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## MINUTES TO THE 178<sup>TH</sup> EXECUTIVE COMMITTEE MEETING IN VIENNA, AUSTRIA

**Date | Time:** 10 April 2025 | 16:00 – 18:30  
11 April 2025 | 09:00 – 12:30

**Venue:** EHF Office | The Boardroom

**Executive:**

Michael Wiederer	President	F. V. Blázquez Garcia	Member
Predrag Bošković	First Vice President	Franjo Bobinac	Member
Henrik La Cour	Vice President Finances	Bente Aksnes	Member
Božidar Djurković	Chairman CC	Mark Schober	Chairman NB
Pedro Sequeira	Chairman MC	X. O’Callaghan	Chairman PHB
Gabriella Horvath	Chairwoman BC	Leonor Mallozzi	Chairwoman WHB
Stefan Lövgren	Member		

**Office:**

Martin Hausleitner	Secretary General	Vesna Lazic	PA to the President
Bernhard Binder	Chief Finance Officer	Danuta Kluz	Executive Assistant
Markus Glaser	Chief Sports Officer	Marsha Brown	Corporate Liaison   Minutes

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### 1. Welcome, Programme, Agenda

President Wiederer warmly welcomed the Executive Committee to the first meeting convened in the newly designated boardroom. The recent 2-day Men’s Competitions Conference, held in the Arena, was hailed as a success that facilitated efficient working group exchanges. To the documentation supporting the meeting, the sheer volume of pages was acknowledged, and it was mentioned that the EHF will work on the potential to transmit the motions (possible separate documents) in a way that will streamline the reading process for the members. With no separate activities scheduled for this meeting, the agenda was reviewed and approved.

### 2. Minutes and Review Meetings / Conferences

#### 2.1. Executive Committee 12/2024

The minutes were adopted without further discussion.

#### 2.2. 17<sup>th</sup> EHF Conference of Presidents

#### 2.3. 16<sup>th</sup> Extraordinary EHF Congress

The minutes were received and noted by the Executive Committee.

#### 2.4. EHF Excellence Awards Gala 2024

#### 2.5. Inauguration European Handball House

The conclusion of the Women’s EHF EURO 2024 was marked by a series of successful events, including the Excellence Awards and the official house opening. The weekend, which also encompassed various smaller meetings, was deemed an encouraging reflection of the organization’s efforts, and presented a positive image to external stakeholders. The combined Excellence Awards and Gala evening event was well-attended, and the house inauguration was conducted in an appropriate manner.

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### 3. Business Reports

#### 3.1. Secretary General

The EHF is currently managing staff turnover across its Competitions, EHF EURO Events, and Business Development departments. Simultaneously, the new headquarters is proving effective in facilitating stakeholder and staff collaboration through various meetings and events.

Upcoming EHF activities include a delegates' course focused on women, a Women's Competition Conference, draw events, and the Youth Club Trophy tournament. Discussions also covered the Emerging Nations Round Table in Budapest, the Final4 competitions, and the Election Congress.

Business updates included ongoing due diligence for a potential acquisition of 'Learn Handball' shares. The EHF is addressing data accuracy concerns with Sportradar, implementing corrective actions, and seeking compensation. The Master Plan project update was presented, detailing financial commitments. Applications for new projects from Albania and the Netherlands have been approved.

Decisions were finalized for the Excellence Awards and Player/Team of the Year presentations. The Team of the Year announcement will follow the respective Final4s, while the Player of the Year will be revealed before the Champions Leagues Draw on 27 June 2025. The Excellence Awards for the Legends will be a separate event at the EHF EURO Gala evening.

In business development, negotiations with DEKRA and Josera for advertising are progressing, and media rights for YAC Championship events have been sold in Hungary and Spain. The successful second cycle of the Infront partnership concluded with positive new media deals secured for 2026. Challenges with Nielsen's TV market data for the Women's EHF EURO 2024 are being addressed due to inaccuracies causing publication delays. The development of the EHF app is being transitioned in-house following the bankruptcy of the previous vendor, and CRM software changes pose potential budgetary challenges.

#### 3.2. Legal Management

##### 3.2.1. Overall Report

Updated general reports from the Legal Delegation, Court of Handball, Court of Appeal, and ECA Council were noted alongside meeting minutes. Wiederer, representing Legal Management topics, stressed the EXEC's need for complete awareness of decisions to address potential external inquiries and emphasised the following points:

- **ESP/BMP Maravillas Benalmádena – Withdrawal** | the current issue was created due to misperception surrounding the legal status of the club, as well as miscommunication and confusion as to responsibilities. Thus, the fine imposed was split.
- **Other Cases | Tribunal Judiciaire | Christophe Saidi**: the matter is still not settled; Club PSG continues to manoeuvre to hold the EHF (at least partly) responsible for the security issue despite the governing body having no influence on the arena where the match was held nor on the ticketing and respective income. Considering the situation, the EHF will update the club competition regulations accordingly and work on appropriate measures against the Club's initiative.

- **Education Compensation** | a flaw in the IHF Regulations regarding education compensation has come to light in the wake of the insolvency of a Norwegian club; at the request of Legal Management, **the Executive Committee issued a mandate for the EHF leadership to present the matter before the IHF.**
  
- **Statutory Matters - ‘Delegation of the Decision-Making Process’, Art. 4.1.10. of the EHF Statutes** | the input was provided around the Extraordinary Congress (12/2024) but not treated. As the matter cannot be handled at the level of the Executive Committee, a motion will be prepared to secure the 2/3 majority needed to amend Art. 4.1.10. of the EHF Statutes.
  
- **ECA Arbitrators List - Cem Kalelioglu** | a new (unsolicited) application was submitted and reviewed by the ECC positively and submitted to the Executive Committee for approval, which was granted.
  
- **Catalogue of Administrative Sanctions** | proposed details and amendments to the Catalogue of Administrative Sanctions, previously handed over by the Congress to the Executive Committee were presented. These amendments were the result of extensive internal discussions with the legal commissions. The amendments included in addition to the amounts laid down:
  - Deletion of the mascot graphic penalty.
  - Reduction of player key information penalty.
  - Adjustment of pricing across the catalogue.
  - Deleting points regarding providing TV graphics at F4 and EURO events
  - Correction of player number and name placement errors at EHF EURO events.
  - Reduction of player penalty amounts in Euros and Champions League Final4s.

The Executive Committee discussed the late submission of these amendments, acknowledging the need for more timely distribution in the future. The EXEC also noted that the amended penalties were lower than those typically imposed by the EHF legal bodies. Vice President Finances La Cour added that the income generated from the sanctions imposed are in turn used to cover costs.

Member Schober raised concern about the internal process for catalogue revisions, with a suggestion for further discussion which ensued; it was made clear that although Members Lövgren, Schober, and Mallozzi were privy to the document to ensure good order prior to the approval of the Executive Committee, the distribution of the document was not efficient and not easily findable as it was a few pages among over 1000 pages, and a short period was made available to read and give particular input.

Moving into the ‘Handling Provisions’ and to ensure the integrity of the Catalogue of Administrative Sanctions and all associated decisions, Member Schober praised the implementation of a ‘four-eyes principle’ within the EHF Office as essential. This principle outlined a process for enhanced oversight and accountability with provisions for appeal. It was suggested by Schober to involve not an employee and a director, but an employee, with final decisions rendered at the General Management (GM) level, rather than the Management Board (Directorship) level. In response, concerns were raised regarding the reluctance of the GM to

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assume this responsibility. However, to address the concerns and to ensure a smooth transition in the processes, a phased approach, as previously articulated at the Congress was recommended once again.

Following consideration of the amended proposal, the Executive Committee approved the document after finding the agreeable compromise that the application of any sanction will be communicated with a member of the EHF General Management (i.e. Hausleitner, Binder, or Glaser).

### **3.2.2. Meetings Legal Delegation / Courts**

Since February, there have been many meetings both prior to and following the meetings of the Legal Commissions; hence the voluminous documentation supporting the meeting of the Executive Committee. The well-coordinated yearly meeting of the legal bodies resulted in minutes that were full of proposals where careful consideration was demanded. The EXEC took note of the minutes. The findings of the legal bodies are treated accordingly, either directly via motions or being part of the further handling of topics.

### **3.3. European Anti-doping Unit**

With the report from the EAU and including the activities on the level of controls and prevention at hand, Wiederer gave focus to the Martins (POR) Case.

A complex anti-doping case arose following the Men's EHF EURO 2024, involving a player whose initial negative test was later re-analysed at WADA's urging, resulting in an adverse analytical finding. The retest, conducted by ITA, led to a suspension by the IHF/ITA shortly before the World Championship, with the player's B sample later returning negative, indicating a laboratory error. This situation resulted in the player missing the IHF World Handball Championship, a Champions League match, and a national league match in Denmark.

The case has generated considerable discussion regarding the handling responsibilities of the involved organizations and the handling of the process, particularly the four-month period during which the player was not informed. The EHF was in contact with POR, highlighting the need for clarity on procedural responsibilities and improved communication. A clarification is planned with the IHF to prevent future similar occurrences resp. to define the role of the different bodies in particular after the adaptation of the IHF Legal Provision and the involvement of CAS (see 8.1.1.).

### **3.4. Sustainability Board**

SB Chairman Bobinac reported that the March meeting centred on sustainability, analysing EHF EURO reports which highlighted the necessity for standardized reporting criteria. A Member Federation survey indicated increasing engagement in sustainability, leading the Board to propose sharing findings, establishing benchmarks, enhancing communication, integrating sustainability into education, and creating awards. Social sustainability, including wheelchair handball, and measuring the new EHF office's environmental impact were also discussed. The EHF is exploring a new EU initiative for standardized event sustainability measurement, attending an introductory meeting in Brussels. This tool aims for consistent data collection across sports events. Bobinac emphasized the importance of providing survey follow-up to demonstrate the EHF's sustainability commitment.

The Board also delved into the commercial potential of sustainability, noting its growing importance to corporate partners. Wiederer mentioned existing EHF Marketing efforts to engage sustainability-focused companies. Bobinac highlighted the IOC's similar alignment of sustainability with commercial partnerships for attracting investors. La Cour noted the Men's Competition Conference's input on commercializing sustainable activities. In conclusion, Bobinac affirmed the Sustainability Board's continued focus on differentiation.

### **3.5. EHF Services & Infrastructure GmbH**

The documents presented at the EHF SI General Assembly on the same day, along with the latest report from the EHF SI Advisory Board, are available. The first full year of operational business was concluded; a summary of the minutes will be distributed, reflecting the topics of the meeting held prior to the start of the Executive Committee meeting. In addition to formal steps including the external audit and the controls carried out by the EHF Comptrollers for transparency, a presentation regarding the new EHF House was given at the General Assembly.

### **3.6. EHF Marketing GmbH**

#### **3.6.1. General Assembly 12/2024**

#### **3.6.2. Minutes Advisory Board / Club Boards 03/2025**

The EHF General Assembly was held prior to the meeting of the Executive Committee in December 2024. This was followed by the meetings of the EHF Advisory Board as well as the Men's and Women's Club Boards in March. The details of all meetings are contained in the minutes which have already been distributed accordingly. No special report was given.

## **4. Finances**

### **4.1. Finance Delegation 01 and 03/2025 – Minutes and Follow up**

Vice President La Cour summarized Finance Delegation topics, including transfer income, federation accounts, Donation Floors, and EHF SI AB, with a strong focus on the 2024 Final Accounting. Beach Handball Development Support for 2025 was approved, and reports on outstanding legal payments and EHF EURO 2024 injury cases were presented, alongside updates on challenging payments from Ukraine and Israel. The alignment of men's and women's EURO entry fees was confirmed. A comprehensive cash forecast was presented, and precautionary measures were agreed upon. La Cour noted that approved open payments from the Men's EURO 2024 were deducted from federation accounts, with a subsequent payment to the organizer pending.

### **4.2. 2024 Budget / Final Accounting**

The final accounting was conducted according to a strict timeline, aligned with the Comptroller's meeting. Documents containing financial data were provided prior to the audit closure by ANA Wirtschaftsprüfung GmbH and the Comptroller's input. The audited balance sheets for the EHF, EHF Social Fund, and the European Handball Court of Arbitration, as approved by the EHF Comptrollers, were submitted to the Executive Committee. For the 2023/2024 biennium, a surplus of EUR 39k, excluding the Social Fund, was recorded. This variance of EUR 266k from the Congress Budget presented in 2023 is attributed to justified and approved deviations, which primarily benefited Member Federations.

Regarding income, the EHF experienced increases in entry fees due to index adaptation, EURO income, notably from the Men's EURO 2024, transfer fee income exceeding budget estimates, other income including COVID support, and improved financial income from securities

reevaluation. These gains were partially offset by lower-than-anticipated partnership income for club competitions under the Infront contract, relative to the 2021 Congress budget.

On the expenditure side, meeting and event costs were reduced, including those associated with the Excellence Awards, the European Handball House opening, and the 2024 Extraordinary Congress. Personnel expenses, though higher than the 2021 Congress projections, remained below the 2023 Congress forecast, primarily due to reserve buildup. Office expenses, including digital infrastructure investments, aligned with 2023 Congress expectations. Development expenditures, particularly for Masterplan projects (EUR 1.88m) and YAC support (EUR 2.38m), were significant. Competition-related expenses were influenced by product development investments and payments to participating federations and clubs for player releases, predominantly for senior EURO competitions.

La Cour commended the Comptrollers for their diligent work and the successful integration of their recommendations. A key recommendation addressed the increasing annual vacation entitlement of EHF staff due to numerous activities, prompting a plan for management and potential reduction. Following examination by the external auditor and EHF Comptrollers, the Executive Committee formally approved the accounting reports for submission to relevant authorities and presentation at the EHF Congress.

#### **4.3. Social Fund – Meeting 12/2024**

With no special report and the minutes from the previous meeting at hand, the Executive Committee took note activities of the Social Fund.

#### **4.4. Update 2025/2026 Budgets**

Presented by CFO Bernhard Binder, the budget update for 2025/2026 incorporates all decisions and contractual obligations made since the 2021 Congress. Following departmental discussions, the current overview indicates a deviation of approximately EUR 300k from the 2023 Congress budget. Adjustments are required to achieve a balanced result for the upcoming Congress presentation. Projected revenues are EUR 51.32m, representing a EUR 2.8m (5.8%) increase. Expenses are also expected to rise, driven by increased personnel costs due to expanded headcount and conservative estimates for other expenditures. The provided document serves as a working document for EHF Management. Furthermore, a first draft of the 2027/2028 budget is to be prepared for the June 2025 meeting.

Following the conclusion of Agenda Point 4, the Chairmanship of the meeting was transferred to the First Vice President, Predrag Bošković.

### **5. Commissions – Minutes and Reports**

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

BC Chairwoman, Gabriella Horvath provided an overview of the meeting attended by the President and Secretary General, who presented organizational updates. Key discussion points included: updates on Senior and YAC EURO events; a review of the successful 2024 officiating delegates course and past events, noting the absence of major issues; updates on upcoming events and activities; a proposal regarding coaches licensing, which would mandate head coach licensing in alignment with the system—this requires further analysis, particularly concerning player transfer timelines; and potential collaborations with universities to utilize data, research, and knowledge sharing in the future.

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## 5.2. Competitions Commission / Technical Refereeing Committee

A regular meeting of the Competitions Commission (CC), including a Technical Refereeing Committee (TRC) meeting, was held in February, with notes available.

**Club Competitions:** Most club competitions proceeded without incident, reaching the quarter-final stage. Two exceptions were noted: 1) The Men's EHF European Cup match between Partizan and AEK, disrupted by security issues, was successfully rescheduled, and played on neutral ground, with a legal case regarding the initial incident underway; 2) Vipers Kristiansand declared bankruptcy during the Women's Champions League group phase, posing logistical challenges.

**National Team Competitions:** Men's EURO Qualifiers rounds three and four were completed without incident, including matches played in challenging geopolitical contexts. The Women's World Championship Playoffs are ongoing, with a notable match between Iceland and Israel played without spectators due to security concerns.

**YAC Competitions:** YAC competitions are proceeding smoothly, with two motions addressing minor system issues to be discussed later.

**Officiating:** Referee performance across EHF competitions from January to March was generally satisfactory, with standard post-match observation reviews conducted. A focus on the appropriate use of Video Review (VR) by top-level referees in the Champions League was emphasized. The TRC meeting notes are available. The implementation of IHF rule amendments, effective 1 July 2025, requires stakeholder preparation. The successful implementation of enhanced officiating displays at the Women's EURO 2024 is being considered for future events.

**Calendar:** The 2026/27 season calendar has been distributed after the conclusion of the respective coordination steps, with no current plans for the 2027/28 season calendar.

The subsequent discussion centred on the financial stability of participating clubs and its impact on EHF competitions, with concerns raised about potential financial risks and recent insolvencies. Emphasizing the need to prioritize financial stability in future participation criteria to maintain competition integrity, the role of National Federations in ensuring clubs meet financial requirements was highlighted. Federations were urged to seek confirmation of club financial stability from leagues.

The Executive Committee acknowledged the successful management of the Women's Champions League situation despite a club withdrawal. However, unclear contractual implications and potential TV compensation demands necessitate proactive measures. The financial health of clubs, exemplified by Nantes and Vipers, is critical for future participation. League licensing and potential operational measures were also discussed.

## 5.3. Methods Commission

Giving a verbal summary to the report submitted to the Executive Committee prior to the meetings, MC Chairman, Pedro Sequeira highlighted the following points.

**Methods & Coaching:** The analysis of the Women's EURO was finalized and published on 13 March, garnering positive feedback for its comprehensive content and clear presentation. Key findings from the analysis highlighted an increase in U21 player participation and a notable trend of players competing in foreign leagues. The development of the EHF Injury Prevention

Manual is ongoing, with the theoretical component completed and the practical component currently in progress. The completion deadline for the manual is set for Summer 2025. Additionally, three distinct models for a players' index have been created. The organization is exploring a collaborative partnership with the University of La Mancha, while also considering Handball.ai as a potential alternative.

**Education & Training:** In 2024, the EHF hosted 22 webinars with 2,719 participants and 38 specialists. The 2025 schedule includes a webinar for the RINCK Convention relaunch and a May coaching webinar with Xavi Pasqual. A Masterplan-implemented Level 3 complementary education course, in partnership with FAR, combines e-learning and in-person sessions. The EHF Goalkeeper Summit is set for Vienna on 2-3 October 2025. The EHF Open Master Coach PRO Licence course Class of 2024 concluded, with the next edition in Summer 2026. The EHF Scientific Conference on sustainable handball development will be in Zagreb on 13-14 November 2025; the abstract deadline is 31 May 2025, with 'Frontiers' collaboration being explored.

**Youth, School & Non-Competitive Sports:** The European Wheelchair Handball Championship 2025 will be a 4-a-side competition with eight participating National Federations; Lithuania has applied to host. The EHF Christensen Grassroots Charter was presented in December 2024, prioritizing signatories with active Masterplan agreements. The 2<sup>nd</sup> EHF Grassroots Convention will be in Malmö/SWE in January 2026 (Men's EURO), and the 3<sup>rd</sup> EHF Women's Handball Conference will be in Katowice/POL in December 2026 (Women's EURO).

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

BC Chairwoman, Gabriella Horvath highlighted the following activities around beach handball out of the comprehensive report submitted to the Executive Committee.

**ebt Finals 2025:** the ebt Finals 2025, scheduled for 5-8 June 2025, in Trapani, Italy, will feature 14 men's and 14 women's teams. The group draw has been completed, and event logistics, including hotel accommodations, are promising. A second online workshop was conducted on 26 March 2025, with reports available.

**European Beach Handball Tour (ebt) 2024/2025:** the ebt season 2024/2025 commenced on 1 December 2024. The tournament criteria have been revised to emphasize promotion, and the website has been updated accordingly. A deposit payment is now required from ebt organizers to ensure compliance with regulations and registered provisional points. Sixteen tournaments are registered for the current season.

**EHF YAC17 and Senior Beach Handball EURO 2025:** Alanya, Turkey, will host the EHF YAC17 Beach Handball EURO 2025 from 3-6 July 2025, followed by the senior EHF Beach Handball EURO 2025 from 8-13 July 2025. A second site visit was conducted in March 2025, with reports available. The draw event for both competitions, featuring a combined total of 36 teams, took place on 26 February 2025. Despite organizational challenges, the event appears promising.

**EUSA Beach Handball 2025:** the University teams' event, EUSA Beach Handball 2025, will be held in Granada, Spain, from 15-17 July 2025. The registration deadline has been extended to 15 April 2025. A collaborative EHF/EUSA plan is required to increase participation, as the current registration numbers are low. Internal EHF promotion efforts are being considered.



**European Games 2027 Inclusion:** Beach Handball is currently excluded from the confirmed disciplines for the European Games 2027, which will be held in Turkey. To advocate for its inclusion, direct communication will be continued with the Turkish Handball Federation and the Turkish Organizing Committee at the management level, but as well the EOC contacted respectively.

**EHF Beach Handball Candidate Referee Programme:** Eleven candidate referee pairs have been selected for the EHF Beach Handball Candidate Referee Programme. The first stage of the program, involving four referee pairs, will be conducted at the Jarun Cup 2025, from 1-4 May 2025.

Horvath concluded her report with an overview of the Beach Handball Think Tank as follows:

**Strategic Development:** An in-depth analysis of European Beach Handball is in progress to create a new strategy with clear recommendations and objectives. A Vienna-based think tank of internal and external experts identified key needs: improved coaching education, enhanced grassroots activities like festivals, a robust player and club registration system, a competition system review, increased visibility and community engagement, clarification of IHF matters (calendar synchronization), and the identification of strategic international events for EHF involvement in the World Games.

**Implementation and Collaboration:** The think tank's positive atmosphere and the proposed initiatives were highlighted. However, the importance of securing strategic partnerships and strengthening grassroots activities was emphasized. The creation of comprehensive data collection systems was deemed crucial for effective oversight and future development. The committee also noted the necessity of initiating collaborative efforts with the IHF, particularly regarding the inclusion of Beach Handball in future Olympic Games. A cautious approach was advised concerning the formation of a formal commission, with a preference for leveraging the existing Beach Handball Working Group to which the EHF is not part of anymore.

**Future Outlook:** The think tank's strategic approach was commended for providing valuable insights and shaping the future direction of Beach Handball. There is a strong desire to capitalize on the sport's potential, both in marketing and community development, with a focus on player and coach development. The committee agreed to adopt a collaborative and strategic approach, with a target of finalizing initial IHF discussions by August.

## **6. Boards and Stakeholder Groups – Meetings 03/2025**

### **6.1. Nations Board / Nations Committees**

In the opening report, Chairman Schober noted the Board's reduced composition. The previous meeting addressed topics in preparation for the Men's Competitions Conference, and reviewed the EHF EUROs, focusing on the role of National Federations in development and improvement. Education, compensation, IHF rule amendments, and the EHF Youth Club Trophy (MU19) were also discussed. Notably, Chairman Schober highlighted the Board's review and confirmation of the EHF EURO Regulations, which are scheduled for later agenda consideration.

### **6.2. Men's European Handball League Board / Women's European Handball League Board**

Following the establishment of the Men's European Handball League Board (EHLB), the Women's European Handball League Board (WEHLB) was introduced in 2024. This resulted in an expanded representation of leagues within the Women's Handball Board (WHB). Recently, WEHLB members were elected through their own system and supported by the EHF.

Therefore, their activities are for informational purposes. Collaboration exists with the EHLB, including coordination meetings prior to stakeholder sessions. Both the EHLB and WEHLB contribute to the PHB and WHB, respectively. The Executive Committee acknowledged the minutes from recent meetings of both bodies.

### 6.3. Professional Handball Board

PHB Chairman O’Callaghan reported on several key issues namely the EHLB-WEHLB cooperation, as well as the request regarding potential upgrades from the European Cup to the Champions League. The Player representatives (EHPU) raised ongoing concerns about player workload and calendar management.

A significant point of discussion was the IHF 12-month rule for player signings in accordance with Article 9 §2 (IV. Regulations for Transfers Between Federations [February 2025]) which reads as follows: “... A player may only conclude a contract with another club if the player’s contract with his/her existing club has twelve months or less remaining.” As the intent is to maintain stability within player contracts, protect the interests of clubs that have invested in player development, and promote fair competition, violations of the rule are not admonished, and the practical application of the rule continues to prove difficult. Thus, the PHB, in alignment with the Club stakeholder, wants to move to have this specific part of the rule stricken citing its lack of enforcement, and recommended that the Executive Committee handle the matter at the coordination level of EHF-IHF. **The Executive Committee supported the recommendation of the Professional Handball Board and agreed on a respective motion to the IHF.**

Regarding the IHF calendar, clubs have declared that for the following year, players will not be released for national team duties outside designated windows, particularly during December. A compromise was reached for the period between January 2nd and the official national team start date, allowing player release but prohibiting friendly matches, subject to federation-provided insurance. The PHB also recommended considering a potential reorganization of player release periods for the betterment of the sport; O’Callaghan mentioned that this matter was discussed earlier during the Men’s Competitions Conference.

### 6.4. Women’s Handball Board

Chairwoman Leonor Mallozzi reported that in the previous meeting the WHB established five strategic goals to be achieved by the Women’s EHF EURO 2026. These goals focus on: 1) increasing the number and support of female referees; 2) enhancing support for female coaches through master courses and financial assistance; 3) establishing professional playing and working conditions for female players, including contract security and maternity leave; 4) improving community building, promotion, and visibility of women’s handball through commercial development, role model projects, and media presence; and 5) promoting social sustainability and good governance by increasing female representation in leadership positions.

Mallozzi highlighted ongoing activities supporting these goals, including financial support for female event participants, coaching development with the Methods Commission, and Respect Your Talent programs (including a survey on young players’ role models). Current projects involve developing female commentators and enhancing media visibility. The 3<sup>rd</sup> Women’s Handball Conference is planned for 2026 alongside the women’s EURO. Mallozzi directed the Executive Committee to the latest WHB protocol for further details.

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## 6.5. Other Stakeholder Groups

No special report.

With the conclusion of Agenda Point 6, the Chairmanship returned to EHF President Wiederer.

## 7. Organisation of Events / Competition Topics

### 7.1. Report Events

Secretary General Hausleitner provided a comprehensive verbal report covering all current and future activities to support the written report at hand.

**Women's EHF EURO 2024** | Multiple debriefing meetings have been conducted, and various initiatives are being developed to further enhance the product. The organizers' efforts are being acknowledged. These initiatives will be addressed in subsequent motions. During the final accounting the organizers approached the EHF to reduce the EHF claim for the ticket share from 30 to 10 percent. The formal request was approved by the EXEC.

**YAC W17/19 EHF EURO 2025** | with both events taking place in Podgorica (MNE), the final tournament draws have taken place. Furthermore, the TV production and media rights are on the market.

**W19/W17 Championships 2025** | the preparation of the events awarded to the Handball Federations of Georgia and Kosovo respectively are ongoing and proceeding well.

**EUSA/EYOF 2025** | more oversight of the handball competition is needed from the side of the EHF in such multi-sport events where the EHF is not the host/organiser, but a 'third' interested party. Pertaining to the EYOF, MKD requested a change of venue in Skopje; in any case, the EHF is not part of the organisation as it is the case for YAC events.

**Men's EHF EURO 2026** | preparations are ongoing, and the Qualifiers took place with excellent spectator figures. The Final Tournament Draw Event is scheduled for mid-May. Ticket sales in the home countries are proceeding satisfactorily.

**Women's EHF EURO 2026** | the draw for the EURO Qualifiers took place in Cluj, Romania. The five organisers have found organisational cohesion, and the event agreement is signed. Potential issues (5 countries/3 time zones) were highlighted, but the EHF remains optimistic in this respect.

**EHF EURO 2028** | the close cooperation continues with focus on the set-up of the opening match and needs to be furthered.

**EHF EUROs 2030 & 2032** | the events (except for the Women's 2030 EHF EURO) were awarded; currently an evaluation of a potential match schedule was initiated by the Executive Committee, and supported at the Men's Competitions Conference, due to the issues with the 3pm matches.

### 7.2. National Team Activities / Motions

Following the clarification that the 11 motions spread across Agenda point 7.2. are to be viewed as a package. Questions from the EXEC were clarified by CSO Glaser, and subsequently all motions were approved as written unless otherwise explicitly stated.

**7.2.1. Motion** | Clarification of a particular issue of the promotion / relegation system in the YAC EHF competitions

**7.2.2. Motion** | Adaption of the current YAC EHF Championship system in case of a low number of registered teams

### 7.2.3. Motions Relating to EHF EURO Regulations

- **Motion 1 - Art. 14.10, 34.2** | Obligation to provide up to 20 team kits
- **Motion 2 - Art. 18.20 new** | Obligation to return to mixed zone within 15 minutes
- **Motion 3 - Art. 18.21** | Obligation of head coach of both playing teams to be available in the 'flash zone' for interviews
- **Motion 4 - Art. 23.11** | Electric timekeeping in second half counting from 30 to 60
- **Motion 5 - Art. 11.11, 13.15, 28.5, 29.3, 30.2.4** | Definition of time zones for actions in relation to an EHF EURO
- **Motion 6 - Art. 33.1.** | Qualification of further ranked teams to the EURO Cup | Art. 33.1.
- **Motion 7 - Art. 32.3** | Handling of injury cases - **Approved as Amended**  
*(Due to the fact that a 'long-term injury' may not be indicated at the point of injury, the text of Art.32.3 is to be amended to reflect that after an injury has occurred, the EHF is to be officially informed via the Injury Report by the respective team delegation until 12:00 CET the day after the injury happened.)*
- **Motion 8 - Art. 23.8** | Use of Digital Technology
- **Motion 9 - Art. 23.18 new** | Ball out of playing court procedure, including the involvement of 'Ball Kids'

## 7.3. Club Competitions / Motions

### 7.3.1. Motions 1 to 7 | EHF Club Competition Regulations as of Season 2025/2026

The motions, supported by the Competitions Commission, were presented as package, and pertain to the EHF Champions League (M/W) and the EHF European League (M/W) season 2025/2026 all approved by the Executive Committee unless overtly stated otherwise. The Executive Committee discussed each motion in detail, for brevity a pointed overview is given. All motions/information were approved as written unless otherwise explicitly stated.

- **Motion 1** | Increase the number of photographs for on/offline publications
- **Motion 2** | TV Host broadcaster access to Scoreboard free of charge
- **Motion 3** | **All EHF Club Competition Regulations** | Dress Colours Goalkeeper
- **Motion 4** | **M/W Champions League only - Approved by Amended** | Training Balls for Guest Team – the amendment clearly states that the 20 additional training balls are to be held in reserve and used for the guest team only.
- **Motion 5** | **M European League only - Approval Pending** | special path – 2<sup>nd</sup> ranked team
- **Motion 6** | **M/W Champions League only** | Minimum capacity and four tribunes in the playing venue – the decision was taken not to implement in 2025/26.
- **Motion 7** | | Last Round Group Phase & Throw-Off Time Adaptations
- **Information** | Mandate to amend the registration procedure concerning the financial conditions of a Club participating in the Champions League

## 7.4. Other Competitions Topics / Motions

### 7.4.1. Motion | Standardized Team Officials' Designations for Clarity and Efficiency

As of 1 July 2025, and across all EHF Competitions (club and national team) for the efficient identification of team officials, especially the head coach, defined designations will apply, with the letter 'B' attached only to the head coach of a team. **The motion was approved as written.**

### 7.4.2. Motion | Licensing System for EHF Delegates

The premise of the motion is to set a first step into a better structure of the EHF Delegates it is proposed to introduce an EHF Delegate licensing system. Following the first step, education steps as well as specifications of activities can be introduced. The objective is to have all delegates licensed by summer 2026 to have only licensed EHF Delegates when starting with the 2026/27 season. Following deliberation of the motion, the Executive Committee deemed

that the motion could not be approved in the submitted form. **However, the EXEC did grant the mandate to the EHF Officiating Unit to continue work on a possible EHF Delegate Licensing system.**

#### **7.4.3. Motion | Awarding of the 2025 EHF 4-a-side Wheelchair Handball Championships**

The Handball Federation of Lithuania was the only Federation to bid to host the event; to proof the bid, a site visit was undertaken. Currently, eight teams are registered for the event surpassing the minimum (6) needed to hold the event. **The Executive Committee awarded the event to Lithuania to be held 26.-30.11.2025.**

#### **7.4.4. Motion | Confirmation of IHF Amendments to the Rules of the Game (as of 1 July 2025)**

In the past, the IHF implemented rule changes (rather amendments/adaptations of the implementation) giving short notice to National Federations. This created significant difficulties for those federations needing to adapt quickly, especially those with looming competitions. Consequently, the IHF Council was mandated to enact rule adaptations to be published on 1 March, to be effective 1 July.

The current situation allows for regional discretion regarding rule implementation. However, potential conflicts may arise due to European teams qualifying via club and national competitions. Alignment with IHF regulations is advisable to prevent qualification discrepancies. Thus, to the IHF amendments to the Rules of the Game, which will be valid as of 1 July 2025, the majority are of minor significance; nonetheless, the EHF submitted its remarks and input to the IHF.

Consequently, to this end, **the Executive Committee went through and discussed each amendment in detail before confirming the information presented in Motion 7.4.4** submitted to the EXEC by the EHF Officiating Unit.

It was also emphasised that the written input from the EHF Methods Commission, and the in-person verbal input of P. Sequeira for wheelchair regulations published before, was not included in this version of the IHF amendments.

## **8. International Institutions**

### **8.1. International Handball Federation**

#### **8.1.1. Actual Topics**

At the request of the IHF, the Continent's Presidents attended a special meeting in Oslo in order to be present at a meeting of the IHF Leadership with Federations' representatives. There, information was provided by the IHF Leadership on IHF activities and input sought for by the participants.

Furthermore, for compliance and procedural adherence, it is essential to clarify the procedural levels and responsibilities as defined in the IHF Anti-Doping Regulations and Legal Provisions for avoiding major cases due to unclear procedures around the special CAS involvement.

#### **8.1.2. Preview IHF Congress 12/2025**

The IHF Congress date has been rescheduled to 21 December, following the Women's World Championship finals, due to hotel non-availability in the initially planned location – Sharm el-Sheikh; the new venue is a top-level hotel in the NAC (New Administrative Capital) Cairo. This date change significantly alters the registration timelines for the IHF elections. The IHF registration deadline is now 21 September, two days after the EHF Congress.

**The Executive Committee took note of the new dates.**

## **8.2. Other Institutions**

A statement from the EOC EU office regarding the position of sport within the European Union was released to the relevant sport institutions; the EHF has deemed the action pertinent to its interests and could contribute to, or endorse, the document.

## **9. Conferences / Congresses / Events**

### **9.1. Preview 2025 Events**

The meeting calendar was submitted to the Executive Committee with slight amendments. Regarding the summer nominations, two notifications have been received about two members unable to accept their assignments due to other commitments. EXEC Members are requested to check their availability, and should no one be available, the Executive Committee will make an availability request to the Honorary Members. Furthermore, The Executive Committee has received personal VIP invitations to the Final4 in Cologne in June, and the next Executive Committee meeting is scheduled to coincide with this event. However, Member Bobinac will not be able to attend the meeting in June due to personal commitments.

### **9.2. Men's Competitions Conference**

Attendees positively evaluated the recent Competitions Conference, deeming it highly productive and relevant. The focused group discussion format was particularly effective in fostering dynamic engagement and insightful exchanges. Key takeaways will be included in a comprehensive report for the upcoming Executive Committee meeting, which will also consider outcomes from the Women's Conference (12-13 May) to identify commonalities and differences. The organization's agility in hosting and the efficient staff facilitation were acknowledged as significant contributors to the conference's success. The time-constrained group discussions fostered an energetic and productive environment, and a similar structure is recommended for future conferences.

### **9.3. Ordinary EHF Congress 09/2025**

#### **9.3.1. Status Organisation**

The upcoming EHF event involves the election resp. nomination of approximately 60 to 70 individuals to various organizational bodies. Information regarding election procedures has been distributed. Given the event's primary focus on elections, extensive preparatory meetings and coordination are underway outside the EHF structure. If requested, information is being provided during these meetings to ensure transparency. A comprehensive overview of the election process will be presented at the Congress. Pre-Congress discussions include addressing the participation of RUS and BLR, with a decision to be made in June to avoid last-minute disruptions.

#### **9.3.2. Information Run-down**

#### **9.3.3. Agenda / Content**

A preliminary Congress program is published, adhering to statutory needs. Member and internal motions will be reviewed in June, with final documents due 19 July. Commission meetings for final preparations are scheduled before the Congress, and election registration closes 19 June. Proactive information dissemination is crucial.

The Norwegian Federation's gender representation motion, requiring two gender representatives in bodies over five members, posed a challenge at the last election Congress, potentially excluding higher-voted candidates. While an EHF motion to integrate a female representative was introduced, statutory changes have not occurred. A similar situation may

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arise based on the nomination figures of the two genders. The organization will analyse this and propose a transparent, collaborative solution in June to avoid contentious outcomes.

President Wiederer with an initial statement, and incumbent officers (First Vice President, Vice President Finances) have declared their re-election intent with federation endorsements. The three Technical Commission Chairpersons also seek to continue, backed by their federations. Two of the four current Executive Committee Members will stand for re-election with federation support. Member Aksnes will not seek re-election due to professional commitments and Member Blazquez will not stand in the EHF elections due to his IHF candidature for the Executive Committee, respectively. Stakeholder member representatives (NB, PHB, WHB) have expressed interest in remaining, pending their internal board elections in October 2025. Considering the cooperation in even complex matters and during the whole function period as well to ensure continuity within the Executive Committee, the expressed interest of most members to retain their current positions was positively received, subject to the results of the September 2025 elections.

*[addendum 14.04.2025: The EHF Congress previously decided to install an evaluation group for clarifying the competence of persons (mainly new) nominated for EHF functions and the Executive Committee already confirmed Jean Brihault and Jörgen Holmqvist for this role, and at the request of President Wiederer, Bente Aksnes was nominated as the third member of the group as she will not candidate for any position in the upcoming election. Via a circular vote, the nomination was approved by the Executive Committee.]*

## 10. Various

Member F. Bobinac proposed allocating time in future Executive Committee meetings to discuss organizational and personnel matters, citing organizational enthusiasm alongside concerns about staff changes and potential retirements. The proposal advocates for structured discussions on human resources and organizational planning, including succession planning, to ensure continued strength and stability. The aim is to initiate this discussion by year-end or early next year upon the EHF President's proposal. The incoming Executive Committee is recommended to determine its strategic targets after stakeholder representative elections/nominations in October.

Wiederer closed the meeting by thanking the participants for the contributions during the meeting as well as for the engagement in the days before.

For the Minutes | M. Brown  
April 2025