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## MINUTES TO THE 163<sup>RD</sup> EXECUTIVE COMMITTEE MEETING IN LJUBLJANA, SLOVENIA

**Date:** 28 April 2022  
**Time:** 09:00 – 12:30 | 13:30 – 15:00  
**Venue:** Radisson Blu Plaza Hotel Ljubljana

**Executive:**

Michael Wiederer	President
Henrik La Cour	Vice President Finances
Božidar Djurković	Chairman Competitions Commission
Pedro Sequeira	Chairman Methods Commission
Gabriella Horvath	Chairwoman Beach Handball Commission
Stefan Lövgren	Member
Franjo Bobinac	Member
Bente Aksnes	Member
Mark Schober	Chairman Nations Board
Xavier O’Callaghan	Chairman Professional Handball Board
Marta Bon	Chairwoman Women’s Handball Board

**Office:**

Martin Hausleitner	Secretary General
Bernhard Binder	Chief Finance Officer
Andrea Moser	Finance Projects
Markus Glaser	Chief Sports Officer
Vesna Lazić	PA to the President
Marsha Brown	Corporate Liaison

**Excused:**

Predrag Bošković	First Vice President
Francisco V. Blázquez Garcia	Member

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### 1. WELCOME, PROGRAMME AND AGENDA

President Wiederer welcomed the Executive Committee to the 163<sup>rd</sup> meeting held in Ljubljana for the Women’s EHF EURO Final Tournament draw and thanked Franjo Bobinac, the President of the Slovenian Handball Federation, for the hospitality extended to Executive Committee. Due to professional commitments, P. Bošković, First Vice President and F. Blázquez Garcia, Member were excused. The programme and the agenda were recapitulated.

### 2. MINUTES AND FOLLOW-UP

#### 2.1. Executive Committee 01 & 02/2022

With no comment or questions, the minutes from the ordinary meeting in January and the extraordinary meeting in February were adopted.

#### 2.2. Circular Decisions

The Executive Committee took note of the decisions taken which included:

ECA Council President – Nomination M. Colucci	14.02.22	Unanimous
HC Metalurg – prolongation of deadline	19.02.22	Unanimous

Classification of games from teams from RUS and BLR after the suspension – amendment to EXEC decision on 28.2.2022	03.03.22	Unanimous
Awarding of YAC EURO and Senior Championship Beach Handball to CZE	22.03.22	Unanimous
No transfer fees for transfers of players from the UKR for EHF	22.03.22	Unanimous
Update on the EHF Hygiene Concept	22.03.22	Unanimous
Awarding of the right to host the Women’s EHF European League Finals to Viborg/DEN	05.04.22	Unanimous
Women’s EURO 2022 Qualifiers Group 4 (FRA, CZE, UKR, CRO) – postponement games UKR	05.04.22	Unanimous

### **2.3. 13<sup>th</sup> EHF Conference for Secretaries General**

The conference was noted as a platform on the pathway to the decision-making process. Due to the number of new national federation representatives present, the EHF presented a wealth of information about the structure of the EHF and its activities. The German Handball Federation was thanked for their hospitality. Feedback from two members of the Executive Committee suggested, based on the information imparted, opening the event up to the professionals within the Federations, and not only the Secretaries General.

## **3. FINANCE DELEGATION 04/2022**

### **3.1. Minutes and Overall Report**

The Finance Delegation is an internal coordination body, and a written report was at hand. Henrik La Cour, Vice President Finances took reference to the meeting held in Berlin on 1 April. The actual finance questions dealt with included but were not limited to the adaption of the Expert Compensation according to new expert concept, increase of support to federations for the YAC competitions out of development budget, increase support to organisers of YAC competitions, bonus catalogue for development fund for the Men’s EHF EURO 2024, distribution of development fund for the Women’s EHF EURO 2022, and an overview on the final accounting status of the Men’s EHF EURO 2022.

### **3.2. Final Accounting 2021 – Status**

The final Accounting for the business year 2021, including the legal statutory audit, was completed within the prescribed timeframe. Revenues totalled EUR 23.82m (EUR14k below forecast), negative interest and adapted numbers of partnership contracts were the main cause. Expenses totalled EUR 18.36m (EUR 51k below forecast), this was due to lower expenses in the areas of conferences and meetings, personnel, and legal reserves. Expenses increased around IT, office and infrastructure, competitions, and building reserves. Through the advent of the Infront & DAZN contract the accruals and deferrals had to be realigned, leading to higher expenses though this will be reflected in the revenues in 2022 business year. The total loss for 2021 was EUR 1.25m. **The final accounting was approved.**

### **3.3. Budget 2022 – Update**

CFO Binder presented the update of the adapted 2022 budget and an overview of the current activities; revenues improved to EUR 19.96m (+EUR 60k from EHF EUROS 2020). Expenses increased around personnel, office and infrastructure, commission activities, and development (master plan). The budget adaptation for 2022 reflects the satellite project, player of the year project, Head of Refereeing Conference, YAC development (media/TV), YAC support (Federations/Organisers), as well as additional Men’s EHF EURO 2022 HUN/SVK

Covid-19 related expenses (testing, accommodation (isolation cases), etc.). Despite the amendment to the two-year budget, a profit of EUR 204k is still expected. In closing, it was underlined that budgets approved at congress must allow for flexibility. **The increased payments surrounding the YAC EURO events, as well as the support for team UKR in the Women's EHF EURO 2022 Qualifiers were approved.**

#### **4. BUSINESS REPORT**

##### **4.1. Business Activities**

To the report at hand, Hausleitner augmented his report by mentioning the TV figures have provided much information for a detailed analysis (see report submitted to the Executive Committee) and highlighting the cooperation with TikTok that is now prolonged and expanded at the EHF level and offers collaboration with the National Federations. The high-volume workload of the EHF IT Department with 87 running projects in addition to the daily business; this was mentioned to provide insight into where increased funding is utilised. It was underlined by La Cour that despite the necessary investment, the IT costs remain average within the industry.

##### **4.2. Legal Management**

A written report listing the status of all current cases was submitted to the Executive Committee prior to the meeting of the Executive Committee and is available. A verbal status update was given to the UKR/RUS/BLR situation following the decisions taken at the 162<sup>nd</sup> extraordinary meeting of the Executive Committee. It was underlined that the Federations were not excluded on a personal level; caution and balance is needed, and decisions must be taken at the right time. Due to the situation, it is estimated that the EHF can face a significant loss as contractual relationships are rested. Nonetheless, it remains important to the EHF that contact to people and organisations will be maintained in a normal and correct way and a possible reintegration in the EHF activities will be envisaged according to the developments.

At this time, there is no further action to be taken; the Executive Committee took note of the report.

The work of the legal bodies is necessary to safeguard the sport and its activities. It is to be understood that the proper running of the business is only possible if these commissions function in the correct way. Mentioning issues of language competence in the legal commission that have become apparent, it is to be considered if the introduction of a selection committee (analogous to the IHF body) for electoral candidates would be beneficial for the future. It is essential that the legal bodies remain functional, which as well holds true for all elected bodies.

##### **4.3. European Anti-Doping Unit**

The Executive Committee took note of the report at hand which described the activities and resulted in once case to be treated at the legal level.

##### **4.4. Office and Personnel EHF**

Hausleitner provided additional information to the area of personnel; the Executive Committee took note of the report.

#### **4.5. European Handball House**

The Executive Committee were informed on the meeting the took place on 26 April; further information to the process timeline, as well as parallel initiatives such as creating the legal environment were elaborated. Based on recent economic developments, a right of withdrawal with concessions (architectural blueprints and land) will be implemented into the construction agreement. It was noted that the financial conditions have changed slightly due to the war in Ukraine and the related price increases respectively material shortages; however, the debt financing conditions can be clarified at the time when the EHF is ready to take that step. The project is ongoing, and the Executive Committee will be consulted at a time when formal decisions are to be taken.

### **5. TECHNICAL COMMISSIONS 02 & 04/2022 – MINUTES, REPORT, AND MOTIONS**

Two working sessions took place in February and April, and the following reports refer to the current situation.

#### **5.1. Technical Delegation**

With no comment or questions raised, the Executive Committee accepted the notes and the reports.

#### **5.2. Competitions Commission**

To the report at hand, CC Chairman Djurkovic highlighted the following activities from the area of competitions. Referring to the current season of the European Cup, there have been no further postponement of matches and the competitions are proceeding according to plan. On a national team level, the last matches of the Women's EHF EURO Qualifiers and the latest matches of the Men's IHF World Championship Play-Offs were concluded without incident.

Preparations for the summer YAC events are ongoing; an alternative venue for a M18 Championship (originally awarded to UKR) is yet to be found, but discussion with a potential organiser continues; concerning the participation of UKR in the M20 Championship in BUL, the situation is being monitored and a contingency plan is in place.

There are no issues on the level of officiating; an overview of the course held in Norway, and the upcoming National Heads of Refereeing convention (May 2022) were mentioned. The EURO Kick-Off meeting is scheduled for August 2022. Finally, concerning the rules of the game as of 1 July 2022, educational activities are currently coordinated with the IHF.

#### **5.3. Methods Commission**

To supplement the written report, MC Chairman Sequeira informed that the qualitative analysis for the Men's EHF EURO 2022 HUN/SVK was finalised (new design) and will be published shortly. The MC will conduct the YAC analyses beginning with the summer events and based on video material. A proposal regarding the future handling of scientific requests related to the usage of Kinexon material was prepared. The data analysis presentation by MC Member Machado at the 13<sup>th</sup> Conference for Secretaries General was well received.

Informational manuals (nutrition, mental coaching, injury prevention) from the MC are in the works and is deemed very important for all areas of handball; a manual covering the topic of organising and leading national young coaches' workshops. Furthermore, the development

programmes have been absorbed into the EHF Master Plan structure; henceforth, such matters must be discussed within the internal platform.

- MC Motion 1: 2022 World & European Wheelchair Handball Championship –Awarding organizer. The Event was awarded to Leiria, Portugal.
- MC Motion 2: Confirmation of postponement of the EHF Intellectual Disabilities Handball Week. The Executive Committee took note of the postponement of the event until 2023.
- MC Motion 3: EHF coaches’ licensing (mandatory pro-license). After a detailed exchange of information, the EXEC approved the motion.
- MC Motion 4: EU Week of Sport (EWOS). The Executive Committee took note of the prolongation of the cooperation with EWOS.
- MC Motion 5: EHF Experts’ extra compensation. In accordance with the motion submitted, the EXEC approved the motion.
- MC Motion 6: EHF Experts new list is large due to the combination of the experts. The Executive Committee confirmed the system, like always lies the responsibility for the nominations on a technical level.

#### **5.4. Beach Handball Commission**

The BC report was submitted to the Executive Committee prior to the meeting, and Chairwoman Horvath gave a brief verbal report to highlight specific activities. On an educational level, the next course will be held in May on the fringes of the Camelot ebt tournament in Tilburg (NED). The next events were reiterated as follows: the EHF ebt Finals 2022 will take place in Isola delle Femmine, Palermo (ITA) in June and preparations are following the schedule. The YAC16 Beach Handball EURO 2022 & the BH Championship (qualification tournament for BH EURO 2023) will take place in Prague, Czech Republic.

In the area of officiating, the nominations for the 2022 events were completed, and due to the volume of activities, it was a complex undertaking. The first online testing phase in 2022 for BH officials was completed in February; the next testing phases are in May and October. The proposed persons from BC Commission to be the EHF Experts in connection with beach handball were informed and they were part of the selection procedure in coordination with the Methods and Competitions Commission.

Acknowledging the imminent departure of Nancy Johnson, Horvath complimented her work and contribution to beach handball.

- BC Motion 1: EHF Beach Handball EURO 2023 / Awarding organiser. The event was awarded to Nazare, POR.
- BC Motion 2: EHF YAC17 Beach Handball EURO 2023 / Awarding organiser. The event was awarded to Izmir, TUR.
- BC Motion 3: EHF Champions Cup 2022 / Awarding organiser. The event was awarded to the island of Porto Santo (next to Madeira), POR.

## 6. COMPETITIONS

Moving into the agenda point, the impact imposed upon the EHF via external partners, existing agreements, responsibilities, suggestions arising from the Commissions, as well as competition technical necessities, but also further development, was noted. To this end, and resulting from an internal discussion, it was suggested that a comprehensive inventory on the technical level be undertaken to analyse the activities of the various fields (cost vs. efficiency). In a next step, the EHF must analyse “what it has”, then bring it to the technical field (filtering), prior to submission to the Executive Committee for a decision to be taken on what direction to go in and what it is important to the EHF, as it may not be possible to do “everything” and follow every idea. **The Executive Committee was in favour of the undertaking a technical analysis to create an overall picture following the process described.**

### 6.1. Organization of Events

With the detailed report at hand that provides insight into the many events in the upcoming years, Hausleitner elaborated on the following activities: **Men’s EHF EURO 2022 HUN/SVK:** the main evaluation covering multiple areas has taken place; a more detailed technical evaluation including findings from the area of officiating, as well as the respective consequences are taken into consideration for the upcoming EURO in November. **Women’s EHF EURO 2022 SMM:** preparations are ongoing, and the legal/regulation environment is to be clarified by June; a meeting will be held with the SMM leadership on 29 April to discuss topics that require clarification with the objective of finding common solutions. **2022 YAC Summer Events:** the search for a host to the M18 Championship (UKR) is ongoing. **Men’s/Women’s Beach Handball EURO 2022 CZE:** preparation ongoing and on schedule. **Other Events:** European Open (SWE), Masters’ Championship (ESP), EYOF (EOC-SVK), and EUSA (POL) will take place in summer 2022. **Men’s EHF EURO 2024 GER:** preparation ongoing. **Women’s EHF EURO 2024 HSA:** the next meeting with the OC will take place at the beginning of May. **EHF EURO 2030 & 2032:** the timeline for awarding the next events is currently under evaluation; the findings are to be reported at the next meeting of the Executive Committee.

It also was mentioned that the Hygiene Concept for the summer events is under evaluation and will be distributed in due time; contact to the National Federations and consultation with medical bodies was established. The IHF requires mandatory vaccination at all YAC events; the EHF currently does not.

The Executive Committee acknowledged the (available) EURO Delegation minutes; the document contains a summary of the HUN/SVK EURO and a preview the SMM event in November.

- EURO Delegation Motion 1: a larger timeframe between matches on the final weekend of the EHF EURO events, based on the experience and consequential impact on TV/Teams in HUN, it is recommended that a period of 2 hours and 45 minutes be incorporated into the schedule. **The Executive Committee approved the motion.**

### 6.2. YAC Events in the Future

The project to evaluate the YACs is ongoing; a comprehensive presentation was delivered at the 13<sup>th</sup> Conference for Secretaries General in March in Berlin, Germany.

- CC Motion 1: Younger Age Category EURO events in the Future. The events are enlarged from 16 to 24 participants starting with the M20 and M18 events in 2024. **The motion was postponed in order to present a full picture in regard to all YAC events, promotion & relegation, etc. The mandate was given to further work towards a complete proposal to enlarge the YAC EURO events to 24 participants, to be submitted to the Executive Committee in June.**

### **6.3. Club Competitions 2021/2022 – Report**

Please refer to AP 5.2.

### **6.4. Club Competitions 2022/2023 – Motions**

CSO Glaser presented and explained the motions of the Competitions Commission:

- CC Motion 1: scoring and ranking of KO matches of all EHF competitions. The ‘Away Goal’ rule is to be removed. **The motion was approved.**
- CC Motion 2: Withdrawal (forfeit) and/or failure to play a match. A team that does not travel to match after an explicit confirmation of the EHF will be at least suspended from the rest of the running competition/season. **The motion was approved.**
- CC Motion 3: Draw of Quarter-final matches of the M/W EHF Champions League. The predefined pairings of the Champions League Quarter finals by a draw between those teams concerned are to be deleted. **The motion was denied.**

### **6.5. National Team Competitions – Qualifiers**

The deletion of two matches from the schedule (UKR-CZE, CZE-UKR: the result of both matches would not change the outcome of the qualifiers) was mentioned. Thus, the Qualifiers for both the Women’s EHF EURO 2022 and the Men’s IHF World Championship Play-Off Europe, are concluded and the standings have been delivered to the IHF.

Due to the suspension of the BLR and RUS national teams, team POL attained a different and better position. The impact of the decision taken in February was recognised i.e., ranking list, BEL and SVK been named as substitute nations in accordance with the ranking, but not accounting for the matches (not) played and consequently disbalancing the system. **Acknowledging that the suspension of two national teams, the mandate to explore the situation around qualifications was given in order to find a solution for the handling of such specific cases.**

### **6.6. National Team Competitions - Motions**

Please refer to AP 5.2. and AP 6.1.

Concerning future YAC events, the CC submitted a motion to oblige hosts (as of 2023) to provide a streaming signal from each match with at least a three-camera set-up for a EURO and with at least one camera at a Championship only if no TV production is available. **The motion was approved.**



In response to a question regarding the centre circle (IHF new rule as of 01.07.2022), the EHF will apply the rule to all competitions as described and at the same time work on a new set-up for floor advertising for EHF competitions.

## **7. FUTURE COMPETITIONS / PROJECTS**

### **7.1. Club Competitions – Status Report**

No major changes in the status since the 01/2022, and no proposals or motions were presented.

### **7.2. YAC Events / Qualifications**

Please refer to AP 6.2.

### **7.3. Project ‘Player of the Year’**

The concept highlights the direction to be taken; a core objective of the project is to improve collaboration with the players (political effect, social media content providers, etc.). In a next step, the concept is to be expanded with IT components, and experts, as well as the timeline, are to be defined. The project is to be implemented in the next season.

## **8. MASTERPLAN – REPORT**

Providing a general report to the Executive Committee, Hausleitner reiterated the latest steps taken e.g., installation of a Master Plan Coordinator, internal platform, evaluation, and finalisation of the first three applications, etc. It was reiterated that the project is not centred on delivering only monetary and material support, but a core part of the criteria is the visibility of the individual projects. The Master Plan now encapsulates previous short-term projects (i.e., SMART), which now contribute to the overall strategy. The reporting lines and the KPIs were also mentioned. It was underlined that Member Federations will be encouraged to seek funding from international and national authorities, as it is not the intention of the EHF to fund projects in their entirety. **In relation to EHF Master Plan Motions I-III, the Executive Committee approved the suggested funding for the individual GEO, LAT, and MLT projects.**

## **9. BOARDS AND STAKEHOLDER GROUPS – MEETINGS 03/2022**

February and March were intensive months for meetings many of which were interlinked; the organisational coordination of the meetings was mentioned.

### **9.1. Nations Committee Men and Women / Nations Board**

NB Chairman Schober provided an overview of the topics (BLR/UKR/RUS transfer system, Emerging Nations Workshop, etc.) discussed, and mentioned the topics that overlapped with the Professional Handball Board. He also mentioned the improved meeting organisation was working well.

The minutes of the European Handball League Board (EHLB) are also available.

### **9.2. Professional Handball Board (PHB)**

Referring to the minutes from the spring session and the topics discussed, PHB Chairman O’Callaghan intoned that the situation regarding transfers and contracts are to be reconsidered for the period after June. Brief information was given on the playing schedule, clubs, leagues, and media demands. The matter of Player Agents (PAs) is resolved and the



onus to pay PA fees lies with the contracting party (i.e., the player pays the agent); this amendment was adapted into the IHF regulations accordingly. Details on the environment of the transfers and their rundown were exchanged. The PA topic was lauded by Wiederer as a good example of cooperation, as the PHB platform allowed for all stakeholder groups to express opinion and find a common resolution.

### **9.3. Women's Handball Board (WHB)**

With the minutes at hand, WHB Chairwoman Bon, highlighted the activities around education and development, as well as the WHB initiatives to host a workshop for emerging and mid-ranked Member Federations and to inaugurate a Women's Handball Day. Wiederer added that with the upcoming events, it is a special period for women's handball as it also continues to develop at the sport-political level since the introduction of the Women's Handball Board.

## **10. LEGAL BODIES**

### **10.1. Legal Delegation**

#### **10.2. Court of Handball / Court of Appeal**

The minutes from the meetings were made available to the Executive Committee; it was also mentioned that the appointment of the ECA Council President, Michele Colucci, was hailed as a step forward as he brings experience from different sport disciplines.

#### **10.3. European Handball Court of Arbitration Council**

Due to the unavailability of the Members, the last scheduled meeting did not take place, but resulted in an information exchange of the legal department with the new Chairman.

## **11. EHF MARKETING GMBH**

### **11.1. Report Business Year 2021/2022**

#### **11.2. Club Boards / Advisory Board**

The activities of EHF continue to play an important role in relation to the EHF budget; it was underlined that the company currently is an implementation, and not a 'sales', body. Hence, due to the Memorandum of Understanding (MoU FCH-EHF) in place, principal decisions are always aligned with the club representatives. The minutes to the Men's Club Board, Women's Club Board, and EHF Advisory Board were made available to the Executive Committee.

#### **11.3. Perspectives I&D Agreement**

Wiederer provided the Executive Committee with a comprehensive update to the situation; as the daily processes continue, it was noted that the situation in UKR continues to have an impact on activities. The EHF continues to adapt to the challenges and will return to the Executive Committee for any decision-making process which needs a precise rundown regarding the preparations.

## **12. EUROPEAN HANDBALL FOUNDATION**

Due to the current situation, the project is on hold.

## **13. INTERNATIONAL PARTNERS**

### **13.1. International Handball Federation (IHF)**

The minutes to the IHF Council Meeting were distributed, to which no additional comment was made. Since the meeting, a circular decision, relocating the WU18 from GEO to MKD, was

taken by the IHF Council. Thus, prior to the Women's EHF EURO in November, the three EURO host nations (Slovenia, North Macedonia, and Montenegro) will host a YAC event in 2022.

Additionally, the EHF will meet with representatives of the Team Handball Federation (USTHF) from North America on 3 May 2022; a follow-up meeting via video conference with the IHF will take place on 5 May.

### **13.2. Other Partners / Contracts**

Please refer to AP 4.1.

## **14. 2022 EVENTS – PREVIEW**

### **14.1. 16<sup>th</sup> EHF Conference of Presidents**

The 'Save the Date' information to the Conference of Presidents is to be distributed on 2 May; the official timeline will begin at the end of May. The assembly will convene on 24 September.

### **14.2. 15<sup>th</sup> Extraordinary EHF Congress (Optional)**

Following the introduction by Wiederer, the Executive Committee agreed to the enlargement of the Conference of Presidents to include an Extraordinary Congress, and the presentation of a motion concerning a language amendment and other adaptation of the Statutes regarding the legal environment.

## **15. VARIOUS**

The updated nomination list for the 2022 summer events was reviewed.

Concluding the agenda, President Wiederer thanked the participants for their contribution and closed the meeting.

Vienna, 4 May 2022

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