
MINUTES TO THE 170TH EXECUTIVE COMMITTEE MEETING IN VIENNA, AUSTRIA

Date: 26 June 2023
Time: 09:00 – 12:00
Venue: Courtyard by Marriott Vienna Prater Messe | Meeting Room Prater 4

Executive:	Michael Wiederer	President
	Predrag Bošković	First Vice 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
	Francisco V. Blázquez Garcia	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
	Markus Glaser	Chief Sports Officer
	Vesna Lazić	PA to the President
	Marsha Brown	Corporate Liaison

1. WELCOME, PROGRAMME, AND AGENDA

Opening the meeting, EHF President Michael Wiederer welcomed the members to the session; with no special messages or mentions, he noted that, due to the activity of the late afternoon, the meeting would be conducted in an efficient way. Mentioning the Gala, he said that it is a new experience for the institution and not comparable to other noting the organisational complexity. For the next event, in cooperation with the relevant stakeholders, eventually a more suitable date was to be looked for.

2. MINUTES AND FOLLOW-UP

2.1. Executive Committee 03/2023

With no other input, the minutes from the meeting in March in Istanbul (EXEC°169) were adopted.

2.1.1. Executive Committee Intermediate MS Teams 05/2023

Due to the content, the notes were not sent out globally; but the topic would be followed up in the current meeting; with no further comment, the notes were adopted.

2.2. *Circular Decisions of the Executive Committee*

Secretary General Martin Hausleitner reiterated the decisions taken during the last period.

- 19.04.2023 | Adaptation of Wheelchair Handball Regulations
- 25.05.2023 | Release of Duties CC Member Refereeing D. Nachevski until further notice
- 25.05.2023 | Adaptation of daily rate Men's EHF EURO 2024 for additional persons
- 25.05.2023 | Approval financial result EHF Business Year 2022
- 20.06.2023 | Awarding of EHF Champions Leagues Places

The Executive Committee took note of the information.

3. **Finance Delegation 06|2023**

3.1. *Minutes and Report*

Regarding finance topics, Vice President Finances, Henrik La Cour presented the main points from the meeting of the Finance Delegation held in Cologne on 15/16 June, from which the minutes were adopted, and emphasised that reports on the transfer income and adaptation of fees based on the CHF-EUR exchange rate, as well as the conclusion of the EHFM tax audit were given. A status update concerning the accounts of the National Federations was presented; furthermore, and in connection with the prolongation of due dates, additional support for participation in YAC tournaments was also granted. The Finance Delegation also confirmed the final accounting of the Men's EHF EURO 2024 Qualifiers and, connected to that, the budget for the Men's EHF EURO 2026 Qualifiers.

3.2. *Final Accounting 2022*

CFO Bernhard Binder reiterated that the documents were already distributed to, and accepted by, the Executive Committee during the intermediate meeting towards the end of May. He specifically remarked the surplus of EUR 986k which, for the 2-year period (2021-2022), equated to a decrease of EUR 430k compared to the budget. This deviation stemmed from increased spending around development (i.e., increased YAC support, Master Plan project funding) and from the National Team Competitions (mainly senior EUROs with higher cost due to Covid-19). Overall, within the 2-year-period, additional reserves for the EHF House could be built up; therefore, it has to be seen as a successful year.

Acknowledging the brief report, Wiederer said that a full financial report is to be given at the Congress in September.

3.3. *Finances 2023*

For 2023, adaptations to the budget are foreseen following the decisions of the Executive Committee in January; costs for the EHF Excellence Awards, to be carried by the organisation have been included. Turning to revenues, a small increase connected to partnership contracts was recognised, as well as a minor increase in expenditure based on higher costs in the areas of digital infrastructure, development, and additional costs for competitions. This resulted in an increase of the 2023 result by EUR 90k; adaptations for the business year 2024 will follow, as positive impact from the Men's EHF EURO is to be expected.

The Executive Committee took note of the report.

4. Business Report

4.1. Business activities

With the extensive report at hand, Secretary General Hausleitner mentioned the status of the ongoing recruitment process in the areas of Business Development and IT; in the Media department, the recruitment search is ongoing, as Vladislav Brindzak, for personal reasons, will leave the organisation at the end of the month. In other areas, as of 1 July, the legal department will be back to full strength; and Beata Kozłowska has made a lateral move to the EHF EURO Events department, taking up the position dealing with event infrastructure.

The organisation of the upcoming events, including the Congress, the 13 YAC events, as well as the Scientific Congress (in POR and supported by the Sport & Game Services department) is ongoing. The two most recent conferences, the Women's Handball League Conference (F4 HUN) and the Emerging Nations Round Table (F4 GER) were successfully executed.

Concerning other activities, in many areas there has been a constant exchange of information i.e., a meeting with Infront on 22 May concerning the EHF EUROs 2030 and 2032 (see AP 8.3.), as well as club competitions in the future in relation to media and marketing sales: some partnerships are to be renewed. Infront is currently seeking a new platform provider to enter into a partnership agreement for EHF TV; together with Infront, the organisation looks to monetise the platform. Turning to game technology, Hausleitner mentioned the new cooperation with VOGO (Instant Video Replay) and XPS Sideline (Tracking Tool to support referees). He also spoke of the most recent coordination meeting on the EHF Sustainability project that now encompasses ecological, social, and governance elements. The importance of having a sustainable strategy is also reflected in the mandatory government reporting for businesses with a turnover of EUR 20M yearly.

Hausleitner presented an overview of the four Master Plan applications (BEL, GBR, MNE, SLO), all of which will focus on grassroots, handball in school, and training of coaches; he pointed to the costings, and informed that the agreements were ready to be signed once the approval of the Executive Committee was given. The EHF is in contact with ISR, LUX, SRB, and SUI looking to future agreements.

The Executive Committee approved the BEL, GBR, MNE, and SLO plans according to the information provided.

In closing, and in addition to the document supplied to the Executive Committee prior to the meeting, the exploration around an EHF licensing and trademark strategy was elaborated, and an example of the need, based on market growth, was evidenced from a recent experience (handball flooring in Poland/Gerflor). Referring to the four tiers (EHF Partner, Preferred Supplier, EHF Supplier, and Approved Supplier), it was underlined that the EHF was not only influenced by the potential benefits such as quality control, income generation, and sustainability, but primarily over the control of the EHF brand.

4.2. Legal Management

The report at hand provided the usual revised information to the Executive Committee; moving directly to the update on the situation with the CC Member Refereeing, a case has been formally accepted and opened by the Court of Handball (CoH); in this context and in a next step, there is to be a normal internal rundown, this means that TV2 will be requested to provide information. A meeting with Dragan Nachevski took place with the EHF representatives, and Mr Nachevski, in the presence of his legal representation, interviewed with the Criminal Investigation Service, and had his legal representative deliver a statement to TV2 on his behalf. It is known that TV2 DEN will air a two-part documentary on 5 July and 12 July. In closing, it was underlined that since 25 May 2023 (Release from Duties), the activities in this area have continued accordingly.

4.3. Legal Delegation

The minutes from the meeting were distributed to the Executive Committee; the Legal Delegation is the coordination group that organises the work between the legal bodies and tackles issues that affect the EHF. At the last meeting, they listed several points, some of which can be treated easily, and others that do not necessarily mirror the business; there are ideas about the internal systems which require decisions at the level of the Executive Committee. At this time, the professional level will continue to treat these matters that will be dealt with further by the legal bodies in September.

4.4. European Anti-Doping Unit (EAU)

The report provides an overview of the activities, which is not only the testing protocols, but also the back-office administration dealing with the international bodies. The EAU submitted a recommendation to the EXEC, stating that within each Member Federation a contact person is needed not only to work, but also someone who is educated on that field; the EHF is requested to approach the National Federations to have somebody for both the NADOs, and also for the EHF. **The Executive Committee approved the EAU recommendation.**

4.5. European Handball House

The construction continues and is running smoothly; the EXEC was encouraged to pass by the site during their stay in Vienna. Regular meetings are handling open topics such as internal infrastructure, heating and cooling, IT themes, furniture, etc. An advisor, acting in the interests of the EHF, is in place and many questions are directed to the advisor in a step that releases the management from constant daily involvement. It is expected that the EHF will have the turnkey for a 'soft opening' by 31 October 2024 and opening for Federations during the Final weekend of the Women's EHF EURO 2024 in December. The main move would take place after the EURO.

CFO Binder added that the financial investment, including reserves, stays the same (EUR 30.4 M); the contract for the loan from Raiffeisen Landesbank (RLB) will be signed in the coming week; nonetheless, the first payment has been made, and the monthly payment plan agreed

with the project developer, 60% of the costs to be repaid in 2023. Nonetheless, the EHF continues to seek funding from the relevant national authorities.

It was also mentioned that the EHF took the decision to rename the public limited company to EHF Service and Infrastructure GmbH (EHF SI); the EHF Secretary General and Chief Finance Officer were previously announced as the company's Managing Directors. The Finance Delegation and the EHF Comptrollers will have financial oversight of the company. Closing the agenda point, the planned infrastructure around the new office building was described.

5. EHF Marketing GmbH

5.1. Report Business Year 2022/2023

5.2. Meeting Advisory Board

5.3. Preview 2023/2024

In addition to the report at hand, it was mentioned that normal business continues following the successful execution of four FINAL4 events. At this time, for this intermediate season, EHF continues to work on the acquisition of new sponsors through the handball network; this move allows for independence from Infront, in the current situation, agreements can be concluded, and the value of such a network was emphasised. It is expected that the next season will be intense as not all rights are covered. Nonetheless, the cooperation with the clubs and their representation in this matter is efficient. With the agreement with Infront in this form in place until 2026, there is much work to be done in the coming years; thus, the current steps being taken by EHF are useful and necessary, and successful FINAL4 events are expected to contribute to an improved financial result.

6. Technical Commissions – Status Report

6.1. Methods Commission (MC)

Providing a brief report, MC Chairman Sequeira highlighted the following:

- **Methods & Coaching** | Publication of the “Mentally Fit in Handball” manual is planned for the end of summer.
- **Education & Training** | since the last meeting, a further 9 webinars have taken place; the top figures of the 2022/23 were emphasised – 19 Webinars, 30 Experts, 4000 live attendees out of 4985 registrations. The draft schedule, yet to be confirmed, of the 2024 EHF Master Coach courses was mentioned in the MC report. Additionally, in this area, the renewal documents for the RINCK Convention have been submitted to the panel; further inputs resp. amendments are to be provided by 10 July. The matter returns to the agenda of the next MC meeting in August.
- **Youth, School & Non-competitive sports** | 2023 European Wheelchair Handball Championships (six-a-side) and Qualification Tournament four-a-side: No application for the organisation. Therefore, no EHF Wheelchair Handball event will be played in 2023.

eLearning documents (EHF Wheelchair Handball Referee (4) and Wheelchair Handball Delegate (5) were provided to candidates.

Commenting on wheelchair handball, Wiederer said that it is the optimum time to analyse the situation. The push towards Six-a-Side is to be reconsidered compared to Four-a-Side enforced by the IHF.

The Executive Committee gave the mandate to undertake the analysis.

- **Kindergarten Handball eLearning** | an internal solution, in cooperation with IT and Business Development department, is foreseen.
- **EHF Grassroot Convention** | planned to take place in Munich within the framework of the Men's EHF EURO 2024 on 14 January.
- **XPS Sideline** | A 4-year agreement with XPS Sideline and handball.ai was signed on 7 June; the tagging technology will be implemented at EHF EURO events, YAC events, and the Champions League. Furthermore, the agreement includes services for the EHF officials, the EHF experts as well as the development of a player performance index.

6.2. Beach Handball Commission (BC)

BC Chairwoman Horvath recapped the start of a busy summer in the area of beach handball starting the with the EHF Beach Handball EURO in Nazaré, POR; the event produced event images, high quality matches at a great venue, and adding to the success was the transmission of the event in 35 territories. The event served as a qualification to the European Games (EOC) and the Beach Games.

The next stop was Antalya for the ebt Finals in June; within the framework of this event, a Referee and Delegates course was held. Here, the 4 new referee couples were paired with more experienced referees to facilitate the transfer of knowledge.

With the EOC European Games recently concluded, the beach handball debut garnered much positive attention; the venue was good, but too distanced from the main venue in Krakow; thus, spectators were lacking.

The YAC Beach Handball EURO starts in Izmir (TUR) in two days; this event will conclude the summer activities with more activities scheduled in Autumn. Closing the report, Horvath mentioned that beach handball coaches will also take part in the upcoming RINCK Convention in cooperation with the Methods Commission, and finally commented on the best male and best female player to be awarded at the first EHF Excellence Awards.

Vice President Bošković praised the Beach Handball Commission for their work, as well as the events.

6.3. Competitions Commission (CC)

With the next meetings of the Competitions Commission and the Technical Refereeing Committee (TRC) scheduled for August, CC Chairman Djurković highlighted the following:

- **Club Competitions** | with the 2022/23 season concluded, all matches were played as scheduled; a few minor disciplinary procedures resulting from matches in the last rounds, but nothing of major significance. As the registration processes for the European Leagues and the European Cups continue, the draws for the Men's and Women's Champions Leagues Group Phase are scheduled for 27 June; the draws for the other competitions will follow in July.
- **National Team Competitions** | Round 1 and 2 of the Women's EHF EURO 2024 Qualifiers will commence in October with 31 teams following the withdrawal of GBR.
- **YAC Tournaments Summer 2023** | all events are in the final stage of preparation and are confirmed to go ahead as planned.
- **Refereeing** | Many referee pairs from the Young Referees Programme will be active in various events over the busy summer, and there will be EHF Candidates courses in LTU (July) and ESP (August).

The implementation of the Coaches' Challenge featured at the EHF EURO Cup (GER-ESP) and the FINAL4 events in Budapest and Cologne was not well received and remained unused across all nine matches. *After feedback and input among the EXEC members on this topic, it was determined that a review of the framework will be initiated prior to the start of the coming season.*

The implementation of the Video Replay is planned in the Men's and Women's Champions League with the new season. This will produce a huge workload and difficulties are anticipated; however, to this end, contract with the Clubs concerned has been established.

- **Delegates** | a seminar for new delegates took place in April which resulted in 25 new EHF Delegates. Further professionalization of the EHF Officiating system will see several Delegates have the EHF status removed age limit notwithstanding.

The new system of video observation of referee performances was tested in the last rounds of the 2022/23 season and will be completely implemented over the summer. If all preparations go as planned, it will be initially used in the Men's and Women's Champions League with the intent to use it in other competitions at a later time.

7. Stakeholder Meetings 06/2023 – Report

Across the stakeholder groups, and on the fringes of the F4 in Cologne, six meetings took place; a brief synopsis was given.

- **WFCH** | looking to the current environment of women’s handball, there are fewer clubs involved compared to the male counterpart; however, the flow of information exchange is at a good level.
- **MFCH** | there is a clear picture of development within this structure, it is a system that works through a constant exchange of information, and this is reflected in the active participation of its members.
- **EHPU** | eager to advocate in the best interests of the players, it was noted that only within a small number of National Federations, a structure in place for the handling of players exists.
- **EHLB** | admittedly, the number of leagues integrated into this system remains low; nonetheless, the group has embraced an ambitious programme for the further development of leagues in Europe.
- **Women’s League Convention** | the organisational process to integrate women’s leagues into the handball stakeholder network, as well as the arrangement of the convention was recapped. The convention emphasised the importance of integrating the leagues; three speakers provided best practice examples (EHLB, GER/HBL, FRA WHL). In a next step, it is foreseen to have a (Women’s European Handball Leagues) founding meeting in Budapest next year that follows the structure of European Handball Leagues (EHL) and then, after the 2025 Congress, establish the Women’s European Handball League Board; at this point, members can be sent to take the representation positions in the Women’s Handball Board (WHB). It was underlined that to attain this objective, much work and much time is needed.
- **Emerging Nations Round Table** | upon the initiative of Nations Committee Member F. Lyons, 15 nations were invited and in attendance at the Emerging Nations Round Table; the selection of the invitees was mentioned. The discussion centred on the key fields for development in the respective countries. The Round Table provided the opportunity to have a comprehensive exchange of information, common discussions, as well as individual talks with the view of arranging Master Plan projects. It was underlined that the organisation will have to work with the nations at the individual level in order to develop; however, it is imperative that they participate in competitions, and improve the visibility of the sport in these nations.

8. National Team Competitions / Events

8.1. Organization of Events – Overall report

No further information was given as the comprehensive report was made available to the Executive Committee prior to the meeting, and earlier in the agenda, full reports on the beach handball and YAC activities were given.

8.2. EHF EUROs 2024 – Update Report

- **Men's EHF EURO 2024 GER** | there will be a number of framework activities during the event such as the Grassroots Convention in Munich; the key areas that the EHF have given focus to are reflected in these planned activities. The demand for tickets is still high, and the current level of ticket sales is a sign of a promising event.
- **Women's EHF EURO 2024 AHS** | taking note of the new arrangement with the Final weekend in Vienna, the preparations for the event are ongoing. Organisational details such as brand guidelines and infrastructure are currently being dealt with.

8.3. EUROs 2026 and further

- **Men's EHF EURO 2026 DSN** | the first workshop has taken place, and the Organising Committee was represented at the highest level. The work on this event has begun.
- **Women's EHF EURO 2026 RUS** | due to the ongoing situation, there has been no recent indication that in 2026 a top-level event can be organised in Russia. The point has been reached where the time remaining to organise the event has become an integral factor as the Qualifiers (this including RUS and BLR) are also an important element, not only for the Final Tournament, but also for qualifications to other events. The proposed next step is to establish contact with the Handball Federation of Russia for granting a correct information process regarding the organisers function. Furthermore, a process at the EHF level will include an analysis of the situation and the search for an alternative organiser. **The Executive Committee agreed to the process and gave the respective mandate; the EHF Member Federations will be informed at the upcoming Congress.**

Overall, since 2020, and in the context to the women's EURO events beyond 2028, this situation has opened the possibility of having three organisers; however, the consequence for the top events is experienced organisers, especially those regionally connected, find it easier to apply for the events. A potential disadvantage could be the automatic exclusion of other potential organisers; potential organisers are currently being sought for both future World (2029/2031) and European Championships (2030 and, ev. 2032).

- **EHF EUROs 2030 & 2032 Awarding** | the challenges markets face differ depending on the region; nevertheless, the value of the national team events was underlined. Moreover, there is currently no media and marketing agreement in place for 2032, as there is no mandate with the partner to enter into negotiations at this time. Thus, the FD

in agreement that the EHF EUROS are a strong product on the market believed it possible to award the 2030/2032 events without a marketing partner in place. The FD agreed that the organisation could be distributed without a media partner in place, and on the basis of the 2030 conditions. The awarding of the events could take place during an Extraordinary Congress in 2024; it was stressed that if the organisation did not start the process now, it could risk the right solution not being found at the right time. The respective timetable for bidding and awarding was presented and the procedure approved by the EXEC.

8.4. Various Topics | Motions

- **YAC Events as of 2024** | with the new system implemented, Slovenia will host the first YAC EURO M20 with 24 teams; the YAC European Championships will have fewer teams, and the qualification tournaments are planned to be held in January 2024 and the bidding documents are to be adapted accordingly. The M18, again with 24 teams, will be hosted in Montenegro; 9 teams are already qualified, and currently there are 25 teams vying for 15 places – it was made clear that this is not optimal number for the qualification process. The solution is to have five (additional) teams qualify directly to the Final Tournament leaving 20 teams in the qualification for the last ten places (teams ranked 1 and 2 from each group then qualify). Therefore, this would mean that teams will not be pushed into the qualification if not necessary; the draw for the qualification is planned for July.
- **Men's IHF World Championship 2025 – Qualification Europe** | the registration for the first phase of the event is concluded. There is a need to clarify four Play-Off places in two 4 vs. 4 steps. Here, the normal procedure will be in place and the EHF will support the premise that each team will have home and away matches, as well as KO matches. Teams from RUS/BLR are not part of this event. At the end of this, there will be 17 places for European teams; accounting for the automatic entry of the host nations and the respective World Champion, and the three teams qualifying from the EHF EURO 2024, there will be six teams going directly to the event. Eleven places for the World Championship will be played for in Play-Offs with teams from the EHF EURO 2024 and the Qualifications.
- **Qualifications to Senior and YAC events – RUS/BLR** | with reference to the Men's EHF EURO 2026 Qualifiers (Promotion Round), there is a system that allows for the inclusion of RUS/BLR if feasible at the time; the 3 vs. 3 system in the first phase (in January 2024) will leave one spot open, to be decided in 12/2023, the system ensures that this option is not at the expense of a lower ranked nation. The procedure – should the situation change – foresees that RUS and BLR could play against each other, and the winner would take the open spot in the qualification groups. This is the ultimate juncture to still have the option to allow for inclusion. Compared to other sports, handball has a longer qualification period; it is very important not to 'close the door' prematurely and but then when necessary. **The Executive Committee took note of the information.**

9. Club Competitions

9.1. Season 2022/2023 – Update

9.2. Season 2023/2024 – Preview

The 2022/2023 season concluded successfully, and with no major open issues. The registration process for the 2023/2024 season of the Champions Leagues was completed, and the awarding of the places in both the men's and women's competitions on the basis of the proposal coming from the Evaluation Group was approved by the Executive Committee via a circular decision and published on 21 June. Based on input, CSO Glaser briefly summarized the draw procedure of the Men's Champions League where teams from the same country will be kept apart from each other. Based on the fact that there are three teams from DEN and HUN in the EHF Women's Champions League there will be two teams from the two countries in the same group. Consequently and as a new feature, it needs to be assured that the matches of the two teams from the same country are not played in the very last part of the Group Phase.

The next draw events (European Leagues) will take place in July.

10. International Relations

- **IHF Congress** | according to the information issued by the IHF, the upcoming Congress on 1-2 November will proceed as a video conference for the ease of organisation.
- **IHF Council Meeting** | the next meeting will take place on 12 August in Croatia.
- **European Fair Play Movement (EFPM)** | Member Bobinac reported on a meeting with Philippe Housiaux (EFPM President) and Robert Perc (EFPM Executive Committee); the EFPM representatives showed their strong interest in reanimating the Memorandum of Understanding between the two organisations. Placing emphasis on the work currently being undertaken with the EFPM around YAC issues, as well as the promotion of the movement and its approach, there is to be another meeting to continue the discussions where, if appropriate, the signing of a new agreement could take place.

11. Meetings / Conferences / Congresses

11.1. EHF Excellence Awards 06/2023

To the information already provided, it was deemed an interesting project with many elements; the event is actively targeting legends, and over thirty legends and as well as the top player of the season, are to be honoured. As a follow-up, the organisation will carefully analyse the date, especially the matter of the release of the players from the clubs.

11.2. 16th Ordinary EHF Congress 2023

11.3. Programme / Agenda

Many of the documents have already been distributed and the timetable for all the meetings within the framework of the Congress has been fixed; a summary of the status is available. The agenda, formed in accordance with the EHF Statutes, was delivered. During the meeting, it is

foreseen the Chairman of the Nations Board, like the other Commission Chairman, and on behalf of the Committees and the Boards, will deliver a short report to the attendees; furthermore, the Congress will be updated on the topics of 'EHF Sustainability', 'EHF Master Plan', the topic Officiating, the media and marketing situation (Infront), as well as other topics.

11.4. Motions / Other topics

The majority of the motions concern adaptations and amendments; the presentation of the motions will be managed according to the task distribution list. The office staff remain at the disposal of the Executive Committee Members for any questions they may have. The actual list contains the motions already agreed; the following motions were presented and discussed.

- **Finances** | the internal motion concerns the index-based adaptation of fees; this motion was already announced at the last EHF Extraordinary Congress. These fees – legal, entry fees, etc. – have never been adapted. Taking the current situation into consideration as well as the European Consumer Price Index, the EHF wishes to adapt the fees, and introduce a procedure where they are reviewed yearly, and bring all other fees in line with the system that is currently used for transfer fees. The adaptation will be effective as of 1 July 2024.

From the ensuing discussion, Vice President Finances Henrik La Cour underlined that the EHF has not moved with inflation, as well as the fact that, a not-for-profit, organisation, all monies have been reintroduced to the business, whereas the fees contained in the motion have not changed since 1998.

The EXEC agreed with one abstention to present the motion in the given form.

- **Finances – Budget 2025/2026** | the budget is built and based on the current and concluded contracts; it is not based on any index-based increases nor on estimated income – only on the information available and the procedures in place. A balanced budget is foreseen based on actual numbers.

The EXEC approved the proposed budget draft.

- **Norway – Financial Equality** | the written motion was made available to the Executive Committee prior to the meeting; based on the content of the motion, the EHF cannot agree to the motion in this form. A similar motion was seen in 2021; a detailed reasoning was given as to why the motion as written cannot move forward.

During the dialogue that followed, it was underlined and emphasised that the EHF is not hostile to viewing handball as equal among the genders, but at the same time, the situation has to be viewed from a rational standpoint. The legal construction, the agreement with stakeholders (Clubs), and partners (Infront), all highlight the complexity of the matter. As agreed in 2021, the EHF has analysed, and will analyse, the situation, and will deliver a report to illuminate the picture as a whole, and as well, on the measures taken to support women's handball.

11.5. Task Distribution

The list was distributed to the members prior to the meeting, to which they took note.

12. Miscellaneous

President Wiederer pointed the EXEC Members to the EHF Club Competitions Brochure, which was produced by EHF; the brochure contains, among other elements, implementation, and strategic approaches and can be used for potential sponsor contracts, as it is the intention of the EHF to use the existing handball network.

With no additional topics, and his thanks for the contributions to the topics, President Wiederer closed the meeting.

Vienna, 4 July 2023

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