of the Chairpersons of those Commissions and Boards that were elected at the Congress. The Finance Reports and the 2023/2024 Budget proposal will be presented in the usual form. All relevant documents were sent to the National Federations on 23 March 2021.

#### **12. Elections – nominations**

139 nominations have been received for the positions to be elected, including 36 female nominations. The nominations of SVK which the EHF received correctly but in the spams due to a technical problem have been announced; late entries were registered from DEN (one) and FAR (two) and will need a 2/3 majority for admission. A letter of Greece regarding this process will be answered according to the Statutes. Furthermore, motion 13 is proposed as an additional motion in the given specific situation regarding gender rules for the Executive Committee. The EXEC discussed the situation and input was received indicating that the EHF should do their utmost to move towards normality regarding gender representation. In the nomination process, the support of the National Federations will be needed, though. In this respect and in the specific situation, the EXEC Members unanimously support the presentation of the motion with the necessary explanations.

Overall, the elections of the Executive Committee are proposed to be conducted by Honorary President Jean Brihault, who had done so at the previous election Congress as well.

### 13. Motions

A document was presented setting out the allocation of tasks to all EXEC Members such as presenting a motion or representing the opinion of the EXEC regarding the motions of the National Federations.

#### 13.1. Motions EHF

#### 13.2. Motions National Federations

The motions of the National Federations were discussed in detail and information was provided in particular on the distribution of funds (motion NOR for distribution of finances Men's versus Women's Champions League).

Furthermore, the motion regarding Beach Handball clothing was analysed and clarified in so far as the EHF Congress may have an opinion but Norway has to address a concrete motion to the IHF.

The Hungarian motion regarding the election of a CC Member Refereeing to take effect as of 2025 needs further clarification and may result in a Congress decision in 2023.

An information exchange will take place on the motion of NOR (nomination of female referees); the same applies to the motion from ISR (YAC events).

Last details can be clarified in the EXEC meeting on the day prior to the Congress.

The chairman closed the meeting and thanked the participants attending in person or from their homes for reading the large number of documents and taking part in the meeting in a very active way.

For the Minutes: M. Wiederer/M. Hausleitner/V. Lazic  
Vienna, 31March 2021

Strategic Business\EXEC\Meetings\2021\03\_2021\_AUT\_155\EXEC\*155 Minutes\_210326\_LAV.docx