EHF
ANTI-DOPING
UNIT

EHF REGULATIONS FOR ANTI-DOPING

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Preamble

Anti-doping regulations, like competitions regulations, are sport rules governing the conditions under which sport is played. Players and Persons accept these rules as a condition of participation and shall be bound by them. These sport-specific rules and procedures, aimed at enforcing anti-doping principles in a global and harmonized manner, are distinct in nature and, therefore, not intended to be subject to or limited by any national requirements and legal standards applicable to criminal proceedings or employment matters.

When reviewing the facts and the law of a given case, all courts, arbitral tribunals and other adjudicating bodies should be aware of and respect the distinct nature of the anti-doping regulations in the Code and the fact that these rules represent the consensus of a broad spectrum of stakeholders around the world with an interest in fair sport.

Doping is fundamentally contrary to the spirit of sport. The fundamental aims of EHF's anti-doping programme are:

- To uphold and preserve the ethics of sport;
- To safeguard the physical health and mental integrity of handball players;
- To ensure that all competitors have an equal chance.

Scope of Application

These Regulations shall apply to EHF, each National Federation of the EHF, and each Participant in the activities of EHF or any of its National Federations by virtue of the Participant's membership, accreditation or participating in EHF, its National Federations, or their activities or competitions.

The National Federations members of the EHF must guarantee that all Players accept all EHF regulations, including these Regulations.

These Regulations shall apply to all Doping Controls over which EHF has jurisdiction. The EAU, an independent working body of the EHF, has the overall responsibility for implementing and monitoring the Regulations.

The following Regulations have been adopted by the EHF Executive Committee on 28 January 2011 and lastly amended on the basis of the WADA Anti-Doping Code 2027 amendments and

the IHF Anti-Doping Regulations applicable at that date as well as following the EHF Executive Committee of 26 September 2026 in Vienna, Austria.

With regards to legal procedural matters, these Regulations shall be applied together with the EHF Legal Regulations even if not specified in these Regulations.

Article 1 - Definition of doping

1.1. Doping is defined as the occurrence of one or more of the anti-doping rule violations set forth in Article 2 of these Regulations.

Article 2 - Anti-Doping rule violations

The purpose of Article 2 is to specify the circumstances and conduct which constitute anti-doping rule violations. Hearings in doping cases will proceed based on the assertion that one or more of these specific rules have been violated.

Players or other Persons shall be responsible for knowing what constitutes an anti-doping rule violation and the substances and methods which have been included on the Prohibited List.

The following constitute anti-doping rule violations:

2.1. Presence of a Prohibited Substance or its Metabolites or Markers in a Player's Sample

2.1.1. It is each Player's personal duty to ensure that no Prohibited Substance enters their body. Players are responsible for any Prohibited Substance or its Metabolites or Markers found to be present in their Samples. Accordingly, it is not necessary that intent, fault, negligence or knowing Use on the Player's part be demonstrated in order to establish an anti-doping rule violation under Article 2.1.

2.1.2. Sufficient proof of an anti-doping rule violation under Article 2.1 is established by any of the following: presence of a Prohibited Substance or its Metabolites or Markers in the Player's A Sample where the Player waives analysis of the B Sample and the B Sample is not analysed; or, where the Player's B Sample is analysed and the analysis of the Player's B Sample confirms the presence of the Prohibited Substance or its Metabolites or Markers found in the Player's A Sample; or, where the Player's A or B Sample is split into two (2) parts and the analysis of the confirmation part of the split Sample confirms the presence of the Prohibited Substance or its Metabolites or Markers found in the first part of the split Sample or the Player waives analysis of the confirmation part of the split Sample. The EHF may, at its discretion, choose to have the B Sample analysed even if the Player does not request the analysis of the B Sample.

2.1.3. Excepting those substances for which a Decision Limit is specifically identified in the Prohibited List or a Technical Document, the presence of any reported quantity of a

Prohibited Substance or its Metabolites or Markers in a Player's Sample shall constitute an anti-doping rule violation.

2.1.4. As an exception to the general rule of this Article 2.1, the Prohibited List, International Standards or Technical Documents may establish special criteria for reporting or the evaluation of certain Prohibited Substances.

2.2. Use or Attempted Use by a Player of a Prohibited Substance or a Prohibited Method

2.2.1. It is the Player's personal duty to ensure that no Prohibited Substance enters their body and that no Prohibited Method is used. Accordingly, it is not necessary that intent, fault, negligence or knowing Use on the Player's part be demonstrated in order to establish an anti-doping rule violation for Use of a Prohibited Substance or a Prohibited Method.

2.2.2. The success or failure of the Use or Attempted Use of a Prohibited Substance or Prohibited Method is not material. It is sufficient that the Prohibited Substance or Prohibited Method was Used or Attempted to be Used for an anti-doping rule violation to be committed.

2.3. Evading, refusing or failing to submit to Sample collection

Evading Sample collection or refusing or failing to submit to Sample collection without compelling justification after notification by a duly authorised Person.

2.4. Whereabouts failures

Any combination of three (3) missed tests and/or filing failures by a Player in a Registered Testing Pool within a twelve (12) month period, as defined in Appendix 2 and in the International Standard for Results Management.

2.5. Tampering or Attempted Tampering with any part of Doping Control by a Player or Other Person

Conduct which subverts the Doping Control process, but which would not otherwise be included in the definition of Prohibited Methods. Tampering includes, without limitation, intentionally interfering or attempting to interfere with a Doping Control official, providing fraudulent information to an anti-doping organisation, or intimidating or attempting to intimidate a potential witness.

2.6. Possession of a Prohibited Substance or a Prohibited Method

2.6.1. Possession by a Player In-competition of any Prohibited Method or any Prohibited Substance, or Possession by a Player Out-of-competition of any Prohibited Method or any Prohibited Substance which is prohibited Out-of-competition unless the Player establishes that the Possession is consistent with a Therapeutic Use Exemption granted in accordance with Article 4.4 or other acceptable justification.

2.6.2. Possession by a Player Support Person In-competition of any Prohibited Method or any Prohibited Substance, or Possession by a Player Support Person Out-of-competition of any Prohibited Method or any Prohibited Substance which is prohibited Out-of-competition, in connection with a Player, competition or training, unless the Player Support Person establishes that the Possession is consistent with a Therapeutic Use Exemption granted in accordance with Article 4.4 or other acceptable justification.

2.7. Trafficking or Attempted Trafficking by a Player or Other Person.

2.8. Administration or Attempted administration by a Player or Other Person

2.9. Complicity or Attempted Complicity by a Player or Other Person

Assisting, encouraging, aiding, abetting, conspiring, covering up or any other type of intentional complicity or Attempted complicity involving an anti-doping rule violation, Attempted anti-doping rule violation, or violation of Article 9.14.1 by another Person.

2.10. Prohibited Association by a Player or Other Person

Association by a Player or other Person subject to the authority of the EHF or another Anti-Doping Organisation in a professional or sport-related capacity with any Player Support Person who:

2.10.1. If subject to the authority of the EHF or an Anti-Doping Organisation, is serving a period of Ineligibility; or

2.10.2. If not subject to the authority of EHF or an Anti-Doping Organisation, and where Ineligibility has not been addressed in a Results Management process pursuant to the Code, has been convicted or found in a criminal, disciplinary or professional proceeding to have engaged in conduct which would have constituted a violation of anti-doping rules if Code-compliant rules had been applicable to such Person. The disqualifying status of such Person shall be in force for the longer of six years from the

criminal, professional or disciplinary decision or the duration of the criminal, disciplinary or professional sanction imposed; or

2.10.3. Is serving as a front or intermediary for an individual described in sub-paragraphs 2.10.1 and 2.10.2 above.

2.10.4. To establish a violation of Article 2.10, the EHF shall establish that the Player or other Person knew of the Player Support Person's disqualifying status.

The burden is on the Player or other Person to establish that any association with Player Support Personnel described in sub-paragraphs 2.10.1 and 2.10.2 above is not in a professional or sport-related capacity and/or that such association could not have been reasonably avoided.

The EHF will submit to WADA information if it becomes aware of Player and Player Support Personnel who meet criteria described in sub-paragraphs 2.10.1 and 2.10.2 and 2.10.3 above.

2.11. Acts by a Player or Other Person to Discourage or Retaliate Against Reporting to Authorities

Where such conduct does not otherwise constitute a violation of Article 2.5:

2.11.1. Any act which threatens or seeks to intimidate another Person with the intent of discouraging the Person from the good-faith reporting of information that relates to an alleged anti-doping rule violation, an alleged violation of Article 9.14.1, or alleged non-compliance with these Regulations and/or the Code to WADA EAU and an Anti-Doping Organisation, law enforcement, regulatory or professional disciplinary body, hearing body or Person conducting an investigation for WADA, EAU or an Anti-Doping Organisation.

2.11.2. Retaliation against a Person who, in good faith, has provided evidence or information that relates to an alleged anti-doping rule violation, an alleged violation of Article 9.14.1, or alleged non-compliance with these Regulations and/or the Code to WADA, EHF, an Anti-Doping Organisation, law enforcement, regulatory or professional disciplinary body, hearing body or Person conducting an investigation for WADA or an Anti-Doping Organisation.

For purposes of Article 2.11, retaliation, threatening, and intimidation include an act taken against such Person either because the act lacks a good faith basis or is a disproportionate response.

Article 3 - Proof of Doping

3.1 Burdens and Standards of Proof

The EHF has the burden of establishing that an anti-doping rule violation, or a violation of Article 9.14.1 has occurred. The standard of proof is whether EHF has established an anti-doping rule violation, or a violation of Article 9.14.1 to the comfortable satisfaction of the hearing panel, bearing in mind the seriousness of the allegation which is made. In all cases, this standard of proof is greater than a mere balance of probability but less than proof beyond a reasonable doubt. Where these Regulations or the Code place the burden of proof upon the Player or other Person alleged to have committed an anti-doping rule violation, or a violation of Article 9.14.1 to rebut a presumption or establishing specified facts or circumstances, except as provided in Article 3.2.2 and 3.2.3, the standard of proof is the balance of probability.

3.2 Methods of establishing facts and presumptions

Facts related to anti-doping rule violations, or violations of Article 9.14.1. may be established by any reliable means, including admissions. The following rules of proof are applicable in doping cases:

3.2.1. Analytical methods or Decision Limits approved by WADA after consultation within the relevant scientific community or which have been the subject of peer review are presumed to be scientifically valid. Any Player or other Person seeking to rebut this presumption of scientific validity shall, as a condition precedent to any such challenge, first notify WADA of the challenge and the basis of the challenge. The initial hearing body, appellate body or CAS, on its own initiative, may also inform WADA of any such challenge. Within ten (10) days of WADA's receipt of such notice, and WADA's receipt of the case file related to such challenge, WADA shall also have the right to intervene as a party, appear as amicus curiae or otherwise provide evidence in such proceeding. In cases before CAS, at WADA's request, the CAS panel shall appoint an appropriate scientific expert to assist the panel in its evaluation of the challenge.

3.2.2. WADA-accredited laboratories and other laboratories approved by WADA are presumed to have conducted Sample analysis and custodial procedures in accordance with the International Standard for Laboratories. A Player or other Person may rebut this presumption by establishing that a departure from the International Standard for Laboratories occurred which could reasonably have caused the Adverse Analytical Finding. If a Player or other Person rebuts the aforementioned presumption by showing that a departure from the International Standard for Laboratories occurred which could

reasonably have caused the Adverse Analytical Finding, then the EHF has the burden of establishing that such departure did not cause the Adverse Analytical Finding.

3.2.3. Departures from any other International Standard or other anti-doping rule or policy set forth in the Code or these Regulations shall not invalidate analytical results or other evidence of an anti-doping rule violation, and shall not constitute a defense to an anti-doping rule violation; provided, however, if the Player or other Person establishes that a departure from one of the specific International Standard provisions listed below could reasonably have caused an anti-doping rule violation based on an Adverse Analytical Finding or whereabouts failure, then the EHF shall have the burden to establish that such departure did not cause the Adverse Analytical Finding or the whereabouts failure:

a. a departure from the International Standard for Testing related to Sample collection or Sample handling which could reasonably have caused an anti-doping rule violation based on an Adverse Analytical Finding, in which case EHF shall have the burden to establish that such departure did not cause the Adverse Analytical Finding;

b. a departure from the International Standard for Results Management or International Standard for Testing related to an Adverse Passport Finding which could reasonably have caused an anti-doping rule violation, in which case EHF shall have the burden to establish that such departure did not cause the anti-doping rule violation;

c. a departure from the International Standard for Results Management related to the requirement to provide notice to the Player of the B Sample opening which could reasonably have caused an anti-doping rule violation based on an Adverse Analytical Finding, in which case EHF shall have the burden to establish that such departure did not cause the Adverse Analytical Finding;

d. a departure from the International Standard for Results Management related to Player notification or attempts to locate the Player which could reasonably have caused an anti-doping rule violation based on a whereabouts failure, in which case EHF shall have the burden to establish that such departure did not cause the whereabouts failure.

3.2.4. The facts established by a decision of a court or professional disciplinary tribunal of competent jurisdiction which is not the subject of a pending appeal shall be irrefutable evidence against the Player or other Person to whom the decision pertained (and who has been charged with an anti-doping rule violation or a violation of Article 9.14.1) of those facts unless the Player or other Person establishes that the decision violated principles of natural justice.

3.2.5. The hearing panel in a hearing on an anti-doping rule violation, or a violation of Article 9.14.1 may draw an inference adverse to the Player or other Person who is asserted to have committed an anti-doping rule violation, or a violation of Article 9.14.1 based on the Player's or other Person's refusal, after a request made in a reasonable time in advance of the hearing, to appear at the hearing (either in person or telephonically as directed by the hearing panel) and to answer questions from the hearing panel or from the EHF.

Article 4 - The Prohibited List

4.1. Incorporation of the Prohibited List

4.1.1. The Regulations incorporate the Prohibited List, which is published and revised by WADA as described in Article 4.1 of the Code.

4.1.2. Unless otherwise communicated by the EHF, the Prohibited List and revisions shall go into effect under these Regulations three (3) months after publication by WADA, without requiring any further action by EHF or its National Federations. All Players and other Persons shall be bound by the Prohibited List, and any revisions thereto, from the date they go into effect, without further formality. It is the responsibility of all Players and other Persons to familiarise themselves with the most up-to-date version of the Prohibited List and all revisions thereto.

4.1.3. EHF shall provide its National Federations with the most recent version of the Prohibited List. Each National Federation shall in turn ensure that its members, and the constituents of its members, are also provided with the most recent version of the Prohibited List.

4.1.4. The Prohibited List in force is available on WADA's website at www.wada-ama.org and on the EHF website at www.eurohandball.com via a link to the WADA's website.

4.2. Prohibited Substances and Prohibited Methods identified on the Prohibited List

4.2.1. Prohibited Substances and Prohibited Methods

The Prohibited List shall identify those Prohibited Substances and Prohibited Methods which are prohibited as doping at all times (both In-Competition and Out-of-Competition) because of their potential to enhance performance in future Competitions or their masking potential, and those substances and methods which are prohibited In-Competition only. The Prohibited List may be expanded by WADA for a particular sport.

Prohibited Substances and Prohibited Methods may be included in the Prohibited List by general category (e.g., anabolic agents) or by specific reference to a particular substance or method.

4.2.2. Specified Substances or Specified Methods

For purposes of the application of Article 9, all Prohibited Substances shall be Specified Substances except as identified on the Prohibited List. No Prohibited Method shall be a Specified Method unless it is specifically identified as a Specified Method on the Prohibited List. Specified Substances and Specified Methods identified in this Article should not in any way be considered less important or less dangerous than other doping Substances or Methods. Rather, they are simply Substances and Methods which are more likely to have been consumed or used by a Player for a purpose other than the enhancement of sport performance.

4.2.3. Substances of Abuse

For purposes of applying Article 9, Substances of Abuse are those Prohibited Substances which are specifically identified as Substances of Abuse on the Prohibited List because they are more frequently abused in society outside of the context of sport.

4.3. WADA's Determination of the Prohibited List

WADA's determination of the Prohibited Substances and Prohibited Methods that will be included on the Prohibited List, the classification of substances into categories on the Prohibited List and, the classification of a substance as prohibited at all times or In-competition only, the classification of a substance or method as a Specified Substance, Specified Method or Substance of Abuse is final and shall not be subject to any challenge by a Player or other Person including, but not limited to, any challenge based on an argument that the substance or method was not a masking agent or did not have the potential to enhance performance, represent a health risk or violate the spirit of sport.

4.4. Therapeutic Use Exemptions ("TUEs")

4.4.1. The presence of a Prohibited Substance or its Metabolites or Markers, and/or the Use or Attempted Use, Possession or Administration or Attempted Administration of a Prohibited Substance or Prohibited Method, shall not be considered an anti-doping rule violation if it is consistent with the provisions of a TUE granted in accordance with the International Standard for Therapeutic Use Exemptions.

4.4.2. TUE Applications

Players shall apply to their National Anti-Doping Organisation for a TUE. If the National Anti-Doping Organisation denies the application, the Player may appeal to the national-level appeal body described in Article 12.2.3 unless provided otherwise in the International Standard for Therapeutic Use Exemptions.

4.4.3. TUE Recognition

4.4.3.1. If EHF chooses to test a Player who is not an International-Level Player, EHF must recognise a TUE granted to that Player by their National Anti-Doping Organisation unless the Player is required to apply for recognition of the TUE pursuant to Articles 5.8 and 7.0 of the International Standard for Therapeutic Use Exemptions

4.4.4. TUE Application Process

4.4.4.1. Where the Player already has a TUE granted by their National Anti-Doping Organisation for the substance or method in question, that TUE must be submitted to the EAU . If that TUE meets the criteria set out in the International Standard for Therapeutic Use Exemptions, then the EHF shall it for purposes of competitions. If the EHF considers that the TUE does not meet those criteria and so refuses to recognise it, the EHF shall notify the Player and their National Anti-Doping Organisation promptly, with reasons. The Player and the National Anti-Doping Organisation shall have twenty-one (21) days from such notification to refer the matter to WADA for review in accordance with Article 4.4.8 If the matter is referred to WADA for review, the TUE granted by the National Anti-Doping Organisation remains valid for national-level competition and Out-of-competition testing (but is not valid for competitions) pending WADA's decision. If the matter is not referred to WADA for review, the TUE becomes invalid for any purpose when the twenty-one (21)-day review deadline expires.

4.4.4.2. If the Player does not already have a TUE granted by their National Anti-Doping Organisation for the substance or method in question, the Player may apply directly to the EHF for a TUE in accordance with the process set out in the International Standard for Therapeutic Use Exemptions.

If the EHF denies the Player's application, it must notify the Player promptly, with reasons. If the EHF grants the Player's application, it shall notify not only the Player but also their National Anti-Doping Organisation and if the National Anti-Doping Organisation considers that the TUE does not meet the criteria set out in the International Standard for Therapeutic Use Exemptions, it has twenty-one (21) days from such notification to refer the matter to WADA for review.

If the National Anti-Doping Organisation refers the matter to WADA for review, the TUE granted by the EHF remains valid for competitions and Out-of-competition testing but

is not valid for national-level competitions pending WADA's decision. If the National Anti-Doping Organisation does not refer the matter to WADA for review, the TUE granted by the EHF becomes valid for national-level competitions as well when the twenty-one (21) day review deadline expires.

4.4.5. Retroactive TUE Applications

Retroactive Therapeutic Use Exemptions may be granted under the conditions described in the International Standard for Therapeutic Use Exemptions.

4.4.6. An application to the EHF for grant or recognition of a TUE must be made as soon as the need arises and, in any event, (save in emergency or exceptional situations or where Article 4.3 of the International Standard for Therapeutic Use Exemptions applies) at least thirty (30) days before the Player's next Match. The EHF shall appoint a standing panel of at least three (3) physicians to consider applications for the grant or recognition of TUEs (the "TUE Panel"). The TUE Panel shall promptly evaluate and decide upon the application in accordance with the relevant provisions of the International Standard for Therapeutic Use Exemptions and the specific EHF protocols if any, posted on its website (www.eurohandball.com). Its decision shall be the final decision, subject to a possible appeal, of the EHF and shall be reported to WADA and other relevant Anti-Doping Organisations, including the Player's National Anti-Doping Organisation, through ADAMS, in accordance with the International Standard for Therapeutic Use Exemptions.

4.4.7. Expiration, cancellation, withdrawal or reversal of a TUE

4.4.7.1. A TUE granted pursuant to these Regulations:

a. Shall expire automatically at the end of any term for which it was granted, without the need for any further notice or other formality;

b. Will be withdrawn if the Player does not promptly comply with any requirements or conditions imposed by the TUE Panel upon grant of the TUE;

c. May be withdrawn by the TUE Panel if it is subsequently determined that the criteria for grant of a TUE are not in fact met; or

d. May be reversed on review by WADA or on appeal.

4.4.7.2. In such event, the Player shall not be subject to any consequences based on their use or possession or administration of the Prohibited Substance or Prohibited Method in question in accordance with the TUE prior to the effective date of expiry, withdrawal or

reversal of the TUE. The review pursuant to Article 5.1.1.1. of the International Standard for Results Management of an Adverse Analytical Finding shall include consideration of whether such finding is consistent with the use of the Prohibited Substance or Prohibited Method prior to that date, in which event no anti-doping rule violation shall be asserted.

4.4.8. Reviews and Appeals of TUE Decisions

4.4.8.1. WADA shall review any decision by the EHF to grant a TUE that is referred to WADA by the Player's National Anti-Doping Organisation. WADA may review any other TUE decisions at any time, whether upon request by those affected or on its own initiative. If the TUE decision being reviewed meets the criteria set out in the International Standard for Therapeutic Use Exemptions, WADA will not interfere with it. If the TUE decision does not meet those criteria, WADA will reverse it.

4.4.8.2. Any TUE decision by the EHF or by the National Anti-Doping Organisation that is not reviewed by WADA or that is reviewed by WADA but is not reversed upon review may be appealed by the Player and/or the Player's National Anti-Doping Organisation exclusively to CAS.

4.4.8.3. A decision by WADA to reverse a TUE decision may be appealed by the Player, the National Anti-Doping Organisation and/or the EHF exclusively to CAS.

4.4.8.4. When the EHF or the national Anti-Doping Organisation fails to take action on a properly submitted TUE application within a reasonable time, and in any case within twenty-one (21) days from receipt of the TUE application, their failure to decide shall be considered as a denial of the TUE exemption, thus triggering the applicable rights of review/appeal.

Article 5 - Testing and Investigations

5.1. Purpose of Testing

Testing shall only be undertaken for anti-doping purposes. It shall be conducted in conformity with the provisions of the International Standard for Testing and the eventual specific protocols of the EHF supplementing that International Standard.

5.1.1. Testing shall be undertaken to obtain analytical evidence as to whether the Player has violated Article 2.1 (Presence of a Prohibited Substance or its Metabolites or Markers in a Player's Sample) or Article 2.2 (Use or Attempted Use by a Player of a Prohibited Substance or a Prohibited Method).

5.2. Authority to conduct Testing

5.2.1. Subject to the jurisdictional limitations for Competition Testing set out in Article 5.3 of the Code, all Players participating in Competitions or under the jurisdiction of a National Federation of the EHF shall be subject to In-Competition Testing by the EHF at a Competition in which they participate.

5.2.2. All Players participating in a Competition or under the jurisdiction of a National Federation of the EHF, including Players serving a period of Ineligibility or a Provisional Suspension shall also be subject to Out-of-Competition Testing at any time or place, with or without advance notice by the EHF. Target Testing shall be made priority.

5.2.3. Testing may be conducted by the EAU, by other qualified Persons and/or Anti-Doping Organisations so authorised by the EHF.

5.2.4. WADA shall have In-Competition and Out-of-Competition testing authority as set out in Article 20.8.11 of the Code.

5.2.5. If the EHF delegates or contracts any part of testing to a National Anti-Doping Organisation (directly or through a National Federation), that National Anti-Doping Organisation may collect additional samples or direct the laboratory to perform additional types of analysis at the National Anti-Doping Organisation's expense. The EHF must be notified and give permission in advance if additional samples are collected or additional types of analysis are performed.

5.3. Competition Testing

5.3.1. Except as otherwise provided below, only a single organisation should be responsible for initiating and directing Testing at Competition venues during a Competition period. At International Competitions, as defined in Appendix 1 of these Regulations, the collection of samples shall be initiated and directed by the EHF. At the request of the EHF any Testing during the Competition Period outside of the Competition Venues shall be coordinated with the EHF and the EHF must be notified.

5.3.2. If an Anti-Doping Organisation which would otherwise have testing authority but is not responsible for initiating and directing Testing at a Competition desires to conduct Testing of Players at the Competition Venues during the Competition Period, the Anti-Doping Organisation shall first confer with the EHF (or any other international organisation which is the ruling body of the Competition) to obtain permission to conduct and coordinate such testing. If the Anti-Doping Organisation is not satisfied

with the response from the EHF (or any other international organisation which is the ruling body of the Competition), the Anti-Doping Organisation may ask WADA for permission to conduct Testing and to determine how to coordinate such Testing, in accordance with the procedures set out in the International Standard for Testing. WADA shall not grant approval for such testing before consulting with and informing the EHF (or any other international organisation which is the ruling body for the Competition). WADA's decision shall be final and not subject to appeal. Unless otherwise provided in the authorization to conduct Testing, such tests shall be considered Out-of-Competition tests. Results management for any such test shall be under the authority of the Anti-Doping Organisation initiating the test unless provided otherwise in the rules of the ruling body of the Competition.

5.4. Test Distribution Planning

5.4.1. Consistent with the International Standard for Testing and in coordination with other Anti-Doping Organisations conducting Testing on the same Players, the EHF or its delegate shall develop and implement an effective, intelligent and proportionate test distribution plan that prioritises appropriately between disciplines, categories of Players, types of Testing, types of Samples collected and types of Sample analysis, all in compliance with the requirements of the International Standard for Testing and Investigations. The EHF or its delegate shall provide WADA upon request with a copy of its current test distribution plan.

5.4.2. The EHF or its delegate shall ensure that Player Support Personnel and/or any other Person with a conflict of interest are not involved in the test distribution plan for their Players or in the process of selection of Players for testing.

5.4.3. The EHF or its delegate shall develop a test distribution plan for efficient and effective In-Competition and Out-of-Competition Testing for all Players over whom the EHF has jurisdiction including but not limited to Players in the EHF Registered Testing Pool.

5.4.4. It is mandatory that all official EHF Competitions are part of the test distribution plan. In addition, the EHF shall add other Competitions (i.e. tournaments), if applicable.

5.4.5. Anti-doping activities of the EHF's National Federations, the strength of the national anti-doping programme and the outcome of previous tests shall also be taken into account to include intelligent Testing in the test distribution plan.

5.4.6. The timing of Testing and the number of Samples shall be determined by the EHF or its delegate in order to ensure optimum deterrence and detection of doping in handball.

5.4.7. The EHF or its delegate shall maintain a record of test distribution planning data in order to coordinate testing activities with other Anti-Doping Organisations.

5.5. Coordination of Testing

Where reasonably feasible, Testing shall be coordinated through ADAMS or another system approved by WADA in order to maximise the effectiveness of the combined testing effort and to avoid unnecessary repetitive Testing.

5.6. Players/Teams Whereabouts Information

5.6.1. The EHF shall identify those teams which are required to comply with the whereabouts requirements of the International Standard for Testing. The respective National Federation or club of each team (a) shall advise the EHF of the teams whereabouts on a quarterly basis, respectively on demand, in the manner set-out in the International Standard for Testing; (b) shall update the information as necessary in accordance with the International Standard for Testing, so that it remains accurate and complete at all times; and (c) the players of the team shall make themselves available for Testing at such whereabouts 'occasions', in accordance with the International Standard for Testing.

5.6.2. The EHF may identify a Registered Testing Pool of those Players/Teams who are required to comply individually with the whereabouts requirements of the International Standard for Testing. The EHF shall register those Players/Teams with the whereabouts requirements of Annex I to the International Standard for Testing and shall make available through ADAMS, a list which identifies those Players/Teams included in its Registered Testing Pool either by name or by clearly defined, specific criteria.

The Players in the EHF Registered Pool (a) shall advise the EHF of their whereabouts on a quarterly basis, in a manner set out in the International Standard for testing; (b) shall update that information as necessary in accordance with the International Standard for Testing so that it remains accurate and compete at all times; and (c) shall make him/herself available for Testing at such whereabouts 'occasions', in accordance with the International Standard for Testing.

Players/Teams shall be notified before they are included in a Registered Testing Pool and when they are removed from that pool. Each Player/Team in the Registered Testing Pool shall do the following, in each case in accordance with Annex I to the International Standard for Testing:

a. Advise the EHF of their whereabouts on a quarterly basis or the respectively defined intervals;

b. Update that information as necessary so that it remains accurate and complete at all times; and

c. Players/Teams in the Registered Testing Pool to make themselves available for Testing at such whereabouts 'occasion'.

5.6.3. For purposes of Article 2.4, a Player's (out of the registered testing pool) failure to comply with the requirements of the International Standard for Testing shall be deemed a filing failure or a missed test (as defined in the International Standard for Testing) where the conditions set forth in the International Standard for Testing for declaring a filing failure or missed test are met.

5.6.4. A Player in the EHF's Registered Testing Pool shall continue to be subject to the obligation to comply with the whereabouts requirements of Annex I to the International Standard for Testing unless and until:

a. The Player gives written notice to the EHF that he/she has retired; or

b. The EHF has informed him or her that he/she no longer satisfies the criteria for inclusion in the EHF's Registered Testing Pool.

5.6.5. Whereabouts information relating to a Player shall be shared (through ADAMS) with WADA and other Anti-Doping Organisations having authority to test that Player, shall be maintained in strict confidence at all times, shall be used exclusively for the purposes set out in Article 5.5 of the Code and shall be destroyed in accordance with the International Standard for Data Protection once it is no longer relevant for these purposes.

5.6.6. Each National Federation shall use its best efforts to ensure that Players in the EHF's Registered Testing Pool submit whereabouts information as required. However, the ultimate responsibility for providing whereabouts information rests with each Player.

5.6.7. Testing Pool of Players/National Teams

The EHF may identify a Testing Pool of those Players/National Teams who are required to comply with the EHF whereabouts requirements. A list which identifies those Players/National Teams either by name or by clearly defined, specific criteria, which shall be made available through the EHF website.

Players/National Teams shall be notified through their National Federations before they are included in the Testing Pool and when they are removed from that pool. Each

Player/National Team in the Testing Pool shall provide to the EHF at least the following information:

a. An up-to-date mailing and e-mail address,

b. Activity/Training whereabouts (including usual training venue(s) addresses and usual timing of the training),

c. All national team activities (including training, camps and matches with accurate schedules and addresses).

The Players/National Teams included in the Testing Pool shall provide information on a regular basis, by the relevant deadline communicated by the EHF. The collecting of whereabouts may be coordinated with the National Federation and the National Anti-Doping Organisation and the EHF may allocate the responsibility to collect Testing Pool Players' whereabouts information to its National Federations.

5.7. Selection of Players to be tested

5.7.1. At its Competitions, the EHF shall determine the number of finishing tests, random tests and target tests to be performed.

5.7.2. In order to ensure that testing is conducted on a No Advance Notice basis, the Player selection decisions shall only be disclosed in advance of Testing to those who need to know in order for such testing to be conducted.

5.7.3. The EHF reserves the right to arrange random doping tests during all Competitions of the EHF and continental tournaments, including friendly matches during the preparatory period. The EHF shall also be responsible for deciding at which laboratory among those recognised by the WADA the analyses of such tests shall be carried out.

5.7.4. The EHF reserves the right to arrange unannounced random doping tests Out-of-Competition, e.g. at team training camps.

5.7.5. The Players to be tested shall be drawn by lots by the DCO in cooperation with a representative of the team (e.g. team physician, physiotherapist or official) before the end of the game. All Players who are mentioned on the match report will be subject to the draw.

5.7.6. If there is suspicion of doping, the DCO in question is entitled to summon additional Players to be tested. Furthermore, if a Player is shown a red card and sent off during the match because their behaviour is unusually aggressive or irrational, he may also be

ordered to undergo a doping test at the end of the match in addition to the Players who have already been drawn by lots.

5.7.7. In the case, that a Player is injured, the DCO shall decide whether or not the injury is severe enough to prevent the Player from undergoing a doping test. Should this be the case the draw will be repeated for the team concerned immediately after the end of the game.

5.7.8. The DCO shall then indicate on the "Doping Control Form", the name, number and nationality of the Player drawn, the date and the match concerned.

5.7.9. If a Player has been shown the red card at any time of the match, he must stay at the dedicated seat(s) accompanied by a chaperone until the names of the Players drawn for the doping test are known. It must be ensured that he is available to undergo the test immediately after the match, if necessary.

5.7.10. Each National Federation and/or Team concerned shall be responsible for ensuring that Players drawn to undergo a doping test shall go straight from the court to the Doping Control Station as soon as the match is over.

5.8. In-Competition Testing

5.8.1. Upon selection of a Player for Doping Control during a Competition, the following procedures shall be followed.

5.8.2. The official responsible for notifying the Player for Doping Control (whether the DCO or the Chaperone) shall write the name of the Player on the official notification form and present it to the Player, as discreetly as possible, immediately after the Player has completed their Competition.

The Player shall sign to confirm receipt of the notification and retain a copy. The time of signing shall be recorded on the form. The Player must stay in view of the Chaperone until reporting to the Doping Control Station.

5.8.3. If a Player refuses to sign the notification form, the Chaperone shall immediately report this to the DCO who shall make every effort to inform the Player of their obligation to undergo Doping Control and the consequences of their not submitting him/herself to the Doping Control. If the Player fails or refuses to sign this notice or fails to report to the Doping Control Station as required, the Player shall be deemed to have refused to submit to Doping Control for the purpose of Articles 2.3 and 9.3.1 of these Regulations. Even if the Player indicates reluctance to report to the Doping Control Station, the Chaperone shall keep the Player in view until there is no question that the Player has

refused to submit to Doping Control.

5.8.4. The Player is required to report immediately to the Doping Control Station, unless there is a valid reason for a delay, as determined in accordance with Article 5.8.8.

5.8.5. The Player shall be entitled to be accompanied to the Doping Control Station by:

a. A Competition-accredited representative from their National Federation or Club and

b. An interpreter if required.

5.8.6. Minor Players shall be entitled to be accompanied by a representative, but the representative cannot directly observe the passing of the urine Sample unless requested to do so by the Minor.

5.8.7. The Player must show a valid identification document at the Doping Control Station. The Player's time of arrival at the Doping Control Station shall be recorded on the Doping Control Form.

5.8.8. The Player has the right to ask the DCO or Chaperone for permission to delay reporting to the Doping Control Station and/or to leave the Doping Control Station temporarily after arrival, but the request may be granted only if the Player can be continuously chaperoned and kept under direct observation during the delay and if the request relates to the following activities:

a. Participation in a presentation ceremony;

b. Fulfilment of media commitments;

c. Competing in further Competitions;

d. Performing a warm down;

e. Obtaining necessary medical treatment;

f. Locating a representative and/or interpreter;

g. Obtaining photo identification; or

h. Any other reasonable circumstances as determined by the DCO, taking into account any instructions of the EHF or other testing authority with jurisdiction at a Competition.

5.8.9. Only the following Persons may be present in the Doping Control Station:

a. The EHF accredited Doping Control Officer(s) and Chaperone(s);

b. The EHF accredited Staff assigned to the station;

c. Authorised interpreters;

d. Players selected for the Doping Control and their representative, preferably the team doctor or therapist;

e. EHF Anti-Doping Supervisor;

f. WADA's independent Observer.

The local security bodies shall take the necessary measures to ensure that no Persons other than those authorised under this Article can enter the Doping Control Station. A member of the local organising authorities must constantly guard the entrance door.

The news media shall not be admitted to the Doping Control Station. The doors of the station must not be left open.

No photography or filming shall be permitted in the Doping Control Station during the hours of operation.

5.9. Out-of-Competition Testing

5.9.1. Out-of-Competition Testing may be conducted by the EHF, WADA or a National Anti-Doping Organisation (or agencies appointed by them) at any time or location in any member country. This Testing shall be carried without any Advance Notice to the Players or their National Federation or Club. Every Player affiliated with a National Federation is obliged to undergo Out-of-Competition Testing by the EHF, WADA or the NADO.

5.10. Procedures

5.10.1. The testing procedure shall be in conformity with the requirements of the International Standard for Testing. The article below provides information on the procedure for the collection of Samples under the jurisdiction of the EHF at EHF Competitions and also for Out-of-Competition Testing. In the event of any conflict with the International Standard for Testing, the International Standard for Testing shall prevail.

5.10.2. Each Player asked to provide a Sample shall also provide information on an official Doping Control Form. The Player's name, postal and email addresses, country, telephone numbers, the code number of the Sample and the Competition identification will be entered into the form. The Player shall declare any medication and nutritional supplements that he/she has used in the preceding seven (7) days.

The form shall also provide the names of people present at the Doping Control Station involved with the obtaining of the Sample, including the DCO in charge of the station. Any irregularities must be registered on the form. The form shall include at least four copies for distribution as follows:

a. A copy to be retained by the DCO for forwarding to the EAU by the day after the Match;

b. A copy to be given to the Player;

c. A special copy to be sent to the Laboratory which is to conduct the analysis – this laboratory copy must be designed in such a way that it does not contain any information which could identify the Player who provided the Sample;

d. An extra copy, for distribution as the EHF deems appropriate and in accordance with the International Standard for Protection of Privacy and Personal Information.

5.10.3. The Player shall select a sealed collection vessel from a number of such vessels, visually check that it is empty and clean and proceed to provide the required amount of urine established in the International Standard for Testing and Investigation under the direct supervision of and within the view of, the DCO or appropriate official (Chaperone(s)) who shall be of the same gender as the Player.

Only Sample collection equipment systems authorised by the EHF shall be used. The Sample collection equipment systems shall, at a minimum, meet the following criteria:

a. Have unique numbering systems incorporated into all bottles, containers, tubes or other items used to seal the Sample;

b. Have a sealing system that is tamper-evident;

c. Ensure that the identity of the Player is not evident from the equipment itself;
d. Ensure that all equipment is clean and sealed prior to being used by the Player.

To ensure authenticity of the Sample, the DCO and/or Chaperone will require such disrobing as is necessary to confirm the urine is produced by the Player. No one other than the Player and the Person authorised by these Regulations shall be present when

the urine Sample is collected. Blood testing may be performed prior to, after or instead of a urine Sample.

5.10.4. The Player shall remain in the Doping Control Station until he or she has fulfilled the duty to pass an adequate quantity of urine. If the Player is unable to provide the required amount, the urine which is collected shall be sealed in a container and the seal shall be broken when the Player is ready to provide more urine. The Player may be required to retain custody of the sealed container while waiting to provide more urine.

5.10.5. When the Player has provided the required volume of urine, he or she shall select from a number of such kits a sealed urine control kit, containing two containers for A- and B-Samples. The Player shall check to be sure the containers are empty and clean.

5.10.6. The Player or their representative, shall pour approximately two-thirds of the urine from the collection vessel into the A bottle and one-third into the B bottle which are then sealed as provided for in the International Standard for Testing and Investigations. Having closed both bottles the Player shall check that no leakage can occur. The DCO may, with permission of the Player, assist the Player with the procedures in this Article. The Player must also verify at each step in the Doping Control procedure that each bottle has the same code and that this is the same code as entered on the Doping Control Form.

5.10.7. The DCO should continue to collect additional Samples until the requirement for Suitable Specific Gravity for Analysis is met or until the DCO determines that there are exceptional circumstances which mean that for logistical reasons it is impossible to continue with the Sample collection session. Such exceptional circumstances shall be documented accordingly by the DCO.

5.10.8. The Player shall certify, by signing the Doping Control Form (see Article 5.10.2), that the entire process has been performed in compliance with the procedures outlined above. The Player shall also record any irregularities or procedural deviations he/she identifies. Any irregularities or procedural deviations identified by the Player's accredited representative (if present), the DCO or station staff shall be recorded on the form. The form will also be signed by the Player's accredited representative (if present).

5.10.9. The accumulation of Samples may take place over time before dispatch to the laboratory. During this time, the Samples must be kept secure. If there is prolonged delay in dispatching the Samples to the laboratory, storage in a cool, secure place is necessary to ensure no possible deterioration could occur.

The DCO should detail and document the location where Samples are stored and who has custody of the Samples and/or is permitted access to the Samples.

5.10.10. At EHF Competitions (as defined in these Regulations), the National Federation and/or the Organising Committee and/or the club must ensure that a Doping Control Station reasonably separated from public activities with the following minimum requirements and in accordance with Appendix 4 is set up:

a. One (1) private room ("Doping Control Station") exclusively dedicated for use by the DCO and doping control personnel with one (1) table, four (4) chairs, pens and paper and one (1) lockable refrigerator; and

b. A waiting room/area with a suitable number of chairs as well as an appropriate amount of individually sealed, non-caffeinated and non-alcoholic beverages, which includes a mix of natural mineral water and soft drinks; and

c. One (1) private, clean and equipped bathroom/toilet, adjacent or as near as possible to the Doping Control Station and waiting area.

5.10.11. The National Federation and/or the Organising Committee and/or the club must also ensure that at least one (1) staff member is designated who is able to act as a point-of-contact and support for the DCOs and the Chaperone/s during the Doping Control mission. Prior to the Tournament, the EAU and/or its delegate may communicate to the National Federation and/or the Organising Committee and/or the club a specific number of Chaperones. The National Federation and/or Organising Committee and/or the club shall accordingly be required to provide the number of Chaperones so requested.

5.11. Additional Procedures related to the collection of Samples while Out-of-competition and for collection of blood Samples or other non-urine Samples

5.11.1. When a Player has been selected for No Advance Notice Testing, the DCO will arrive unannounced at the Player's training camp, accommodation or any other place where the Player may be found. The DCO shall show proof of identity and provide a copy of their letter of authority. The DCO shall also require proof of identity of the Player. The actual collection of the Sample shall be in accordance with the International Standard for Testing and Investigation.

5.11.2. As the DCO's arrival is with No Advance Notice, he should give the Player reasonable time to complete any reasonable activity in which he is engaged under the observation of the DCO, but Testing should commence as soon as possible.

5.11.3. Each Player selected for Out-of-Competition Testing shall complete a Doping Control Form similar to the form described in Article 5.10.2.

5.11.4. If the Player refuses to provide a urine Sample, the DCO shall note this on the Doping Control Form, sign their name on the form and ask the Player to sign the form. The DCO shall also note any other irregularities in the Doping Control process.

5.11.5. The nature of Out-of-Competition Doping Control requires that no prior warning is given to the Player. Every effort will be made by the DCO to collect the Sample speedily and efficiently with the minimum of interruption to the Player's training, social or work arrangements. If there is an interruption, however, no Player may take action to gain compensation for any inconvenience or other loss incurred.

Furthermore, any interruption for Testing shall not be a defence to an anti-doping rule violation based on such test or attempted test. In case of an Out-of-Competition test during team training camps, the DCO may ask the representative of the team to help the DCO to locate the Players.

The representative of the team (e.g. Head of Delegation) shall help the DCO and give the lists of Players present. For the avoidance of doubt those tests shall be conducted with No Advance Notice, the representatives of the team shall not notify the Player selected for Testing and shall not inform or warn Players about the tests. In the event that there is any conflict between this Article and the provisions of the International Standard for Testing and Investigations, the International Standard for Testing and Investigations shall prevail.

5.11.6. Samples may be used either to detect Prohibited Substances or Prohibited Methods or for screening procedure purposes only. If the blood is collected for screening only, it will have no other consequences for the Player other than to identify him/her for a urine test under these Regulations. In these circumstances, the EHF may decide at its own discretion which blood parameters are to be measured in the screening sample and what levels of those parameters will be used to indicate that a Player should be selected for a urine test.

5.11.7. The collection of blood Samples begins with ensuring the Player is informed of the Sample collection requirements and ends with properly storing the Sample prior to dispatch for analysis at the WADA accredited laboratory. Declarations are required for:

a. Medications that may affect the vein puncture (particularly those that affect clotting) e.g. aspirin, warfarin, non-steroidal anti-inflammatory agents;

b. Any bleeding disorders which may have an effect on clotting time.

If Players have taken medication, which could affect clotting time, extra care shall be

taken concerning homeostasis for these Players.

5.11.8. The EHF-Blood Collection Officer (EHF BCO) is responsible for the blood sampling and shall be a physician or special trained paramedical person.

5.11.9. Procedures involving blood shall be consistent with relevant principles of internationally recognised standard precautions in health care settings.

5.11.10. The EHF BCO shall ensure the Player is offered comfortable conditions including being in a relaxed position for at least 10 minutes prior to providing a Sample.

5.11.11. The player shall select the Sample collection kit/s required for the collection of the blood Sample and check that the selected equipment has not been tampered with and the seals are intact.

5.11.12. The EHF BCO shall clean the skin with a sterile disinfectant wipe in a location unlikely to adversely affect the Player or their performance. The EHF BCO shall take the blood Sample from a superficial vein into the final collection container.

5.11.13. The amount of blood removed shall be adequate to satisfy the relevant analytical requirements.

5.11.14. The Player shall seal the Sample in the collection kit as directed by the EHF BCO. In full view of the Player, the EHF BCO shall check that the sealing is satisfactory.

5.11.15. The sealed Sample shall be kept at a cool, but not freezing, temperature prior to analysis at the WADA accredited laboratory.

5.12. Retired Players returning to Competition

5.12.1. A Player in the EHF's Registered Testing Pool who has given notice of retirement to the EHF may not resume competing in EHF Competitions or national competitions until he/she has given the EHF written notice of their intent to resume competing and has agreed to be bound by applicable anti-doping rules and has made themselves for Testing for a period of six months before returning to Competition, including (if requested) complying with the whereabouts requirements of Annex I to the International Standard for Testing. WADA, in consultation with the EHF and the Player's National Anti- Doping Organisation, may grant an exemption to the six-month written notice rule where the strict application of that rule would be manifestly unfair to a Player. The exemption may be subject to one or more conditions that WADA and the relevant Anti-Doping Organizations may impose at their discretion including, without limitation, a minimum number of tests before participation in International Events or

National Events or a restriction of the participation (during the exemption period) to specific International Event or National Events. A decision may be appealed under Article 12.

5.12.2. Any competitive results obtained in violation of the present Article shall be disqualified (forfeiture of any medals and prizes), unless the Player can establish that they could not have reasonably known that this was an International Event or a National Event.

5.12.3. If a Player retires from sport while subject to a period of Ineligibility, the Player shall notify the EHF in writing of such retirement. If the Player then wishes to return to active competition in sport, the Player shall not compete in International Events or National Events until the Player has agreed to be bound by applicable anti-doping rules and has made themselves available for Testing by giving prior written notice to the Player's International Federation and National Anti-Doping Organization for a period of time equal to the greater of (i) the period of Ineligibility not yet served as of the date of retirement and (ii) six (6) months.

5.13. Independent Observer Programme

5.13.1. The EHF and the National Federation and/or Organising Committee and/or the club for EHF Competitions, as well as the National Federations and the Organising Committees for national competitions, shall authorise and facilitate the Independent Observer Programme at such competitions.

Article 6 - Analysis of Samples

6.1. Use of Accredited and Approved Laboratories and Other Laboratories

For purposes of Article 2.1, Samples shall be analysed only in laboratories accredited or otherwise approved by WADA. The choice of the WADA-accredited or WADA-approved laboratory used for the sample analysis shall be determined exclusively by the EHF.

As provided in Article 3.2, facts related to anti-doping rule violations, or violations of Article 9.14.1, may be established by any reliable means. This would include, for example, reliable laboratory or other forensic testing conducted outside of WADA-accredited or approved laboratories.

6.2. Analysis of Samples and Assessment of Analytical Data for Anti-Doping Purposes

6.2.1. Samples and related analytical data or Doping Control information shall be analysed to detect Prohibited Substances and Prohibited Methods and other substances as may be directed by WADA pursuant to the Monitoring Program described in Article 4.5 of the Code.

- Or to assist the EHF in profiling relevant parameters in a Player's urine, blood, or other matrix, including DNA or genomic profiling;
- Or for any other legitimate anti-doping purpose.

In principle, all Samples collected shall be promptly analyzed. However, the International Standard for Laboratories or the International Standard for Testing may identify specific conditions under which Samples may be collected and stored for possible future analysis.

6.3. Research on Samples and Data

Samples, related analytical data, and Doping Control information may be used for anti-doping research purposes, although no Sample may be used without the Player's written consent where the research involves re-analysis of the Player's Sample(s) for a purpose beyond Article 6.2. Samples and related analytical data or Doping Control information used for research purposes shall first be processed in such a manner as to prevent Samples and related analytical data or Doping Control information being traced back to a particular Player. Any research involving Samples and related analytical data, or Doping Control information shall adhere to the principles set out in Article 19 of the Code.

6.4. Standards for Sample Analysis and Reporting

Laboratories shall analyse Samples and report results in conformity with the International Standard for Laboratories. To ensure effective Testing, the Technical Document will establish risk assessment-based Sample analysis menus appropriate for particular sports and sport disciplines and laboratories shall analyse Samples in conformity with those menus, except as follows:

6.4.1. The EHF may request that laboratories analyse its Samples using more extensive menus than those described in the Technical Document.

6.4.2. The EHF may request that laboratories analyse its Samples using less extensive menus than those described in the Technical Document only if it has satisfied WADA that, because of the particular circumstances of its sport, as set out in its test distribution plan, less extensive analysis would be appropriate.

6.4.3. As provided in the International Standard for Laboratories, laboratories at their own initiative and expense may analyse Samples for Prohibited Substances or Prohibited Methods not included on the Sample analysis menu described in the Technical Document or specified by the Testing authority.

Results from any such analysis shall be reported and have the same validity and consequence as any other analytical result.

6.5. Additional analysis of Samples Prior to or During Results Management

There shall be no limitation on the authority of a laboratory to conduct repeat or additional analysis on a Sample prior to the time EHF notifies a Player that the Sample is the basis for an Article 2.1 anti-doping rule violation charge or after that case has been finally resolved. If after such notification and before the case is finally resolved EHF wishes to conduct additional analysis on that Sample, it may do so with the consent of the Player or approval from a hearing body.

6.6. Further Analysis of a Sample after it has been Reported as Negative or has Otherwise not Resulted in an Anti-Doping Rule Violation Charge

After a laboratory has reported a Sample as negative, or the Sample has not otherwise resulted in an anti-doping rule violation charge, it may be stored and subjected to further analyses for the purpose of Article 6.2 at any time exclusively at the direction of the EHF or WADA.

Any other Anti-Doping Organisation with authority to test the Player that wishes to conduct further analysis on a stored Sample may do so with the permission of the EHF and shall be responsible for any follow-up Results Management, unless otherwise agreed. Any Sample storage or further analysis initiated by WADA, or another Anti-Doping Organisation shall be at WADA's or that organisation's expense. Further analysis of Samples shall conform with the requirements of the International Standard for Laboratories.

6.7. Split of A or B Sample

Where WADA, an Anti-Doping Organisation with Results Management authority, and/or a WADA-accredited laboratory (with approval from WADA or the EHF) wishes to split an A or B Sample for the purpose of using the first part of the split Sample for an A Sample analysis and the second part of the split Sample for confirmation, then the procedures set forth in the International Standard for Laboratories shall be followed.

Article 7 - Results Management

7.1. Authority to Conduct Results Management

7.1.1. Results Management shall be the responsibility of EHF or, if no Sample collection is involved, of the Anti-Doping Organisation which first provides notice to a Player or other Person of a potential antidoping rule violation and then diligently pursues that anti-doping rule violation.

7.1.2. In circumstances where the rules of a National Anti-Doping Organisation do not give the National Anti-Doping Organisation authority over a Player or other Person who is not a national, resident, license holder, or member of a sport organisation of that country, or the National Anti-Doping Organisation declines to exercise such authority, Results Management shall be conducted by EHF or by a third party with authority over the Player or other Person as directed by the rules of the applicable International Federation.

7.1.3. In the event the EHF assumes only limited Results Management responsibility relating to a Sample initiated and taken during an Event conducted by a Major Event Organisation, or an anti-doping rule violation occurring during such Event, the case shall be referred by the Major Event Organisation to EHF for completion of Results Management.

7.1.4. With respect to a potential whereabouts failure, Results Management shall be administered by the Anti-Doping Organization (other than a Major Event Organization) that ordered the test that led to the discovery of the potential whereabouts failure; in all other instances, Results Management remains with the EHF if the Player files whereabouts information at the time of the potential whereabouts failure. As an exception to the foregoing, the Anti-Doping Organization that ordered the test may request that Results Management nevertheless be administered by the Anti-Doping Organization with which the Player files whereabouts information; if the involved Anti-Doping Organization so agrees, Results Management shall be administered by the Anti-Doping Organization with which the Player files whereabouts information. To the extent there is an issue as to which Anti-Doping Organization has Results Management authority for a potential whereabouts failure, the Anti-Doping Organizations involved may resolve the issue between them. In the event that there is an unresolved dispute between Anti-Doping Organizations as to which organization should administer Results Management for a whereabouts failure, WADA shall determine that question in its entire discretion. For the avoidance of doubt, Article 7.1.1 of the Code shall apply by analogy. The Anti-Doping Organization that determines a filing failure or a missed test shall

submit that information to WADA through ADAMS, where it will be made available to other relevant Anti-Doping Organizations.

7.1.5. Other circumstances in which EHF shall take responsibility for conducting Results Management in respect of anti-doping rule violations involving Players and other Persons under its authority shall be determined by reference to and in accordance with Article 7 of the Code.

7.2. Initial review and notification regarding potential anti-doping rule violations and related violations

7.2.1 The EHF shall carry out the review and notification with respect to a potential anti-doping rule violation or violation of Article 9.14.1 in accordance with the International Standard for Results Management.

7.3. Identification of Prior Anti-Doping Rule Violations

Before giving a Player or other Person notice of a potential anti-doping rule violation as provided above, EHF shall refer to ADAMS and contact WADA and other relevant Anti-Doping Organizations to determine whether any prior anti-doping rule violation exists.

7.4. Review of Adverse Analytical Findings from tests initiated by the EHF

Results management for tests initiated by the EHF and carried out under these Regulations (including tests performed by WADA pursuant to agreement with the EHF) shall proceed as follows:

7.4.1. The results from all analyses must be sent to the Chairman of the EAU in encoded form, in a report signed by an authorised representative of the laboratory. All communication must be conducted confidentially and in conformity with ADAMS.

7.4.2. Upon receipt of an Adverse Analytical Finding, the EHF or its delegate shall conduct a review to determine whether:

a. An applicable TUE has been granted or will be granted as provided in the International Standard for Therapeutic Use Exemptions; or

b. There is any apparent departure from the International Standard for Testing or International Standard for Laboratories that caused the Adverse Analytical Finding.

7.4.3. If the review of an Adverse Analytical Finding under Article 7.4.2 reveals an applicable TUE or departure from the International Standard for Testing or the International

Standard for Laboratories that caused the Adverse Analytical Finding, the entire test shall be considered negative and the Player's National Anti-Doping Organisation and WADA shall be informed accordingly.

7.5. Notification after review regarding Adverse Analytical Findings

7.5.1. If the review of an Adverse Analytical Finding under Article 7.4.2 does not reveal an applicable TUE or entitlement to a TUE as provided in the International Standard for Therapeutic Use Exemptions, or departure from the International Standard for Testing or the International Standard Laboratories that caused the Adverse Analytical Finding, the EHF or its delegate shall promptly notify the Player and simultaneously the Player's National Anti-Doping Organisation and WADA, in the manner set out in Article 13.1:

a. The Adverse Analytical Finding:

b. The anti-doping rule violated;

c. The Player's right to promptly request the analysis of the B Sample or failing such request, that the B Sample analysis may be deemed waived;

d. The scheduled date, time and place for the B Sample analysis if the Player or the EHF chooses to request an analysis of the B Sample;

e. The opportunity for the Player and/or the Player's representative to attend the B Sample opening and analysis in accordance with the International Standard for Laboratories if such analysis is requested; and

f. The Player's right to request copies of the A and B Sample laboratory documentation package which includes information as required by the International Standard for Laboratories.

g. The opportunity for the Player to provide written explanation about the overall circumstances of the case or to dispute (within a specific deadline indicated in the notification) the EHF assertion that an anti-doping rule violation has occurred;

h. The imposition of a mandatory Provisional Suspension (in case described in Article 7.11.1);

i. The imposition of the optional Provisional Suspension in cases where the EHF decides to impose it in accordance with Article 7.11.2;

j. The opportunity to accept voluntarily a Provisional Suspension pending the resolution of the matter, in all cases where a Provisional Suspension has not been imposed;

k. The Player's opportunity to promptly admit the anti-doping rule violation and consequently request the reduction in the period of Ineligibility as described in Article 9.7.2;

l. The Player's opportunity to cooperate and provide Substantial Assistance in discovering or establishing anti-doping rule violations as described in Article 9.7.3.

7.5.2. Where requested by the Player or the EHF or its delegate, arrangements shall be made to analyse the B Sample in accordance with the International Standard for Laboratories. A Player may accept the A Sample analytical results by waiving the requirement for B Sample analysis. The EHF may nonetheless elect to proceed with the B Sample analysis. The costs incurred in connection with the analysis of the B-Sample shall be borne solely by the Player.

7.5.3. The Player and/or their representative shall be allowed to be present at the analysis of the B Sample. Also, a representative of the EHF as well as a representative of the Player's National or Continental Federation shall be allowed to be present, if needed.

7.5.4. If the B Sample analysis does not confirm the A Sample analysis, then (unless the EHF takes the case forward as an anti-doping rule violation under Article 2.2) the entire test shall be considered negative and the Player, the Player's National Anti-Doping Organisation and WADA shall be so informed. The EHF is not liable for any consequence of a B-Sample analysis that does not confirm the Adverse Analytical Finding of the A-Sample and is therefore declared negative.

7.5.5. If the B Sample analysis confirms the A Sample analysis, the findings shall be reported to the Player, the Player's National Anti-Doping Organisation and to WADA.

7.5.6. The EAU shall then inform the head of the EHF Legal Management of the code number of the Player or other Person, shall disclose their identity and forward the relevant documentation. The information may be used by the head of the EHF Legal Management at that stage for the sole purpose of coordinating the procedure of temporary Provisional Suspension as further defined in Article 7.11. The head of the EHF Legal Management is entitled to disclose the information and documents to the persons directly involved in this procedure, including the President of the EHF Court of Handball.

7.5.7. Supplementary provisions applicable during Tournaments.

7.5.7.1. During EHF EURO tournaments including those for Younger Age Categories (qualification matches excluded) the results of all analyses must be sent to the EHF Anti-Doping Supervisor as soon as practicable. For all other events played in a form of a tournament, under the authority of the EHF, the results of all analysis must be sent directly to the EAU. All communications must be conducted in such a way that the results of the analyses are confidential.

7.5.7.2. If the analysis of the A Sample proves negative, the EHF Anti-Doping Supervisor/EAU shall inform the Player, the head of delegation of the team and the EHF tournament management.

7.5.7.3. If the analysis of the A Sample proves positive, the EHF Anti-Doping Supervisor/EAU shall conduct a review to determine whether:

a. An applicable TUE has been granted; or

b. There is an apparent departure from the Standards for Testing of Laboratory Analysis that undermines the validity of the Adverse Analytical Finding.

If there is no TUE or departure from the standards, the EHF Anti-Doping Supervisor shall promptly notify the Player via the head of the relevant delegation and report the following:

c. Adverse Analytical Findings;

d. Anti-doping rule violation;

e. Player's right to promptly request the analysis of the B-Sample within twelve (12) hours (In-Competition).

The EHF Anti-Doping Supervisor/EAU shall then inform the EHF Tournament Management.

7.5.7.4. Temporary disciplinary measures (i.e. Provisional Suspension) for doping violations shall be immediately imposed by the President of the Disciplinary Commission if the analysis of A Sample proves positive. A Provisional Suspension has the same effects as a red card and is applied immediately after a positive finding was reported with an A Sample.

7.5.7.5. If an analysis of the B-Sample is requested, the EHF Anti-Doping Supervisor/EAU shall communicate this request immediately to the head of the laboratory where the "B"

specimen is being kept. An analysis of specimen "B" shall be carried out as soon as possible.

7.5.7.6. An EAU representative (e.g. EHF Anti-Doping Supervisor) may be present when the bottle containing specimen "B" is opened. The team concerned shall have the right to have a representative present, in addition to the Player concerned.

7.5.7.7. The results of the analysis of specimen "B" shall be sent immediately to the responsible EHF Anti-Doping Supervisor by fax or by e-mail.

7.5.7.8. If the analysis of B Sample proves positive, the EHF Anti-Doping Supervisor/EAU notify the Player, the head of the Player's team and the National Federation of the Player. The EHF Anti-Doping Supervisor/EAU shall then inform the EHF Tournament Management accordingly. Following the notification, the EHF shall submit the case to the relevant EHF legal body for further consequences.

7.6. Review of Atypical Findings

7.6.1. As provided in the International Standard for Laboratories, in some circumstances laboratories are directed to report the presence of Prohibited Substances, which may also be produced endogenously, as Atypical Findings, i.e. that are subject to further investigation.

7.6.2. Upon receipt of an Atypical Finding, the EHF or its delegate shall conduct a review to determine whether:

a. An applicable TUE has been granted or will be granted as provided in the International Standard for Therapeutic Use Exemptions; or
b. There is any apparent departure from the International Standard for Testing and Investigations or International Standard for Laboratories that caused the Atypical Finding.

7.6.3. If the review of an Atypical Finding under Article 7.4.2 reveals an applicable TUE or a departure from the International Standard for Testing or the International Standard for Laboratories that caused the Atypical Finding, the entire test shall be considered negative and the Player, the Player's National Anti-Doping Organisation and WADA shall be so informed.

7.6.4. If that review does not reveal an applicable TUE or a departure from the International Standard for Testing or the International Standard for Laboratories that caused the

Atypical Finding, the EAU or its delegate shall conduct the required investigation or cause it to be conducted.

After the investigation is completed, either the Atypical Finding will be brought forward as an Adverse Analytical Finding, in accordance with Article 7.5.1 or else the Player, the Player's National Anti-Doping Organisation and WADA shall be notified that the Atypical Finding will not be brought forward as an Adverse Analytical Finding.

7.6.5. The EHF or its delegate will not provide notice of an Atypical Finding until it has completed its investigation and has decided whether it will bring the Atypical Finding forward as an Adverse Analytical Finding unless one of the following circumstances exists:

7.5.6.1. If the EHF or its delegate determines that the B Sample should be analysed prior to the conclusion of its investigation, it may conduct the B Sample analysis after notifying the Player, with such notice to include a description of the Atypical Finding and the information described in Article 7.5.1 d) to l).

7.5.6.2. If the EHF is asked either from a Major Sport Event Organisation shortly before one of its International Competitions or by sport organisation responsible for meeting an imminent deadline for selecting team members for an International Competition, to disclose whether any Player identified on a list provided by the Major Sport Event Organisation, National Federation or sport organisation has a pending Atypical Finding, the EHF shall so advise the Major Sport Event Organisation or sports organisation after first providing notice of the Atypical Finding to the Player.

7.7. Review of Whereabouts Failures

7.7.1 Failure to provide any Whereabouts information by the deadline stipulated in the request for submission

Penalty €4,100

7.7.2 Submission of incomplete Whereabouts Forms (pages 1, 2 and 3) by the deadline stipulated in the relevant request

Penalty €4,100

7.7.3 Failure to provide full contact details of the individual activities listed in the Activity Plan (page 2) latest two (2) weeks (including Saturday and Sunday) prior to each activity (receipt in the EAU office)*

Penalty €4,100

*If at the time of first submission of the Whereabouts information, full contact details of the Competitions/Matches/Tournaments listed in the Activity Plan are not available, they must be provided latest two weeks (including Saturday and Sunday) prior to each activity (receipt in the EAU office in Vienna)

7.7.4 Failure to provide any Whereabouts information up to four (4) weeks prior to the start of the corresponding European Championship final tournament (Younger Age Category and Adults)

Penalty Exclusion from the next European Championship of the same gender and of any category

7.7.5 If a team is not present (according to the date and place last mentioned in the team's relevant Whereabouts Activity Plan) when Out-of-Competition tests are carried out for that day, that failure shall amount to a missed test and shall therefore constitute an anti-doping rule violation by the respective Players

Penalty €8,200

7.7.6 In case of two missed tests of a team within the preparation period of a European Championship final tournament (Younger Age Category and Adults) - starting from the time of the team's final qualification up to the beginning of the European Championship

Penalty Exclusion from the next European Championship of the same gender and of any category

7.8. Review of Atypical Passport Findings and Adverse Passport Findings

Review of Atypical Passport Findings and Adverse Passport Findings shall take place as provided in the International Standard for Testing and Investigations and International Standard for Laboratories. At such time as the EHF or its delegate is satisfied that an anti-doping rule violation has occurred, it shall promptly give the Player (and simultaneously the Player's National Anti-Doping Organisation and WADA) notice of the anti-doping rule violation asserted and the basis of that assertion.

7.9. Review of Other Anti-Doping Rule Violations Not Covered by Articles 7.2–7.6

The EHF shall conduct any follow-up investigation required into a possible anti-doping rule violation not covered by Articles 7.2- 7.6. At such time as the EHF Doping Review Panel is satisfied that an anti-doping rule violation has occurred, it shall promptly give

the Player or other Person (and simultaneously the Player's or other Person's National Anti-Doping Organisation and WADA) notice of the anti-doping rule violation asserted and the basis of that assertion.

7.10. Identification of prior Anti-Doping Rules Violations

Before giving a Player or other Person notice of an asserted anti-doping rule violation as provided above, the EHF shall refer to ADAMS and contact WADA and other relevant Anti-Doping Organisations to determine whether any prior anti-doping rule violation exists.

7.11. Provisional Suspensions

7.11.1. Mandatory Provisional Suspension after an Adverse Analytical Finding or Adverse Passport Finding

If the analysis of an A-Sample has resulted in an Adverse Analytical Finding for a Prohibited Substance or Prohibited Method other than a Specified Substance, Specified Method or Substance of Abuse and a review in accordance with Article 7.6. does not reveal an applicable TUE or departure from the International Standard for Testing and Investigations or the International Standard for Laboratories that caused the Adverse Analytical Finding, the EAU shall immediately inform the head of the EHF Legal Management and a Provisional Suspension shall be imposed (i) with respect to and Adverse Analytical Finding upon sending the notification required by Article 7.5, and (ii) with respect to an Adverse Passport Finding upon sending the notification of charge (after completion of the Adverse Passport Finding review process). According to the EHF Legal Regulations, the President of the competent legal body is competent to impose such a temporary Provisional Suspension after review of the documents in hand. A mandatory Provisional Suspension may be lifted if its demonstrated on appeal that the adjudication of the alleged violation is likely to result in a finding of no anti-doping rule violation, No Fault or Negligence under Article 9.5, a reprimand with no period of Ineligibility under Article 9.6.1.2 (Contaminated Source), or the time already served by the Player under the Provisional Suspension would exceed the period of Ineligibility asserted in the charging letter for the anti-doping rule violation.

7.11.2. Prior to filing an appeal against a Provisional Suspension before the CAS pursuant to Article 7.11.4., the Player shall first exhaust the internal appeal procedure by lodging an appeal before the EHF Court of Handball. The EHF Court of Handball shall adjudicate the matter in accordance with the principles and procedures set out in the EHF Legal Regulations and shall render its decision promptly. Only following the issuance of the decision of the EHF Court of Handball may the Player file a further appeal before CAS in accordance with Article 7.11.4.

The EHF is allowed to take all necessary measures including informing third parties about the temporary Provisional Suspension of the Player to ensure the proper organisation of its Competitions.

If the final result of the B-Sample analysis confirms the Adverse Analytical Finding, the temporary Provisional Suspension of the Player or other Person shall automatically be prolonged until the final decision of the EHF legal bodies on the Adverse Analytical Finding. The same applies if a B-Sample analysis is not requested by the Player/Person or by the EHF. The temporary Provisional Suspension and its prolongation, if any, shall be communicated in writing by the EHF office to the Player or other Person (by email), their National Federations and their club, the EAU and WADA (via the EAU).

7.11.3. Optional Provisional Suspension

In case of an Adverse Analytical Finding for a Specified Substance or in the case of any other anti-doping rule violations not covered by Article 7.11.1, the President of the competent EHF legal body may impose a Provisional Suspension on the Player or other Person against whom the anti-doping rule violation is asserted at any time after the review and notification described in Articles 7.2–7.10. and prior to the final hearing as described in Article 8. Moreover 7.11.2 applies.

7.11.4. Appeals to CAS from Decisions regarding Provisional Suspensions

Any appeal taken by any Person entitled to appeal under Article 12.2.4 from a decision by the EHF Court of Handball not to impose a Provisional Suspension, or to lift or not lift a Provisional Suspension shall be made exclusively to CAS to be decided by a sole arbitrator. WADA shall receive notice of the appeal from all parties to the appeal and CAS. WADA shall have the right to file an intervention request in any appeal filed by a Player or other Person under this Article within ten (10) days after it has received notification of the answer as further provided in the International Standard for Results Management. Appeals challenging Provisional Suspension decisions under this Article shall not justify any delay in the underlying case on the merits.

7.11.5. Voluntary Acceptance of Provisional Suspension

Players on their own initiative may voluntarily accept a Provisional Suspension if done so prior to the later of: (i) the expiration of ten (10) days from the report of the B Sample (or waiver of the B Sample) or ten (10) days from the notice of any other anti-doping rule violation, or (ii) the date on which the Player first competes after such report or notice. Other Persons on their own initiative may voluntarily accept a Provisional Suspension if done so within ten (10) days from the notice of the anti-doping rule

violation. Upon such voluntary acceptance, the Provisional Suspension shall have the full effect and be treated in the same manner as if the Provisional Suspension had been imposed under Articles 7.11.1 or 7.11.2; provided, however, at any time after voluntarily accepting a Provisional Suspension, the Player or other Person may withdraw such acceptance, in which event the Player or other Person shall not receive any credit for time previously served during the Provisional Suspension.

7.11.6. If a Provisional Suspension is imposed based on an A-Sample Adverse Analytical Finding and subsequent analysis of the B-Sample does not confirm the A-Sample analysis, then the Player shall not be subject to any further Provisional Suspension on account of a violation of Article 2.1. In circumstances where the Player (or the Player's team) has been removed from a Competition based on a violation of Article 2.1 and the subsequent B-Sample analysis does not confirm the A-Sample finding, then if it is still possible for the Player or team to be reinserted, without otherwise affecting the Competition, the Player or team may continue to take part in the Competition. In addition, the Player or team may thereafter take part in other Matches in the same Competition.

7.12. Notification of Results Management Decisions

In all cases where the EHF has asserted the commission of an anti-doping rule violation, withdrawn the assertion of an anti-doping rule violation, imposed a provisional suspension or agreed with a Player or other Person on the imposition of consequences without a hearing, the EHF shall give notice thereof in accordance with Article 13.2.1 to other Anti-Doping Organisations with a right to appeal under Article 13.2.2.

7.13. Retirement from Sport

If a Player or other Person retires while a results management process or disciplinary proceedings are underway, the EHF/EAU retains jurisdiction to complete the results management process and/or the disciplinary proceedings. If a Player or other Person retires before any results management process has begun and the EHF/EAU would have had results management jurisdiction over the Player or other Person at the time the Player or other Person committed an anti-doping rule violation, the EHF/Anti-Doping Unit has jurisdiction to conduct results management process. Any retired Player or other Person who during retirement tampers with the ongoing Results Management of an anti-doping rule violation or violation of Article 9.14.1 for which they have been charged, shall remain subject to the authority of all relevant Signatories for the violation of Tampering under Article 2.5

7.14. Results management for tests initiated by National Federations

7.14.1. Results management conducted by the National Federations shall be consistent with the general principles for effective and fair results management which are underlined in the detailed provisions set-forth in Article 7.

7.14.2. Atypical Findings, Adverse Analytical Findings and other asserted violations of anti-doping rules shall be reported by the National Federations to the EAU and to the EHF office no later than immediately after having provided the respective information to the Player.

7.15. Cases Subject to Review by Independent Review Expert

7.15.1. This Article 7.15 applies to rare cases where an the EHF is considering closing a case or not proceeding with normal Results Management processes after the EHF has received notice of an Adverse Analytical Finding and has completed the initial review required under Article 7.2 (i.e., the EHF has determined no Therapeutic Use Exemption has been granted, there is no apparent departure from the International Standard for Testing or International Standard for Laboratories, and it is not apparent that the Adverse Analytical Finding was caused by ingestion of a Prohibited Substance through a permitted route). In such cases, the EHF shall:

(i) provide notice of the Adverse Analytical Finding to the Player in accordance with Articles 7.2, 7.11.1 and 7.11.2.

(ii) promptly submit a request for an opinion from the Independent Review Expert as to whether public policy or other compelling reasons, taking into account the rights of and impact on clean Players, justify the departure from the normal Results Management process for addressing Adverse Analytical Findings. A copy of the request shall be provided simultaneously to WADA and to each other party entitled to appeal the decision under Article 12. The EHF shall provide its full file to, and fully cooperate with, the Independent Review Expert.

7.15.2. After reviewing the file, and obtaining any other information deemed necessary from the EHF, WADA or third parties, the Independent Review Expert shall issue a written opinion and recommendation to the EHF, with a copy to WADA, advising whether a departure from the normal Results Management process is justified in the particular circumstances of the case.

7.15.3. Upon receiving the Independent Review Expert's opinion and recommendation, the EHF shall issue a written decision on whether it will proceed with normal Results Management processes or not move forward with the Adverse Analytical Findings. This decision shall be provided to WADA, and the decision along with the Independent Review Expert's opinion and recommendation shall be provided to each other party

entitled to appeal the decision under Article 12. The decision is subject to appeal directly to CAS in accordance with the applicable provisions in Article 12. If a decision by the EHF to not move forward with the Adverse Analytical Findings is set aside or reversed on appeal, CAS may maintain jurisdiction to rule on the merits of any alleged anti-doping rule violation related to the Adverse Analytical Findings or may direct the EHF to proceed with the normal Results Management process.

7.15.4. Where the EHF fails to go forward with the normal Results Management processes without seeking and obtaining an opinion and recommendation from the Independent Review Expert, or fails to go forward with the normal Results Management processes in contravention of the Independent Review Expert's opinion and recommendation, and it is ultimately determined on appeal that an anti-doping rule violation occurred, the EHF may be subject to non-compliance proceedings under Article 24 and the International Standard for Code Compliance by Signatories and shall be required to reimburse the appealing part(y)(ies) for costs and reasonable legal fees incurred in connection with each level of the appellate process.

7.15.5. The process to be followed for cases under this Article 7.8 shall be described in greater detail in the International Standard for Results Management.

Article 8 - Right to a Fair Hearing

8.1. Principles for a Fair Hearing

8.1.1. When the EHF sends a notice to a Player or other Person asserting an anti-doping rule violation, and the Player or other Person does not waive a hearing in accordance with Article 8.2.1 or Article 8.2.2, then the case shall be referred to the EHF Court of Handball for hearing and adjudication.

8.1.2. Hearing shall be scheduled and completed within a reasonable time. In all cases the hearing should be held within six (6) months from the notification of the Player or other Person that an anti-doping rule violation is being asserted. Hearings may be conducted by an expedited process where permitted by the hearing panel. If the Player has been imposed a Provisional Suspension as per Article 7.11, the Player has the right to request that the disciplinary proceedings to be conducted on an expedited basis.

8.1.3. The EHF Court of Handball shall determine the procedure to be followed at the hearing. The hearing process shall meet the following principles:

a. a timely hearing;

b. a fair and impartial hearing panel;

c. the right to be represented by counsel at the Player's or other Person's own expense;

d. the right to be informed in a fair and timely manner of the asserted anti-doping rule violation;

e. the right to respond to the asserted anti-doping rule violation and resulting Consequences;

f. the right of each party to present evidence, including the right to call and question witnesses (subject to the hearing panel's discretion to accept testimony by telephone or written submission);

g. the Player's/Person's right to an interpreter at the hearing at the Player's or other Person's own expense, with the hearing panel to determine the identity of the interpreter;

8.1.4. The EAU, the National Federation and WADA shall have the right to attend hearings as observers and/or to intervene in the disciplinary proceedings as experts or witnesses.

8.1.5. National Federations shall keep the EHF office and the EAU fully appraised as to the status of pending doping cases and in particular as to the results of all hearings and/or disciplinary proceedings handled at national level.

8.2. Resolution Without a Hearing

8.2.1. A Player or other Person against whom an anti-doping rule violation is asserted may admit that violation at any time, waive a hearing, and accept the Consequences that are mandated by these Regulations or (where some discretion as to Consequences exists under these Regulations) that have been offered by the EHF.

8.2.2. Alternatively, a Player or other Person against whom an anti-doping rule violation is asserted fails to dispute that assertion within the deadline specified in the notice sent by the EAU asserting the violation, then he/she shall be deemed to have admitted the violation, to have waived a hearing, and to have accepted the Consequences that are mandated by these Regulations or (where some discretion as to Consequences exists under these Regulations) that have been offered by the EAU.

8.2.3. In cases where Article 8.2.1 or Article 8.2.2 apply, a hearing shall not be required. Instead the EAU or its delegate will refer the case to the EHF legal body for adjudication, transmitting all the available documents of the case.

The EHF Court of Handball shall promptly issue a written decision (in accordance with Article 8.3) about the commission of the anti-doping rule violation and the consequences imposed as a result and setting out the full reasons for any period of Ineligibility imposed, including (if applicable) a justification for why the maximum potential period of Ineligibility was not imposed. The EHF shall send copies of that decision to other Anti-Doping Organisations with a right to appeal under Article 12.2.4 and shall publicly disclose that decision in accordance with Article 13.3.2.

8.3. Decisions

8.3.1. The EHF Court of Handball shall issue a written decision in English within two (2) months from the date of the end of the hearing or from the date the case has been referred to the panel when the hearing has been waived in accordance with Article 8.4. The decision shall include the full reasons for the decision and for any period of Ineligibility imposed, including (if applicable) a justification for why the greatest potential consequences were not imposed.

8.3.2. Decisions of the EHF legal bodies at first instance may be appealed to CAS. Copies of the decision shall be sent to the Player or other Person and to other Anti-Doping Organisations with a right to appeal under Article 12.2.4. To introduce an appeal does not avert the execution of the penalty.

8.3.3. If no appeal is brought against the decision, then the following applies:

a. If the decision is that an anti-doping rule violation was committed, the decision shall be publicly disclosed as provided in Article 13.3.2; but

b. If the decision is that no anti-doping rule violation was committed, then the decision shall only be publicly disclosed with the consent of the Player or other Person who is the subject of the decision. The EHF shall use reasonable efforts to obtain such consent and, if consent is obtained, shall publicly disclose the decision in its entirety or in such redacted form as the Player or other Person may approve.
The principles contained in Article 13.3.6 shall be applied in cases involving a Minor.

8.4. Waiver of Hearing

8.4.1. A Player or other Person against whom an anti-doping rule violation is asserted may waive a hearing expressly and agree with the Consequences proposed by EHF.

8.4.2. However, if the Player or other Person against whom an anti-doping rule violation is asserted fails to dispute that assertion within fifteen (15) days or the deadline otherwise

specified in the notice sent by EHF asserting the violation, then they shall be deemed to have waived a hearing, to have admitted the violation, and to have accepted the proposed Consequences.

8.4.3. In cases where Article 8.4.1 or 8.4.2 applies, a hearing before EHF Court of Handball shall not be required. Instead EHF shall promptly issue a written decision that conforms with Article 9 of the International Standard for Results Management and which includes the full reasons for the decision, the period of Ineligibility imposed, the Disqualification of results under Article 9.10 and, if applicable, a justification for why the greatest potential Consequences were not imposed.

8.4.4. EHF shall notify that decision to the Player or other Person and to other Anti-Doping Organisations with a right to appeal under Article 12.2.4., and shall promptly report it into ADAMS. EHF shall Publicly Disclose that decision in accordance with Article 13.3.2.

8.5. Single Hearing Before CAS

Cases asserting anti-doping rule violations may be heard directly at CAS, with no requirement for a prior hearing, with the consent of the Player, EHF, WADA and any other Anti-Doping Organisation that would have had a right to appeal a first instance hearing decision.

Article 9 - Sanctions on individuals

9.1. Disqualification of results in EHF Competitions during which an Anti-Doping Rule Violation occurs

An Anti-Doping Rule violation occurring during or in connection with an EHF Competition may, upon the decision of the competent deciding body, lead to the Player's Disqualification, with all consequences, except as provided in Article 9.1.1.

Factors to be included in considering whether to disqualify other results (forfeiture of any medals and prizes), in an EHF Competition might include, for example, the seriousness of the Player's Anti-Doping Rule violation and whether the Player tested negative in the other Competitions.

9.1.1. If the Player establishes that he or she bears No Fault or Negligence for the violation, the Player's individual results in the other Competitions shall not be Disqualified, unless the Player's results in Competitions other than the Competition in which the Anti-

Doping Rule violation occurred were likely to have been affected by the Player's Anti-Doping Rule violation.

9.2. Ineligibility for Presence, Use or Attempted Use, or Possession of a Prohibited Substance and Prohibited Method

Article 9.2 provides the framework for determining the period of Ineligibility for violations of Articles 2.1 (Presence), 2.2 (Use or Attempted Use) or 2.6 (Possession). This determination is based on several variables such as: the substance or method involved (i.e., non-Specified Substances/non-Specified Methods, Specified Substances/Specified Methods, or Substances of Abuse); whether the Player or other Person committed the anti-doping rule violation intentionally; whether the context of the ingestion, Use or Possession was unrelated to sport performance; and whether the Player can establish how the Prohibited Substance entered their system.

Article 9.2.1 addresses the period of Ineligibility for violations of Articles 2.1 or 2.2 involving non-Specified Substances and non-Specified Methods. Article 9.2.2 addresses the period of Ineligibility for violations of Articles 2.1 or 2.2 involving Specified Substances or Specified Methods. Article 9.2.3 addresses the period of Ineligibility for violations of Articles 2.1 or 2.2 involving Substances of Abuse. Article 9.2.4 addresses the period of Ineligibility in special circumstances involving criteria for Therapeutic Use Exemptions. Article 9.2.5 addresses the period of Ineligibility for violations of Article 2.6. Article 9.2.6 provides the definition of “intentional” for purposes of Article 9.2.

9.2.1. Non-Specified Substances or Non-Specified Methods

For violations of Articles 2.1 or 2.2 that involve a non-Specified Substance or a non-Specified Method, the period of Ineligibility shall, subject to Articles 9.2.3 and 9.2.4, be four (4) years. The four (4) year period of Ineligibility may be reduced as follows:

9.2.1.1. Where the Player can establish how the Prohibited Substance entered their system or the Prohibited Method was Used and that the violation was not intentional, the period of Ineligibility shall be two (2) years. This period of Ineligibility is subject to potential elimination or reduction under Articles 9.5, 9.6 or 9.7.1.

9.2.1.2. Where the Player cannot establish that the violation was not intentional but can establish how the Prohibited Substance entered their system or the Prohibited Method was Used and that the context of the ingestion or Use was unrelated to sport performance, the period of Ineligibility shall be three (3) years. This period of Ineligibility is not subject to elimination or reduction under Articles 9.5 or 9.6.

9.2.1.3. Where the Player cannot establish how the Prohibited Substance entered their system or the Prohibited Method was Used, but in exceptional cases can establish to the comfortable satisfaction of the decision making body that, based on reliable scientific evidence, the anti-doping rule violation was not compatible with intentional use of a Prohibited Substance, then the period of Ineligibility may be reduced to two (2) years. This period of Ineligibility is not subject to elimination or reduction under Articles 9.5 or 9.6.

9.2.1.4. For violations resulting from an Adverse Analytical Finding for a substance which is only prohibited In-Competition and the Player can establish that the Prohibited Substance was ingested or Used Out-of-Competition in a context unrelated to sport performance, the period of Ineligibility shall be two (2) years. This period of Ineligibility is subject to potential elimination or reduction under Articles 9.5, 9.6 or 9.7.1.

9.2.2. Specified Substances or Specified Methods

For violations of Articles 2.1 or 2.2 that involve a Specified Substance or a Specified Method, the period of Ineligibility, subject to Articles 9.2.3 and 9.2.4, shall be two (2) years. This period of Ineligibility is subject to elimination or reduction under Articles 9.5, 9.6 or 9.7.1 and is subject to increase as follows:

9.2.2.1. Subject to Article 9.2.2.2, where the EHF can establish that the violation was intentional, the period of Ineligibility shall be four (4) years; provided, however, if the Player can establish that the context of the ingestion or Use was unrelated to sport performance, the period of Ineligibility shall be three (3) years. The period of Ineligibility imposed under this Article 9.2.2.1 is not subject to elimination or reduction under Articles 9.5 or 9.6.

9.2.2.2. Where an anti-doping rule violation results from an Adverse Analytical Finding for a substance which is only prohibited In-Competition and the Player can establish that the Prohibited Substance was used Out-of-Competition, the period of Ineligibility shall be two (2) years. This period of Ineligibility is subject to elimination or reduction under Articles 9.5, 9.6 or 9.7.1.

9.2.3. Substances of Abuse

Notwithstanding any other provision in Article 9.2, where the anti-doping rule violation involves only a Substance of Abuse:

9.2.3.1. If the Player can establish that any ingestion or Use occurred Out-of-Competition and was unrelated to sport performance, then the period of Ineligibility shall be two (2) months.

For any subsequent violation involving any Substance of Abuse, the period of Ineligibility calculated under this Article 9.2.3.1 shall be four (4) months which may be reduced to two (2) months if the Player enters a Substance of Abuse treatment program approved by the EHF.

The period of Ineligibility established in this Article 9.2.3.1 is not subject to any reduction based on any provision in Articles 9.6, 9.7.1 or 9.7.2.

9.2.3.2. If the ingestion, Use or Possession occurred In-Competition, and the Player can establish that the context of the ingestion, Use or Possession was unrelated to sport performance, then the period of Ineligibility shall be between six (6) months and two (2) years depending on the circumstances of the case. This provision is without prejudice to the potential application of Articles 9.5, 9.6 or 9.7.1.

9.2.3.3. Where neither 9.2.3.1 or 9.2.3.2 applies, then the period of Ineligibility shall be determined under the applicable provision in Articles 9.2.1 or 9.2.2.

9.2.4. Therapeutic Use Exemption Criteria

9.2.4.1. Notwithstanding any other provision in Article 10.2, where the Player can establish that the presence, Use or Attempted Use or Possession met each of the criteria in Article 4.2 of the International Standard for Therapeutic Use Exemptions (except for the need to show there was no reasonable permitted Therapeutic alternative) at the time the presence, Use or Attempted Use or Possession occurred, then the period of Ineligibility shall be two (2) months. The period of Ineligibility established in this Article 9.2.4.1 is not subject to any reduction based on any provision in Articles 9.6, 9.7.1 or 9.7.2.

9.2.5. Possession

For violations of Article 2.6, the period of Ineligibility shall subject to Article 9.2.3.2, be as follows:

9.2.5.1. Where the violation involves a non-Specified Substance or non-Specified Method, the period of Ineligibility shall be two (2) years if the Player or other Person can establish the violation was not intentional; three (3) years if the Player or other Person cannot establish that the violation was not intentional, but can establish the Possession was unrelated to sport performance; and four (4) years if the Player or other Person cannot establish the violation was not intentional and cannot establish the Possession was unrelated to sport performance.

9.2.5.2. Where the violation involves a Specified Substance or Specified Method, the period of Ineligibility shall be four (4) years if the EHF can establish the violation was intentional, subject to a reduction to three (3) years if the Player can establish that the context of the Possession was unrelated to sport performance; and two (2) years if the EHF cannot establish the violation was intentional.

9.2.5.3. If the period of Ineligibility imposed under Articles 9.2.5.1 or 9.2.5.2 is two (2) years, the period of Ineligibility is subject to potential elimination or reduction under Articles 9.5, 9.6 or 9.7.1.

9.2.6. As used in Article 9.2, the term "intentional" is meant to identify those Players or other Persons who engage in conduct which they knew constituted an anti-doping rule violation or knew that there was a significant risk that the conduct might constitute or result in an anti-doping rule violation and manifestly disregarded that risk.

9.3. Ineligibility for other Anti-Doping Rule Violations

The period of Ineligibility for Anti-Doping Rule violations other than as provided in Article 9.2 shall be as follows, unless Articles 9.6 or 9.8 are applicable:

9.3.1. For violations of Article 2.3 (Evading, Refusing or Failing to submit to Sample collection) or Article 2.5 (Tampering or Attempted Tampering with any part of Doping Control), the period of Ineligibility shall be four (4) years unless, in the case of failing to submit to Sample collection, the Player can establish that the commission of the Anti-Doping Rule violation was not intentional (as defined in Article 9.2.3), in which case the period of Ineligibility shall be two (2) years. ; (ii) in all other cases, if the Player or other Person can establish exceptional circumstances that justify a reduction of the period of Ineligibility, the period of Ineligibility shall be in a range from two (2) years to four (4) years depending on the Player or other Person's degree of Fault; or (iii) in a case of failing to submit to Sample collection involving a Protected Person or Recreational Player, the period of Ineligibility shall be in a range between a maximum of two (2) years and, at a minimum, a reprimand and no period of Ineligibility, depending on the Protected Person or Recreational Player's degree of Fault.

9.3.2. For violations of Article 2.4 (Whereabouts Failures), the period of Ineligibility shall be two (2) years subject to reduction down to a minimum of one (1) year, depending on if the Player can establish circumstances mitigating the Player's degree of Fault. Fault shall be assessed equally against all three whereabouts failures with the expectation that the Player should be on heightened alert after the first and second failures. The flexibility between two (2) years and one (1) year of Ineligibility in this Article is not available to Players where a pattern of last-minute whereabouts changes or other

conduct raises a serious suspicion that the Player was trying to avoid being available for Testing.

9.3.3. For violations of Article 2.7 (Trafficking or Attempted Trafficking in any Prohibited Substance or Prohibited Method) or Article 2.8 (Administration or Attempted Administration), the period of Ineligibility shall be a minimum of four (4) years up to lifetime Ineligibility, depending on the seriousness of the violation. An Article 2.7 or 2.8 violation involving a Protected Person or Minor shall be considered a particularly serious violation and, if committed by Player Support Personnel for violations other than for Specified Substances, shall result in lifetime Ineligibility for Player Support Personnel. In addition, significant violations of Article 2.7 or 2.8 which may also violate non-sporting laws and regulations shall be reported to the competent administrative, professional or judicial authorities.

9.3.4. For violations of Article 2.9 (Complicity), the period of Ineligibility shall be a minimum of two (2) years, up to lifetime Ineligibility, depending on the seriousness of the violation; where the violation involves a Protected Person or Minor, the period of Ineligibility imposed shall be a minimum of four (4) years, up to a lifetime Ineligibility, depending on the seriousness of the violation.

9.3.5. For violations of Article 2.10 (Prohibited Association), the period of Ineligibility shall be two (2) years, subject to reduction down to a minimum of one (1) year, depending on the Player's or other Person's degree of Fault and other circumstances of the case.

9.3.6. For violations of Article 2.11 Acts by a Player or Other Person to Discourage or Retaliate Against Reporting to Authorities), the period of Ineligibility shall be a minimum of two (2) years, up to lifetime Ineligibility, depending on the seriousness of the violation by the Player or other Person.

9.4. Aggravating Circumstances which may Increase the Period of Ineligibility

If EHF establishes in an individual case involving an anti-doping rule violation other than violations under Article 2.7 (Trafficking or Attempted Trafficking), 2.8 (Administration or Attempted Administration), 2.9 (Complicity) or 2.11 (Acts by the Player or Other Person to Discourage or Retaliate Against Reporting) that Aggravating Circumstances are present which justify the imposition of a period of Ineligibility greater than the standard sanction, then the period of Ineligibility otherwise applicable shall be increased by an additional period of Ineligibility of up to two (2) years depending on the seriousness of the violation and the nature of the Aggravating Circumstances, unless the Player or other Person can establish that they did not knowingly commit the anti-doping rule violation.

9.5. Elimination of the period of Ineligibility where there is No Fault or Negligence

If a Player or other Person establishes in an individual case that they bear No Fault or Negligence, then the otherwise applicable period of Ineligibility shall be eliminated.

9.6. Reduction of the Period of Ineligibility based on No Fault or Negligence

9.6.1. Reduction of sanctions for Specified Substances or Contaminated Products for violations of Article 2.1, 2.2 or 2.6.

All reductions under Article 9.6.1 are mutually exclusive and not cumulative.

9.6.1.1. Specified Substances or Specified Methods

Where the Anti-Doping Rule violation involves a Specified Substance (other than a Substance of Abuse) or Specified Method and the Player or other Person can establish No Significant Fault or Negligence, then the period of Ineligibility shall be, at a minimum, a reprimand and no period of Ineligibility and, at a maximum, two (2) years of Ineligibility, depending on the Player's or other Person's degree of Fault.

9.6.1.2. Contaminated Source

In cases where the Player or other Person can establish No Significant Fault or Negligence and that the detected Prohibited Substance (other than a Substance of Abuse) or Specified Method came from a Contaminated Source, then the period of Ineligibility shall be, at a minimum, a reprimand and no period of Ineligibility and, at a maximum, two (2) years of Ineligibility, depending on the Player's or other Person's degree of Fault.

9.6.1.3. Protected Persons or Recreational Players

Where the anti-doping rule violation not involving a Substance of Abuse is committed by a Protected Person or Recreational Player, and the Protected Person or Recreational Player can establish No Significant Fault or Negligence, then the period of Ineligibility shall be, at a minimum, a reprimand and no period of Ineligibility, and at a maximum, two (2) years Ineligibility, depending on the Protected Person or Recreational Player's degree of Fault.

9.6.2. Application of No Significant Fault or Negligence beyond the Application of 9.6.1

If a Player or other Person establishes in an individual case where Article 9.6.1 is not applicable that they bear No Significant Fault or Negligence, then, subject to further reduction or elimination as provided in Article 9.7, the otherwise applicable period of Ineligibility may be reduced based on the Player or other Person's degree of Fault, but the

reduced period of Ineligibility may not be less than one-half of the period of Ineligibility otherwise applicable. If the otherwise applicable period of Ineligibility is a lifetime, the reduced period under this Article may be no less than eight (8) years.

9.7. Elimination, Reduction, or Suspension of Period of Ineligibility or Other Consequences for Reasons Other than Fault

9.7.1. Admission of an Anti-Doping Rule Violation in the Absence of Other Evidence

Where an Player or other Person voluntarily admits the commission of an anti-doping rule violation before having received notice of a Sample collection which could establish an anti-doping rule violation (or, in the case of an anti-doping rule violation other than Article 2.1, before receiving first notice of the admitted violation pursuant to Article 7) and that admission is the only reliable evidence of the violation at the time of admission, then the period of Ineligibility may be reduced, but not below one-half of the period of Ineligibility otherwise applicable. For purposes of this Article 9.7.1, the "otherwise applicable" period of Ineligibility shall mean the period of Ineligibility determined after application of Articles 9.2, 9.3, 9.4, and 9.6.

9.7.2. Period of Ineligibility Reduction for Anti-Doping Rule Violations Based on Early Admission and Acceptance of Sanction

No later than twenty (20) days after receiving notice of an anti-doping rule violation charge, a Player or other Person who accepts that the violation is established and accepts all asserted Consequences (including, for the avoidance of doubt, the start date of any period of Ineligibility) will receive a twenty-five percent (25%) reduction from the period of Ineligibility asserted in the notice of anti-doping rule violation charge. Where the asserted period of Ineligibility is more than four (4) years but less than lifetime, the reduction shall be one (1) year. Where the asserted period of Ineligibility is lifetime, there shall be no reduction under this Article 9.7.2.

Article 9.7.2 shall not be applicable to charged violations under Articles 9.2.3.1 or 9.2.4.1.

Where the Player or other Person receives a reduction in the period of Ineligibility under this Article 9.7.2, no further reduction in the asserted period of Ineligibility shall be allowed under any other Article. If the Player or other Person does not accept the reduction in the period of Ineligibility within the time period established in this Article, then this Article, including but not limited to, what the reduction under this Article would or should have been, may not be raised in any hearing or appeal.

9.7.3. Substantial Assistance in Discovering or Establishing Code Violations

9.7.3.1. The EHF may, prior to an appellate decision under Article 12 or the expiration of the time to appeal, suspend a part of the Consequences (other than Disqualification and mandatory Public Disclosure) imposed in an individual case where the Player or other Person has provided Substantial Assistance to an Anti-Doping Organization, criminal authority, professional disciplinary body or sport integrity authority which results in:

(i) the EHF discovering facts constituting, or bringing forward a case involving, an anti-doping rule violation or violation of Article 9.14.1 by another Person; or
(ii) a criminal or disciplinary body discovering facts constituting, or bringing forward a case involving, a criminal offense or breach of professional rules committed by another Person providing Substantial Assistance is made available to the EHF; or
(iii) WADA discovering facts constituting, or bringing forward a case involving non-compliance with the Code, International Standard, Technical Document or Technical Letter against a Signatory, WADA accredited laboratory or Player passport management unit (as defined in the International Standard for Laboratories); or
(iv) with the approval of WADA, a criminal or disciplinary body discovering facts constituting or bringing forward a case involving, a criminal offense or the breach of professional or sport rules arising out of a sport integrity violation other than doping.

After an appellate decision under Article 12 or the expiration of time to appeal, the EHF may only suspend a part of the otherwise applicable Consequences with the approval of WADA.

The extent to which the otherwise applicable period of Ineligibility may be suspended shall be based on the value of the Substantial Assistance provided by the Player or other Person to the effort to eliminate doping in sport, non-compliance with the Code and/or sport integrity violations. Information involving the potential doping of Protected Persons or Minors shall be considered particularly valuable. In determining the length of the period for which the period of Ineligibility is suspended, the value of the Substantial Assistance shall be evaluated in terms of months or years rather than as a percentage of the original period of Ineligibility. However, no more than three-quarters of the otherwise applicable period of Ineligibility may be suspended. For purposes of this Article 9.7.3, the "otherwise applicable" period of Ineligibility shall mean the period of Ineligibility determined after application of Articles 9.2, 9.3, 9.4, 9.6, 9.7.1, 9.7.2, 9.9 and 9.14.3. If the otherwise applicable period of Ineligibility is a lifetime, the non-suspended period under this Article shall be no less than eight (8) years. For purposes of this paragraph, the otherwise applicable period of Ineligibility shall not include any period of Ineligibility that could be added under Article 9.9.3.2.

The EHF may suspend a smaller portion of the Consequences in an initial decision and, based on reconsideration of the value of the information received, increase the amount of Consequences suspended.

If so requested by a Player or other Person who seeks to provide Substantial Assistance, the EHF shall allow the Player or other Person to provide the information to the Anti-Doping Organization subject to a Without Prejudice Agreement.

If the Player or other Person fails to continue to cooperate and to provide the complete and credible Substantial Assistance upon which a suspension of Consequences was based, the EHF shall reinstate the original Consequences. If the EHF decides to reinstate suspended Consequences or decides not to reinstate suspended Consequences, that decision may be appealed by any Person entitled to appeal under Article 12.

WADA shall be notified of any appeal to CAS involving Article 9.7. If WADA is not already a party, WADA shall have the right to intervene as a party in that proceeding.

9.7.3.2. To further encourage Players and other Persons to provide Substantial Assistance to Anti-Doping Organizations, at the request of the EHF or at the request of the Player or other Person who has, or has been asserted to have, committed an anti-doping rule violation, or violation of Article 9.14.1, WADA may agree at any stage of the Results Management process, including after an appellate decision under Article 12, to what it considers to be an appropriate suspension of the otherwise-applicable period of Ineligibility and other Consequences. In exceptional circumstances, WADA may agree to suspensions of the period of Ineligibility and other Consequences for Substantial Assistance greater than those otherwise provided in this Article, or even no period of Ineligibility, no mandatory Public Disclosure and/or no return of prize money or payment of fines or costs. WADA's approval shall be subject to reinstatement of Consequences, as otherwise provided in this Article.

9.7.3.3. If the EHF suspends any part of an otherwise applicable sanction because of Substantial Assistance, then notice providing justification for the decision shall be provided to the other Anti-Doping Organizations with a right to appeal under Article 12.2.4 as provided in Article 13.

In unique circumstances where WADA determines that it would be in the best interest of anti-doping, WADA may authorize the EHF to enter into appropriate confidentiality agreements limiting or delaying the disclosure of the Substantial Assistance agreement or the nature of Substantial Assistance being provided.

9.7.4. Other Valuable Information and Assistance in the Effort to Eliminate Doping in Sport

The EHF may, prior to an appellate decision under Article 12 or the expiration of the time to appeal, suspend a part of the Consequences (other than Disqualification and mandatory Public Disclosure) imposed in an individual case where the Player or other Person has

provided other valuable information and assistance which does not meet all of the requirements for Substantial Assistance but is still very valuable to the effort to eliminate doping in sport. Information involving the potential doping of Protected Persons or Minors shall be considered particularly valuable.

After an appellate decision relating to an anti-doping rule violation or a violation of Article 9.14.1 under Article 12 or the expiration of time to appeal that decision, the EHF may only suspend a part of the otherwise applicable Consequences with the approval of WADA and the applicable International Federation.

The extent to which the otherwise applicable period of Ineligibility may be suspended shall be based on the value of the information and assistance provided by the Player or other Person to the effort to eliminate doping in sport. In determining the length of the period for which the period of Ineligibility is suspended, the value of the information and assistance shall be evaluated in terms of months or years rather than as a percentage of the original period of Ineligibility. However, no more than fifteen percent (15%) of the otherwise applicable period of Ineligibility may be suspended. For purposes of this Article 9.7.4. the "otherwise applicable" period of Ineligibility shall mean the period of Ineligibility determined after application of Articles 9.2, 9.3, 9.4, 9.6, 9.7.1, 9.7.2, 9.9 and 9.14.3. If the otherwise applicable period of Ineligibility is a lifetime, the non-suspended period under this Article shall be no less than sixteen (16) years. For purposes of this paragraph, the otherwise applicable period of Ineligibility shall not include any period of Ineligibility that could be added under Article 9.9.3.2.

The EHF may suspend a smaller portion of the Consequences in an initial decision and, based on reconsideration of the value of the information and assistance received, increase the amount suspended.

If so requested by a Player or other Person who seeks to provide other valuable information and assistance, the EHF shall allow the Player or other Person to provide the information to the EHF subject to a Without Prejudice Agreement.

If the Player or other Person fails to continue to cooperate and to provide the other valuable information and assistance upon which the suspension of Consequences was based, the EHF shall reinstate the original Consequences. If the EHF decides to reinstate suspended Consequences or decides not to reinstate suspended Consequences, that decision may be appealed by any Person entitled to appeal under Article 12.
WADA shall be notified of any appeal to CAS involving Article 9.7. If WADA is not already a party, WADA shall have a right to intervene as a party in that proceeding.

9.8. Case Resolution Agreements

Where the Player or other Person admits an anti-doping rule violation after being confronted with the anti-doping rule violation by EHF and agrees to Consequences acceptable to EHF and WADA, at their sole discretion, then: (a) the Player or other Person may receive a reduction in the period of Ineligibility based on an assessment by EHF and WADA of the application of Articles 9.5 through 9.8 to the asserted anti-doping rule violation, the seriousness of the violation, the Player or other Person's degree of Fault and how promptly the Player or other Person admitted the violation; and (b) without prejudice to the Player or other Person's right under Article 10.13.1 the period of Ineligibility may start as early as the date of Sample collection or the date on which another anti-doping rule violation last occurred. In each case, however, where this Article is applied, the Player or other Person shall serve at least one-half of the agreed-upon period of Ineligibility going forward from the earlier of the date the Player or other Person accepted the imposition of a sanction or the effective date of a Provisional Suspension which was subsequently respected by the Player or other Person. The decision by WADA and EHF to enter or not enter into a case resolution agreement, and Consequences agreed to by WADA, the Anti-Doping Organization and the Player or other Person, including the starting date of, the period of Ineligibility are not matters for determination or review by a hearing body and are not subject to appeal under Article 12.

If so requested by a Player or other Person who seeks to enter into a case resolution agreement under this Article, EHF shall allow the Player or other Person to discuss an admission of the anti-doping rule violation with it subject to a Without Prejudice Agreement.

9.9. Multiple Violations

9.9.1. Second or Third Anti-Doping Rule Violation

9.9.1.1. For a Player or other Person's second anti-doping rule violation, the period of Ineligibility shall be the greater of:

a. Six (6) months;

b. (b) A period of Ineligibility in the range between:

(i) the sum of the period of Ineligibility imposed for the first anti-doping rule violation plus the period of Ineligibility otherwise applicable to the second anti-doping rule violation treated as if it were a first violation, and

(ii) twice the period of Ineligibility otherwise applicable to the second anti-doping rule violation treated as if it were a first violation.

The period of Ineligibility within this range shall be determined based on the entirety of the circumstances and the Player or other Person's degree of Fault with respect to the second violation.

9.9.1.2. A third anti-doping rule violation will always result in a lifetime period of Ineligibility, except if the third violation fulfils the condition for elimination or reduction of the period of Ineligibility under Articles 9.5 or 9.6 or involves a violation of Article 2.4. In these particular cases, the period of Ineligibility shall be from eight (8) years to lifetime Ineligibility.

9.9.1.3. The period of Ineligibility established in Articles 9.9.1. and 9.9.2 may then be further suspended by the application of Article 9.8.

9.9.2. An anti-doping rule violation for which a Player or other Person has established No Fault or Negligence shall not be considered a prior violation for purposes of this Article. In addition, an anti-doping rule violation sanctioned under Articles 9.2.3. or 9.2.5 shall not be considered a violation for purposes of Article 9.9.

9.9.3. Additional Rules for Certain Potential Multiple Violations

9.9.3.1. For purposes of imposing sanctions under Article 9.9, an anti-doping rule violation will only be considered a second violation if EHF can establish that the Player or other Person committed the second anti-doping rule violation after the Player or other Person received initial notification pursuant to Article 7 in accordance with the International Standard for Results Management, of the first potential anti-doping rule violation or after the EAU made reasonable efforts to give such notice of the first anti-doping rule violation. If EHF cannot establish this, the violations shall be considered together as one single first violation and the sanction imposed shall be based on the violation that carries the more severe sanction including the application of Aggravating Circumstances. Results in all Competitions dating back to the earlier anti-doping rule violation will be Disqualified as provided in Article 9.10:

9.9.3.2. If EHF establishes that a Player or other Person committed an additional anti-doping rule violation prior to receiving the first notice of violation, and that the additional violation occurred twelve (12) months or more before or after the first-noticed violation, then the period of Ineligibility for the additional violation shall be calculated as if the additional violation were a stand-alone first violation and this period of Ineligibility is served consecutively, rather than concurrently, with the period of Ineligibility imposed for the earlier-noticed violation. Where this Article 9.9.3.2 applies, the violations taken together shall constitute a single violation for purposes of Article 9.9.1.

9.9.3.3. If EHF establishes that a Player or other Person committed a violation of Article 2.5 in connection with the Doping Control process for an underlying asserted anti-doping rule violation, the violation of Article 2.5 shall be treated as a stand-alone first violation and the

period of Ineligibility for such violation shall be served consecutively, rather than concurrently, with the period of Ineligibility, if any, imposed for the underlying anti-doping rule violation. Where this Article 9.9.3.3 is applied, the violations taken together shall constitute a single violation for purposes of Article 9.9.1.

9.9.3.4. Where an Player is charged with a second anti-doping rule violation under Article 2.1, and the Player can establish that the Adverse Analytical Finding for the second anti-doping rule violation resulted solely from the residual presence of the Prohibited Substance in their system from the same ingestion or Use that resulted in the first anti-doping rule violation, the Player shall be deemed to have established they bear No Fault or Negligence for the second violation, and the second violation shall not be considered a violation for purposes of Article 9.9.

9.9.3.5. If EHF establishes that a Person has committed a second or third anti-doping rule violation during a period of Ineligibility, the periods of Ineligibility for the multiple violations shall run consecutively, rather than concurrently.

9.9.4. Multiple Anti-Doping Rule Violations during Ten-Year Period

For purposes of Article 9.9, each anti each anti-doping rule violation shall take place within the same ten-year period in order to be considered multiple violations.

9.10. Disqualification of results in Competitions subsequent to Sample collection or commission of an Anti–Doping Rule Violation

In addition to the automatic Disqualification of the results in the Competition which produced the positive Sample under Article 9, all other competitive results of the Player obtained from the date a positive Sample was collected (whether In-Competition or Out-of-Competition), or other anti-doping rule violation occurred, through the commencement of any Provisional Suspension or Ineligibility period, shall, unless fairness requires otherwise, be Disqualified with all of the resulting Consequences including forfeiture of any medals, points and prizes

9.11. Forfeited prize money

The EHF shall take reasonable measures to allocate and distribute this prize money to the Players who would have been entitled to it had the forfeiting Player not competed.

9.12. Financial Consequences

Where a Player or other Person commits an anti-doping rule violation, the EHF may, in its discretion and subject to the principle of proportionality, elect to:

a. Recover from the Player or other Person costs associated with the anti-doping rule violation, regardless of the period of Ineligibility imposed; and/or

b. Fine the Player or other Person in an amount up to €5,000 (five thousand Euros) only in cases where the maximum period of Ineligibility otherwise applicable has already been imposed.

The imposition of a financial sanction or the EHF's recovery of costs shall not be considered a basis for reducing the Ineligibility or other sanction which would otherwise be applicable under these Regulations or the Code.

9.13. Commencement of period of Ineligibility

Except as provided below, the period of Ineligibility shall start on the date of the final hearing decision providing for Ineligibility or if the hearing is waived or there is no hearing, on the date Ineligibility is accepted or otherwise imposed.

9.13.1. Delays not attributable to the Player or other Person

Where there have been substantial delays in the hearing process or other aspects of Doping Control not attributable to the Player or other Person, the EHF may start the period of Ineligibility at an earlier date commencing as early as the date of Sample collection or the date on which another anti-doping rule violation last occurred. All competitive results achieved during the period of Ineligibility, including retroactive Ineligibility, shall be Disqualified.

9.13.2. Credit for Provisional Suspension or Period of Ineligibility

9.13.2.1. If a Player or other Person voluntarily accepts a Provisional Suspension in writing from EHF and thereafter respects the Provisional Suspension, the Player or other Person shall receive a credit for such period of voluntary Provisional Suspension against any period of Ineligibility which may ultimately be imposed. A copy of the Player or other Person's voluntary acceptance of a Provisional Suspension shall be provided promptly to each party entitled to receive notice of an asserted anti-doping rule violation under Article 13.1.

9.13.2.2. No credit against a period of Ineligibility shall be given for any time period before the effective date of the Provisional Suspension or voluntary Provisional Suspension regardless of whether the Player elected not to compete or was suspended by their team.

9.13.2.3. Where a period of Ineligibility is imposed upon a team, unless fairness requires otherwise, the period of Ineligibility shall start on the date of the final hearing decision providing for Ineligibility or if the hearing is waived, on the date Ineligibility is accepted or otherwise imposed. Any period of team Provisional Suspension (whether imposed or voluntarily accepted) shall be credited against the total period of Ineligibility to be served.

9.14. Status during Ineligibility

9.14.1. Prohibition against participation during Ineligibility or Provisional Suspension

No Player or other Person who has been declared Ineligible may, during the period of Ineligibility,

(i) compete or participate in any capacity in a Competition or activity (other than authorised anti-doping education or rehabilitation programmes) authorized, organised or funded by the EHF or any National Federation or a club or other member organisation of the EHF or any National Federation;
(ii) compete or participate in any capacity in Competitions or training activities authorized or organized by any professional league, any professional Event98 organization or any international- or national-level Event organization where not already covered by Article 9.14.1 (i);
(iii) compete or participate in any capacity in competitions or training activities funded by a governmental agency;
(iv) provide any sport-related services, including without limitation serving as a coach or other Player Support Personnel, to any Player or other Person bound by rules adopted pursuant to the Code (and doing so could also result in a violation of Article 2.10 by such Player(s));
(v) serve as a board member, officer, director, official or senior executive, or in any position involving Doping Control or involving direct contact with Players or Player Support Personnel, of any Signatory, Signatory's member organization, or a club or organization of a Signatory's member organization; or
(vi) receive compensation from any Signatory, Signatory's member organization, or a club or other member organization of a Signatory's member organization, except for compensation for employment for services not prohibited as described in Article 9.14.1 (v) above.

A Player or other Person subject to a period of Ineligibility longer than four (4) years may, after completing four (4) years of the period of Ineligibility, participate as a Player in local sport competitions not sanctioned or otherwise under the jurisdiction of a Code Signatory or member of a Code Signatory, but only so long as the local sport competition is not at a level that could otherwise qualify such Player or other Person directly or

indirectly to compete in (or accumulate points toward) a national championship or International competition and does not involve the Player or other Person working in any capacity with Protected Persons or Minors.

A Player or other Person subject to a period of Ineligibility, who has not retired shall remain subject to Testing and any requirement by EHF to provide whereabouts information.

9.14.2. Return to Training

As an exception to Article 9.14.1, a Player may return to train with a team or to use the facilities of a club or other member organisation of the EHF's member federations during the shorter of:

a. The last two months (2) of the Player's period of Ineligibility; or

b. The last one-quarter of the period of Ineligibility imposed.

The permitted training window for Players that were Protected Persons at the time of the anti-doping rule violation shall be the last one-half of the period of Ineligibility imposed.

9.14.3. Violation of the Prohibition of Participation during Ineligibility or Provisional Suspension

Where a Player or other Person who has been declared ineligible violates the prohibition against participation during Ineligibility described in Article 9.14.1, the results of such participation shall be Disqualified and a new period of Ineligibility equal in length up to the original period of Ineligibility shall be added to the end of the original period of Ineligibility. The new period of Ineligibility may be adjusted down to a reprimand and no period of Ineligibility based on the Player or other Person's degree of Fault and other circumstances of the case. Subject to Article 7.1.4 of the Code, the determination of whether a Player or other Person has violated the prohibition against participation, and whether an adjustment is appropriate, shall be made by EHF. This decision may be appealed under Article 12.

A Player or other Person who violates the prohibition against participation during a Provisional Suspension described in Article 9.14.1 shall receive no credit for any period of Provisional Suspension served and the results of such participation shall be Disqualified.

Where a Player Support Person or other Person assists a Person in violating the prohibition against participation during Ineligibility, the EHF shall impose sanctions for a violation of Article 2.9 for such assistance.

9.14.4. Withholding of Financial Support during Ineligibility

In addition, for any anti-doping rule violation not involving a reduced sanction as described in Articles 9.5 or 9.6, some or all sport-related financial support or other sport-related benefits received by such Person will be withheld by the EHF and its National Federations.

9.15. Automatic Publication of Sanction

A mandatory part of each sanction shall include automatic publication, as provided in Article 13.3.

Article 10 - Consequences for teams

10.1. Target Testing of the team

Where more than one (1) member of a team has been notified of an anti-doping rule violation in connection with an EHF Competition, the team shall be subject to Target Testing by the EHF Anti-Doping Supervisor/EAU during the Competition period.

10.2. Sanctions on the team or National Federation

If more than two (2) members of a team are found to have committed an anti-doping rule violation or violation of Article 9.14.1. during an EHF Competition period, the competent EHF deciding legal bodies shall impose an appropriate sanction on the respective National Federation or club to which the members of the team belong in addition to any Consequences imposed upon the individual Players committing the anti-doping rule violation. The period of Ineligibility shall start on the date of the final hearing decision providing for Ineligibility or, if the hearing is waived, on the date Ineligibility is accepted or otherwise imposed. Any period of team Provisional Suspension (whether imposed or voluntarily accepted) shall be credited against the total period of Ineligibility to be served.

The following sanctions are applicable:

a. Automatic disqualification of the team from the Competition. In that case, the team shall lose all games already played by forfeit.

b. Ban of the national team or club team from participation in EHF Competitions as defined in the EHF List of Penalties.

c. Fine on the National Federations or clubs as defined in the EHF List of Penalties.

In any case, the National Federations or clubs shall be obliged to reimburse EHF for all costs related to the violation of these Regulations and the EHF shall be allowed to withhold some or all funding or other non-financial support to the National Federation or the clubs concerned.

Article 11 - Sanctions and Costs assessed against sporting bodies

11.1. Withholding of funding and support

The EHF has the authority to withhold some or all funding or other non-financial support to the National Federation(s) or the club(s) that are not in compliance with these Regulations.

11.2. Reimbursement of costs

The National Federation(s) or club(s) shall be obliged to reimburse the EHF for all costs (including but not limited to laboratory fees, hearing expenses and travel) related to a violation of these Regulations committed by a Player or other Person affiliated with the National Federation or the club.

11.3. Additional Disciplinary Action

The EHF may elect to take additional disciplinary action against National Federations with respect to recognition, the eligibility of its officials and Players to participate in Competitions and fines based on the following:

11.3.1. Four (4) or more violations of these Regulations (other than violations involving Article 2.4) are committed by Players or other Persons affiliated with a National Federation within a 12-month period in testing conducted by the EHF or Anti-Doping Organisations other than the National Federation or its National Anti-Doping Organisation.

In such event the EHF may request the competent EHF legal body to open proceedings to impose further consequences:

a. Ban all officials from that National Federation for participation in any EHF activities for a period of up to two (2) years; and/or

b. Fine the National Federation in an amount up to €10,000 (ten thousand Euros). Any fine paid pursuant to Article 11.3.2 shall be credited against any fine assessed.

11.3.1.1. If four (4) or more violations of these Regulations (other than violations involving Articles 2.4) are committed in addition to the violations described in Article 11.3.1 by Players or other Persons affiliated with a National Federation within a 12-month period in Testing conducted by the EHF or Anti-Doping Organisations other than the National Federation or its National Anti-Doping Organisation, then the EHF may suspend that National Federation's membership for a period decided by the EHF Executive Committee, following an in-depth study, on a case-by- case basis.

11.3.2. More than one (1) Player or other Person from a National Federation commits an anti-doping rule violation during an EHF Competition. In such event the EHF may fine that National Federation in an amount up to €5,000 (five thousand Euros).

11.3.3. A National Federation has failed to make diligent efforts to keep the EHF informed about a Player's whereabouts after receiving a request for that information from the EHF. In such event the EHF may fine the National Federation in an amount up to €5,000 (five thousand Euros) per Player selected in addition to all of the EHF costs incurred in testing that National Federation's Players.

Article 12 - Appeals

12.1. Decisions subject to appeal

Decisions made under these Regulations may be appealed as set forth below or as otherwise provided in these Regulations, the Code, or the International Standards. Such decisions shall remain in effect while under appeal unless the appellate body orders otherwise. Before an appeal is commenced, any post-decision review provided in these Regulations must be exhausted (except as provided in Article 12.1.3).

12.1.1. Scope of Review not limited

The scope of review on appeal includes all issues relevant to the matter and is expressly not limited to the issues or scope of review before the initial decision maker. Any party to the appeal may submit evidence, legal arguments and claims that were not raised in the first instance hearing so long as they arise from the same cause of action or same general facts or circumstances raised or addressed in the first instance hearing.

12.1.2. CAS shall not defer to the findings being appealed

Subject to 12.1.4. in making its decision, the CAS shall not give deference to the discretion exercised by the body whose decision is being appealed.

All anti-doping proceedings before CAS involving WADA, an International Federation and/or a Major Event Organization as a party shall be conducted in French or English. Such proceedings may only be conducted in a language other than French or English if WADA, the International Federation and/or the Major Event Organization (all) agree with such request at their entire discretion.

12.1.3. WADA not required to exhaust internal remedies

Where WADA has a right to appeal under Article 12 and no other party has appealed a final decision within the EHF, WADA may file a claim against such decision directly to CAS without having to exhaust other remedies in the EHF.

12.1.4. Appeals from Decisions Made by WADA

Where the Code or International Standards provide a right of appeal against a decision made by WADA, such appeal shall be made exclusively to CAS. Notwithstanding any other provision of Article 12.1, the appellate standard of review for such appealable decisions made by WADA under the Code or International Standards, or made with WADA's approval under Articles 5.3.2, 5.12.1, 9.7 and 13.1.1, shall be whether WADA's decision was arbitrary.

12.2. Appeals from decisions regarding Anti-Doping Rule Violations, Violations of Article 9.14.1 Consequences, Provisional Suspensions, Recognition of Decisions and Jurisdiction

12.2.1. The following decisions may be appealed exclusively as provided in this Article 12.2:

- a decision that an anti-doping rule violation or violation of Article 9.14.1 was committed;
- a decision imposing Consequences or not imposing Consequences for an anti-doping rule violation or violation of Article 9.14.1, or a decision that no anti-doping rule violation or violation of Article 9.14.1 was committed;
- a decision that an anti-doping rule violation proceeding cannot go forward for procedural reasons (including, for example, prescription);
- a decision by WADA not to grant an exemption to the six-months notice requirement for a retired Player to return to competition under Article 5.12.1;

- a decision by an Anti-Doping Organization to disqualify, or to not disqualify results under Article 5.12.2;
- a decision by WADA assigning Results Management under Article 7.1 of the Code;
- a decision by EHF not to bring forward an Adverse Analytical Finding or an Atypical Finding as an anti-doping rule violation, an Adverse Passport Finding or an Atypical Passport Finding after review, or a decision not to go forward with an anti-doping rule violation or violation of Article 9.14.1 or whereabouts failure after an investigation in accordance with the International Standard for Results Management or the International Standard for Intelligence and Investigations;
– a decision not to impose, or a decision to lift or not to lift, a Provisional Suspension (with all such appeals made exclusively to CAS as provided in Article 7.11.4);
- a decision that an Anti-Doping Organization lacks authority to rule on an alleged antidoping rule violation or violation of Article 9.14.1 or its Consequences;
- a decision to suspend, or not suspend, Consequences or to reinstate, or not reinstate, Consequences under Articles 9.7.2, 9.7.3 and 9.7.4;
- failure to comply with Articles 7.1.4 and 7.1.5 of the Code;
- failure to comply with Article 9.8;
- a decision under Article 9.14.3;
- a decision by the Results Management authority that the requirements for recording a whereabouts failure are not met;
- a decision EHF not to implement another Anti-Doping Organization's decision under Article 15; and
- a decision under Articles 27.3 of the Code.

12.2.2. Appeals Involving International-Level Players or International Events

In cases arising from participation in an International Event or in cases involving International-Level Players, the decision may be appealed exclusively to CAS.

12.2.3. Appeals Involving Other Players or Other Persons

In cases where Articles 7.11.4 and 12.2.1 are not applicable, the decision may be appealed to an appellate body in accordance with rules established by the National Anti-Doping Organization. The rules for such appeal shall respect the following principles:

– a timely hearing;
– a fair, impartial, and Operationally Independent and Institutionally Independent hearing panel;
– the right to be represented by counsel at the Person's own expense; and
– a timely, written, reasoned decision.

Also, if no such body as described above is in place and available at the time of the appeal, the Player or other Person shall have a right to appeal to CAS.

12.2.4. Persons Entitled to Appeal

12.2.4.1. Appeals Involving International-Level Players or International Events

In cases under Article 12.2.1, the following parties shall have the right to appeal to CAS: (a) the Player or other Person who is the subject of the decision being appealed; (b) the other party to the case in which the decision was rendered; (c) EHF; (d) the National Anti-Doping Organization of the Person's country of residence or countries where the Person is a national or license holder; (e) the International Olympic Committee or International Paralympic Committee, as applicable, where the decision may have an effect in relation to the Olympic Games or Paralympic Games, including decisions affecting eligibility for the Olympic Games or Paralympic Games; and (f) WADA.

12.2.4.2. Appeals Involving Other Players or Other Persons

In cases under Article 12.2.2, the parties having the right to appeal to the appellate body shall be as provided in the National Anti-Doping Organization's rules but, at a minimum, shall include the following parties: (a) the Player or other Person who is the subject of the decision being appealed; (b) the other party to the case in which the decision was rendered; (c) EHF; (d) the National Anti-Doping Organization of the Person's country of residence or countries where the Person is a national or license holder; (e) the International Olympic Committee or International Paralympic Committee, as applicable, where the decision may have an effect in relation to the Olympic Games or Paralympic Games, including decisions affecting eligibility for the Olympic Games or Paralympic Games, and (f) WADA.

For decisions rendered under Article 12.2.2 by a national-level appellate body, the same parties identified in (a) through (f) above shall have the right to appeal the decision to CAS. Any party filing an appeal shall be entitled to assistance from CAS to obtain all relevant information from the Anti-Doping Organization whose decision is being appealed and the information shall be provided if CAS so directs.

12.2.4.3. Duty to Notify as a Condition to Admissibility of Appeal

As a condition to the admissibility of an appeal to CAS authorized in this Article 12, an appealing party shall have provided notice of the appeal to WADA and all other parties with a right to appeal. For other appeals authorized in this Article 12, all parties to an

appeal shall ensure that WADA and all other parties with a right to appeal have been given notice of the appeal.

12.2.4.4. Duty to Notify as a Condition to Admissibility of Appeal

The deadline to file an appeal for parties other than WADA shall be the later of:

a) Twenty-one (21) days after receipt of the decision; or
b) Where the appealing party makes a timely request for the complete file under Article 13.2.2, twenty-one (21) days after receipt of the complete file relating to the decision.

12.2.4.5. Appeal Deadline for WADA

a) Twenty-one (21) days after the last day on which any other party having a right to appeal could have appealed; or
b) Where WADA makes a timely request for the complete file under Article 13.2.2, twenty-one (21) days after WADA's receipt of the complete file relating to the decision.

12.2.4.6. Appeal from Imposition of Provisional Suspension

Notwithstanding any other provision herein, the only Person who may appeal from the imposition of a Provisional Suspension is the Player or other Person upon whom the Provisional Suspension is imposed.

12.3.1. Cross Appeals and other Subsequent Appeals Allowed

Cross appeals and other subsequent appeals by any respondent named in cases brought to CAS under the Code are specifically permitted. Any party with a right to appeal under this Article 12 shall file a cross appeal or subsequent appeal at the latest with the party's answer.

12.3.2. In any case where WADA is provided a right to appeal in this Article 12.2 (subject to the further provisions of Article 7.11.4.), WADA may elect, at its sole discretion and within its deadline for filing an appeal, or within ten (10) days of being notified of the appeal if later, to join in the appeal as a party in support or opposition to the appeal or cross-appeal. In such event, WADA shall have the right, but not the obligation, to file pleadings, examine witnesses and present argument.

12.3. Failure by the EHF to render a timely decision

Where, in a particular case, the EHF fails to render an appealable decision under its authority with respect to whether an anti-doping rule violation or violation of Article

9.14.1 was committed within a reasonable deadline set by WADA, WADA may elect to appeal directly to CAS (subject to the CAS Appeal Division Rules by analogy) as if the EHF had rendered a decision finding no anti-doping rule violation or violation of Article 9.14.1. If the CAS hearing panel determines that WADA acted reasonably in electing to appeal directly to CAS, then WADA's costs and attorney fees in prosecuting the appeal shall be reimbursed to WADA by the EHF.

12.4. Failure of a National Federation to render a timely decision

Where, in a particular case, an EHF affiliated National Federation fails to render a decision with respect to whether an anti-doping rule violation (for which the National Federation is the competent Results Management Authority) was committed within a reasonable deadline set by the EHF, the EHF may decide to assume jurisdiction for the matters and conduct Results Management Authority in accordance with these Regulations.

12.5. Appeals relating to Therapeutic Use Exemptions

TUE decisions may be appealed exclusively as provided in Article 4.4. and the International Standard for Therapeutic Use Exemptions.

12.6. Notification of Appeal Decisions

Any Anti-Doping Organization that is a party to an appeal shall promptly provide the appeal decision to the Player or other Person and to the other Anti-Doping Organizations that would have been entitled to appeal under Article 12.2.3 as provided under Article 13.

12.7. Appeal from decision pursuant to sanctions against teams, National Federations and/or clubs

Decisions imposing sanctions on teams, National Federation or clubs may be appealed exclusively to CAS by the respective National Federation or club.

Article 13 - Confidentiality and reporting

13.1. Information concerning Adverse Analytical Findings, Atypical Findings and other asserted Anti-Doping Rule Violations or Violations of Article 9.14.1

13.1.1. Notice of Anti-Doping Rule Violations to Players and Other Persons

Notice to Players or other Persons of anti-doping rule violations asserted against them shall occur as provided under Articles 7 and 13 of these Regulations. Notice to a Player or other Person who is a member of a National Federation may be accomplished by delivery of the notice to the National Federation.

13.1.2. Notice of Anti-Doping Rule Violations to National Anti-Doping Organisations

Notice of the assertion of an anti-doping rule violation to National Anti-Doping Organisations and WADA shall occur as provided under Articles 7 and 13 of these Regulations, simultaneously with the notice to the Player or other Person.

13.1.3. Content of an Anti-Doping Rule Violation Notice

Notification of an anti-doping rule violation under Article 2 shall include: the Player's name, country, sport, club, the Player's competitive level, whether the test was In-Competition or Out-of-Competition, the date of Sample collection, the analytical result reported by the laboratory and other information as required by the International Standard for Testing and Investigations.

Notice of anti-doping rule violations other than under Article 2 shall include the rule violated and the basis of the asserted violation.

13.1.4. Status Reports

Except with respect to investigations which have not resulted in notice of an anti-doping rule violation pursuant to Article 13.1.1, National Anti-Doping Organisations and WADA shall be regularly updated on the status and findings of any review or proceedings conducted pursuant to Article 7, 8 or 12 and shall be provided with a prompt written reasoned explanation or decision explaining the resolution of the matter.

13.1.5. Confidentiality

The recipient organisations shall not disclose this information beyond those Persons with a need to know (which would include the appropriate personnel at the EHF, the applicable National Olympic Committee, National Federation, and team) until the EHF has made public disclosure or has failed to make public disclosure as required in Article 13.3 below.

13.1.6 Protection of Confidential Information by an Employee or Agent of the Player or other Person

EHF shall ensure that information concerning Adverse Analytical Findings, Atypical Findings, and other asserted anti-doping rule violations remains confidential until such information is Publicly Disclosed in accordance with Article 13.3. EHF shall ensure that its employees (whether permanent or otherwise), contractors, agents, consultants, and Delegated Third Parties are subject to fully enforceable contractual duty of confidentiality and to fully enforceable procedures for the investigation and disciplining of improper and/or unauthorised disclosure of such confidential information.

13.2. Notice of Decision of Anti-Doping Rule Violations or Violations of Article 10.14.1 and Request for Files

13.2.1. Decisions that are subject to appeal, (whether under Article 12.2 or otherwise) and including, without limitation any anti-doping rule violation decisions, decisions related to violations of Article 9.14.1 and decisions related to whereabouts failures shall include the full reasons for the decision, including, if applicable, a justification for why the maximum potential sanction was not imposed.

13.2.2. An Anti-Doping Organization having a right to appeal a decision received pursuant to Article 13.2.1 may, within fifteen (15) days of receipt, request a copy of the full case file pertaining to the decision. The case file shall be produced in machine readable form and, to the greatest extent practicable, in electronic, digital, and word searchable format. If the case file contains documents in a language other than English or French, a case file index shall be provided promptly in English or French with a short description of each document in English or French.

13.3. Information Concerning Adverse Analytical Findings, Atypical Findings, and other Asserted Anti-Doping Rule Violations or Violations of Article 10.14.1

13.3.1. Anti-doping rule violation decisions rendered pursuant to Articles 7.12, 8.3, 9.5, 9.6, 9.8, 9.14.3 or 12.7 shall include the full reasons for the decision, including, if applicable, a justification for why the greatest possible consequences were not imposed. Where the decision is not in English, the EHF shall provide a short English summary of the decision and the supporting reasons.

13.3.2. An Anti-Doping Organisation having a right to appeal a decision received pursuant to Article 13.2.1 may, within fifteen days of receipt, request a copy of the full case file pertaining to the decision.

13.4. Public disclosure

13.4.1. The identity of any Player or other Person, who is asserted by the EHF to have committed an anti-doping rule violation, may be publicly disclosed by the EHF only after

notice has been provided to the Player or other Person in accordance with Articles 7.4, 7.5, 7.6, 7.7 or 7.8 and simultaneously to WADA and the National Anti-Doping Organisation of the Player or other Person in accordance with Article 13.1.2.

13.4.2. No later than twenty (20) days after it has been determined in a final decision or a hearing has been waived or the assertion of an anti-doping rule violation has not been timely challenged, the EHF

(i) shall publicly report the disposition of the matter including sport, the anti-doping rule violated, the name of the Player or other Person committing the violation, the Prohibited Substance or Prohibited Method involved (if any) and the consequences imposed according to their communication policy.

(ii) may make public such decision or determination and may comment publicly on the matter.

13.4.3. In any case where it is determined, after a hearing or appeal, that the Player or other Person did not commit an anti-doping rule violation, the decision may be disclosed publicly only with the consent of the Player or other Person who is the subject of the decision. The EHF shall use reasonable efforts to obtain such consent. If consent is obtained, the EHF shall publicly disclose the decision in its entirety or in such redacted form as the Player or other Person may approve.

13.4.4. Publication shall be accomplished at a minimum by placing the required information on the EHF website or publishing it through other means and leaving the information up for the longer of one (1) month or the duration of any period of Ineligibility.

13.4.5. Neither the EHF, the EAU, the WADA accredited laboratory nor the National Federations, or their officials, shall publicly comment on the specific facts of a pending case (as opposed to general description of process and science) except in response to public comments attributed to the Player, other Person or their representatives.

13.4.6. The mandatory Public Reporting required in Article 13.3.2 shall not be required where the Player or other Person who has been found to have committed an anti-doping rule violation is a Minor, a Protected Person or a Recreational Player. Any optional Public Reporting in a case involving a Minor, a Protected Person or a Recreational Player shall be proportionate to the facts and circumstances of the case.

13.4.7. A notice under these Regulations shall only be effective if made in writing. It may be served in person, by telefax, email or registered letter. It shall be deemed delivered as soon as it has been received in the party's area of responsibility or authority.

13.5. Statistical Reporting

The EAU shall publish at least annually a general statistical report of its Doping Control activities, with a copy provided to WADA. The report shall include, without limitation, a separate listing (which shall maintain the anonymity of the Player or other Person involved) of each anti-doping decision finding No Fault or Negligence under Article 10.5, and for each such decision, provide: the year the decision was made; the sport involved; the Code Article violated; the Prohibited Substance or Prohibited Method involved; and whether the decision has been appealed. It may also publish reports showing the name of each Player tested and the date of each Testing.

13.6. Doping control information clearinghouse

To facilitate coordinated test distribution planning and to avoid unnecessary duplication in Testing by the various Anti-Doping Organisations, the EHF shall report all In-Competition and Out-of-Competition tests carried out on Player and other Persons to the WADA, using ADAMS, clearinghouse as soon as possible after such tests have been conducted. This information will be made accessible, where appropriate and in accordance with the applicable rules, to the Player, the Player's National Anti-Doping Organisation and any other Anti-Doping Organisations with Testing authority over the Player.

13.7. Doping Control Information

13.7.1. When a National Federation has received an Adverse Analytical Finding on a Player or other Person it shall report the following information to the EHF office and the EAU immediately and not later than twenty-four (24) hours after notification to the Player: the Player’s name, country, club, whether the test was In-Competition or Out-of-Competition, the date of the Sample collection and the analytical result reported by the laboratory.

13.7.2. The National Federation shall also inform immediately the EHF office of preliminary suspensions and findings of the proceedings initiated against a Player for anti-doping rules violations. This information shall be accompanied by a copy of the complete file on the Doping Control test and the decision (translated in English, if necessary). The EHF shall not disclose this information until the National Federation has made public disclosure or until a preliminary or temporary suspension has been imposed on the Player.

13.8. Data privacy

13.8.1. The EHF may collect, store, process or disclose personal information relating to Players and other Persons where necessary and appropriate to conduct their anti-doping activities under the Code, the International Standards (including specifically the International Standard for Data Protection) and these Regulations, and in compliance with applicable law.

13.8.2. The EHF shall not use personal information in ADAMS for purposes other than anti-doping.

13.8.3. Any Participant who submits information including personal data to any Person in accordance with these Regulations shall be deemed to have agreed, pursuant to applicable data protection laws and otherwise, that such information may be collected, processed, disclosed and used by such Person for the purposes of the implementation of these Regulations, in accordance with the International Standard for Data Protection and otherwise as required to implement these Regulations.

Article 14 - Implementation of Decisions

14.1. Decision adopted by any National Federation, by any Signatory, or placed in ADAMS including Provisional Suspension, which are consistent with the Code and are within the National Federation's authority shall be automatically recognised and implemented by the EHF for the purpose of its European Competitions, upon prior approval of the EAU.

14.2. The provision set out in Article 14.1 above holds also true to the competent appellate bodies.

14.3. The EAU shall check whether the decisions are in line with the Code and the EHF regulations and do not conflict with "ordre public". In doing so, the EAU shall not review the merits of the decision in question.

14.4. The EHF shall recognise upon approval of the EAU the same actions of other bodies which have not accepted the Code if the rules of those bodies are otherwise consistent with the Code.

14.5. Subject to the right to appeal provided in Article 12, any decision of the EHF regarding a violation of these Regulations, including Provisional Suspensions, shall be recognised by all National Federations, which shall apply this decision for the purposes of their national Competitions and shall take all necessary action to render such decision effective.

14.6. In the event of an anti-doping rules violation within the country of a National Federation, the EHF, via its legal bodies, is authorised to impose a provisional suspension and/or a sanction according to these Regulations if the National Federation fails to do so. The implicated Person has the right to be heard, the organisation of the hearing being at the Person's costs. He may be provisionally suspended before the hearing or the start of the proceedings.

Article 15 - Incorporation of the Regulations and obligations of National Federations

15.1. All National Federations and their members shall comply with these Regulations. All National Federations and other members shall include in their regulations the provisions necessary to ensure that the EHF may enforce these Regulations directly as against Players under their anti-doping jurisdiction. These Regulations shall also be incorporated either directly or by reference into each National Federation's rules so that the National Federation may enforce them itself directly as against Players under its anti-doping jurisdiction.

15.2. The National Federations may be required by the EHF to sign a "Declaration of Agreement" for registering in any of the EHF Competitions.

15.3. All National Federations shall establish rules requiring all Players and each Player Support Personnel who participates as coach, trainer, manager, team staff, official, medical or paramedical personnel in a Competition or activity authorised or organised by a National Federation or one of its member organisations to agree to be bound by these Regulations and to submit to the results management authority of the Anti-Doping Organisation responsible under the Code as a condition of such participation.

15.4. All National Federations shall report any information suggesting or relating to an anti-doping rule violation to the EHF and to their National Anti-Doping Organisations and shall cooperate with investigations conducted by any Anti-Doping Organisation with authority to conduct the investigation.

15.5. All National Federations shall have disciplinary rules in place to prevent Player Support Personnel who are using Prohibited Substances or Prohibited Methods without valid justification from providing support to Players under the jurisdiction of the EHF or the National Federation.

15.6. All National Federations shall be required to conduct anti-doping education in coordination with their National Anti-Doping Organisations.

15.7. National Federations shall report to the EAU or its delegate within the first three (3) months of each year, results of all doping controls within their jurisdiction sorted by Player and identifying each date on which the Player was tested, the entity conducting the test and whether the test was In-Competition or Out-of-Competition. The EHF may periodically publish testing data received from National Federations as well as comparable data from testing under the EHF's jurisdiction.

Article 16 - Statute of limitations

No anti-doping rule violation proceeding may be commenced against a Player or other Person unless he or she has been notified of the anti-doping rule violation as provided in these Regulations, or notification has been reasonably attempted, within ten (10) years from the date the violation is asserted to have occurred.

Article 17 - EHF compliance reports to WADA

EAU will report to WADA on the EHF's compliance with the Code in compliance with Article 24.1.2 of the Code.

Article 18 - Education

The EHF shall plan, implement, evaluate, and monitor information, education, and prevention programmes for doping-free sport on at least the issues listed at Article 18.2 of the Code and shall support active participation by Players and Player Support Personnel in such programmes.

Article 19 - Amendment and interpretation of the Regulations

19.1. These Regulations may be amended from time to time by the EHF Executive Committee in consultation with the EAU.

19.2. Any matter not provided for in these Regulations is settled by the EHF Executive Committee in consultation with the EAU. All such decisions are final.

19.3. These Regulations shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes. However, the WADA Code may be used as an interpretative aid where necessary.

19.4. The EHF Office in consultation with the EAU is entitled to take the decision and adopt the detailed provisions necessary for the implementation of these Regulations.

19.5. The headings used for the various parts and Articles of these Regulations are for convenience only and shall not be deemed part of the substance of these Regulations or to affect in any way the language of the provisions to which they refer.

19.6. The introduction, the appendixes, the Code and the International Standards issued by WADA shall be considered integral parts of these Regulations.

19.7. These Regulations have been adopted pursuant to the applicable provisions of the Code and shall be interpreted in a manner that is consistent with applicable provisions of the Code.

19.8. The comments annotating various provisions of the Code shall be used to interpret these Regulations.

19.9. These Regulations have come into full force and effect as of 1 January 2027 (the "Effective Date"). They shall not apply retroactively to matters pending before the Effective Date; provided, however that

19.9.1. Anti-doping rule violations taking place prior to the Effective Date count as "first violations" or "second violations" for purposes of determining sanctions under Article 9 for violations taking place after the Effective Date.

19.9.2. The retrospective periods in which prior violations can be considered for purposes of multiple violations under Article 9.9.6 and the statute of limitations set forth in Article 16 are procedural rules and should be applied retroactively; provided, however, that Article 16 shall only be applied retroactively if the statute of limitations period has not already expired by the Effective Date. Otherwise, with respect to any anti-doping rule violation case which is pending as of the Effective Date and any anti-doping rule violation case brought after the Effective Date based on an anti-doping rule violation which occurred prior to the Effective Date, the case shall be governed by the substantive anti-doping rules in effect at the time the alleged anti-doping rule violation occurred unless the panel hearing the case determines the principle of "lex mitior" appropriately applies under the circumstances of the case.

19.9.3. Any Article 2.4 whereabouts failure (whether a Filing Failure or a Missed Test, as those terms are defined in the International Standard for Testing and Investigations) prior to the Effective Date shall be carried forward and may be relied upon, prior to expiry, in accordance with the International Standard for Testing and Investigation, but it shall be deemed to have expired 12 months after it occurred.

19.9.4. With respect to cases where a final decision finding an anti-doping rule violation has been rendered prior to the Effective Date, but the Player or other Person is still serving the period of Ineligibility as of the Effective Date, the Player or other Person may apply to the Anti-Doping Organisation which had results management responsibility for the anti-doping rule violation to consider a reduction in the period of Ineligibility in light of these Regulations. Such application must be made before the period of Ineligibility has expired. The decision rendered may be appealed pursuant to Article 12.2. These Regulations shall have no application to any case where a final decision finding an anti-doping rule violation has been rendered and the period of Ineligibility has expired.

19.9.5. For purposes of assessing the period of Ineligibility for a second violation under Article 9.9.1, where the sanction for the first violation was determined based on rules in force prior to the Effective Date, the period of Ineligibility which would have been assessed for that first violation had these Regulations been applicable, shall be applied.

Article 20 - Interpretation of the Code

20.1. The official text of the Code shall be maintained by WADA and shall be published in English and French. In the event of any conflict between the English and French versions, the English version shall prevail.

20.2. The comments annotating various provisions of the Code shall be used to interpret the Code.

20.3. The Code shall be interpreted as an independent and autonomous text and not by reference to the existing law or statutes of the signatories or governments.

20.4. The headings used for the various parts and Articles of the Code are for convenience only and shall not be deemed part of the substance of the Code or to affect in any way the language of the provisions to which they refer.

20.5. The Code shall not apply retroactively to matters pending before the date the Code is accepted by a Signatory and implemented in its rules. However, pre-Code anti-doping

rule violations would continue to count as "first violations" or "second violations" for purposes of determining sanctions under Article 9 for subsequent post-Code violations.

20.6. The Purpose, Scope and Organisation of the World Anti-Doping Program and the Code and Appendix 1, Definitions, and Appendix 2, Examples of the Application of Article 9, shall be considered integral parts of the Code.

Article 21 - Additional roles and responsibilities of players and other Persons

21.1. Roles and Responsibilities of Players

21.1.1. To be knowledgeable of and comply with these Regulations.

21.1.2. To be available for Sample collection.

21.1.3. To take responsibility, in the context of anti-doping, for what they ingest and Use.

21.1.4. To inform medical personnel of their obligation not to Use Prohibited Substances and Prohibited Methods and to take responsibility to make sure that any medical treatment received does not violate these Regulations.

21.1.5. To disclose to their National Anti-Doping Organisation and to the EHF any decision by a non-Signatory finding that the Player committed an anti-doping rule violation within the previous ten years.

21.1.6. To cooperate with Anti-Doping Organisations investigating anti-doping rule violations.

21.1.7. To disclose the identity of their Player Support Personnel upon request by any Anti-Doping Organization with authority over the Player.

21.1.8. Players shall make themselves available for Education.

21.1.9. Failure by any Player to cooperate in full with Anti-Doping Organisations investigating anti-doping rule violations may result in the opening of disciplinary proceedings under the EHF Legal Regulations.

21.2. Roles and Responsibilities of Player Support Personnel

21.2.1. To be knowledgeable of and comply with these Regulations.

21.2.2. Player Support Personnel shall make themselves available for Education in order to support the provision of accurate anti-doping information to the Players who they support, particularly in the case of Protected Persons and Minors.

21.2.3. To cooperate with the Player Testing program.

21.2.4. To use their influence on Player values and behavior to foster anti-doping attitudes.

21.2.5. To disclose to their National Anti-Doping Organisation and to the EHF any decision by a non-Signatory finding that the Player committed an anti-doping rule violation within the previous ten years.

21.1.10. To cooperate with Anti-Doping Organisations investigating anti-doping rule violations.

21.1.11. Failure by any Player Support Personnel to cooperate in full with Anti-Doping Organisations investigating anti-doping rule violations may result in the opening of disciplinary proceedings under the EHF Legal Regulations.

21.1.12. Player Support Personnel shall not Use or Possess any Prohibited Substance or Prohibited Method without valid justification.

21.1.13. No Person subject to a period of Ineligibility shall provide Player Support Personnel services to any Player or other Person who is bound by rules adopted pursuant to the Code.

21.1.14. To exercise the highest duty of care in supporting Players to protect them from the risk of an unintentional anti-doping rule violation.

21.1.15. Use or Possession of a Prohibited Substance or Prohibited Method by a Player Support Personnel without valid justification may result in the opening of disciplinary proceedings under the EHF Legal Regulations.

ARTICLE 22 FINAL PROVISIONS

22.1. Where the term “days” is used in these Regulations, it shall mean calendar days unless otherwise specified.

22.2. These Regulations shall be interpreted as an independent and autonomous text and not by reference to existing law or statutes.

22.3. These Regulations have been adopted pursuant to the applicable provisions of the Code and the International Standards and shall be interpreted in a manner that is consistent with applicable provisions of the Code and the International Standards. The Code and the International Standards shall be considered integral parts of these Regulations and shall prevail in case of conflict.

22.4. The Preamble, Appendix 1;2;3 and 4 shall be considered integral parts of these Regulations.

22.5. These Regulations shall enter into force on the Effective Date. They repeal any previous version of EHFs Regulations for Anti-Doping.

22.6. These Regulations shall not apply retroactively to matters pending before the Effective Date. However:

22.7. Anti-doping rule violations taking place prior to the Effective Date count as "first violations" or "second violations" for purposes of determining sanctions under Article 10 for violations taking place after the Effective Date.

22.8. Any anti-doping rule violation case which is pending as of the Effective Date and any anti-doping rule violation case brought after the Effective Date based on an anti-doping rule violation which occurred prior to the Effective Date, shall be governed by the substantive anti-doping rules in effect at the time the alleged anti-doping rule violation occurred, and not by the substantive anti-doping rules set out in these Regulations, unless the panel hearing the case determines the principle of “lex mitior” appropriately applies under the circumstances of the case. For these purposes, the retrospective periods in which prior violations can be considered for purposes of multiple violations under Article 9.9.6 and the statute of limitations set forth in Article 16 are procedural rules, not substantive rules, and should be applied retroactively along with all of the other procedural rules in these Regulations (provided, however, that Article 16 shall only be applied retroactively if the statute of limitations period has not already expired by the Effective Date).

APPENDIX 1 - DEFINITIONS

Terms shall have the following meanings, regardless to the use of singular or plural.

ADAMS: The Anti-Doping Administration and Management System is a Web-based database management tool for data entry, storage, sharing, and reporting designed to assist stakeholders and WADA in their anti-doping operations in conjunction with data protection legislation.

Administration: Providing, supplying, supervising, facilitating, or otherwise participating in the Use or Attempted Use by another Person of a Prohibited Substance or Prohibited Method. However, this definition shall not include the actions of bona fide medical personnel involving a Prohibited Substance or Prohibited Method used for genuine and legal therapeutic purposes or other acceptable justification and shall not include actions involving Prohibited Substances which are not prohibited in Out-of- Testing unless the circumstances as a whole demonstrate that such Prohibited Substances are not intended for genuine and legal therapeutic purposes or are intended to enhance sport performance.

Adverse Analytical Finding: A report from a WADA-accredited laboratory or other WADA-approved laboratory that, consistent with the International Standard for Laboratories and related Technical Documents, identifies in a Sample the presence of a Prohibited Substance or its Metabolites or Markers (including elevated quantities of endogenous substances) or evidence of the Use of a Prohibited Method.

Adverse Passport Finding: A report identified as an Adverse Passport Finding as described in the applicable International Standards.

Aggravating Circumstances: Circumstances involving, or actions by, a Player or other Person which may justify the imposition of a period of Ineligibility greater than the otherwise applicable sanction. Such circumstances and actions shall include, but are not limited to: the Player or other Person Used or Possessed multiple Prohibited Substances or Prohibited Methods, Used or Possessed a Prohibited Substance or Prohibited Method on multiple occasions or committed multiple other anti-doping rule violations; a normal individual would be likely to enjoy the performance enhancing effects of the anti-doping rule violation(s) beyond the otherwise applicable period of Ineligibility; the anti-doping rule violation was committed as part of a sophisticated doping scheme or plan; the Player or Person engaged in deceptive or obstructive conduct to avoid the detection or adjudication of an anti-doping rule violation. For the avoidance of doubt, the examples of circumstances and conduct described herein are not exclusive and other similar circumstances or conduct may also justify the imposition of a longer period of Ineligibility.

Anti-Doping Organisation: A Signatory that is responsible for adopting rules for initiating, implementing or enforcing any part of the Doping Control process. This includes, for example, the International Olympic Committee, the International Paralympic Committee, other Major

Event Organisations that conduct Testing at their Events, WADA, International Federations, and National Anti-Doping Organisations.

Attempt: Purposely engaging in conduct that constitutes a substantial step in a course of conduct planned to culminate in the commission of an anti-doping rule violation. Provided, however, there shall be no anti-doping rule violation based solely on an Attempt to commit a violation if the Person renounces the Attempt prior to it being discovered by a third party not involved in the Attempt.

Atypical Finding: A report from a WADA-accredited laboratory or other WADA-approved laboratory which requires further investigation as provided by the International Standard for Laboratories or related Technical Documents prior to the determination of an Adverse Analytical Finding.

Atypical Passport Finding: A report described as an Atypical Passport Finding as described in the applicable International Standards.

CAS: The Court of Arbitration for Sport.

Code: The World Anti-Doping Code.

Competition: A series of handball Matches conducted by a team under the EHF authority (e.g. the EHF Champions League, the EHF Cup, the EHF Challenge Cup etc.). Unless otherwise specified or expressly required by the context, the term Competition includes matches and tournaments. "Competition" in the present Regulations corresponds to Event in the Code.

Consequences of Anti-Doping Rule Violations ("Consequences"): A Player's or other Person's violation of an anti-doping rule may result in one or more of the following: (a) Disqualification means the Player's results in a particular competition or match are invalidated, with all resulting Consequences including forfeiture of any medals, points and prizes; (b) Ineligibility means the Player or other Person is barred on account of an anti-doping violation for a specified period of time from participating in any competition or other activity or funding as provided in Article 9.2; and (c) Provisional Suspension means the Player or other Person is barred temporarily from participating in any competition or activity prior to the final decision at a hearing conducted under Article 8; (d) Financial Consequences means a financial sanction imposed for an anti-doping rule violation or to recover costs associated with an anti-doping rule violation; and (e) Public Disclosure or Public Reporting means the dissemination or distribution of information to the general public or Persons beyond those Persons entitled to earlier notification in accordance with Article 13. Teams may also be subject to consequences as provided in Article 11 of the Code.

Contaminated Source: An unforeseeable source of a Prohibited Substance, such as: using or taking a medication or supplement that contains a Prohibited Substance that is not disclosed on the product label or in information accessible by a reasonable artificial intelligence or comparable search; consumption of a food or drink, such as contaminated meat or liquid, that

contains a Prohibited Substance with no advance warning, disclosure or other basis to suspect that it may contain a Prohibited Substance; exposure to a Prohibited Substance through the Player's direct physical contact with a third person or physical contact with objects touched or handled by the third person.

DCO: The doping control officer.

Decision Limit: The value of the result for a threshold substance in a Sample, above which an Adverse Analytical Finding shall be reported, as defined in the International Standard for Laboratories.

Disqualification: See Consequences of Anti-Doping Rule Violations, above.

Doping Control: All steps and processes from test distribution planning through to ultimate disposition of any appeal including all steps and processes in between such as provision of whereabouts information, Sample collection and handling, laboratory analysis, TUE's, results management and hearings.

EAU: The EHF Anti-Doping Unit.

Fault: Fault is any breach of duty or any lack of care appropriate to a particular situation. Factors to be taken into consideration in assessing a Player or other Person's degree of fault include, for example, the Player's or other Person's experience, whether the Player or other Person is a Protected Person, special considerations such as impairment, the degree of risk that should have been perceived by the Player and the level of care and investigation exercised by the Player in relation to what should have been the perceived level of risk. In assessing the Player's or other Person's degree of fault, the circumstances considered must be specific and relevant to explain the Player's or other Person's departure from the expected standard of behaviour. Thus, for example, the fact that a Player would lose the opportunity to earn large sums of money during a period of Ineligibility or the fact that the Player only has a short time left in their career or the timing of the sporting calendar, would not be relevant factors to be considered in reducing the period of Ineligibility under Article 9.6.1 or 9.6.3.

Financial Consequences: see Consequences of Anti-Doping Rule Violations above.

In-Competition means the period commencing twelve hours before a single match or the first match of a tournament in which the Player is scheduled to participate through the end of such match/tournament and the Sample collection process related to such competition.

Independent Observer Program: A team of observers, under the supervision of WADA, who observe and may provide guidance on the Doping Control process during certain competitions or matches and report on their observations.

Independent Review Expert: The role of the Independent Review Expert is to review those rare cases where, as described in Article 7.8.1, an Anti-Doping Organization has decided not to

proceed with the normal Results Management process. Two individuals will be appointed to undertake the Independent Review Expert responsibilities described in Article 7.8 – a Primary Independent Review Expert and a Backup Independent Review Expert who will serve in the event the Primary Independent Review Expert is not available to promptly review a case or has a conflict of interest. The Primary and Backup Independent Review Experts shall be legal experts having extensive experience with antidoping Results Management and with an established reputation of integrity and fairness. Stakeholders will be invited to submit, or encourage individuals to submit, Independent Review Expert applications to WADA's Independent Nominations Committee. That Committee will nominate at least two individuals which it believes are qualified to serve as the Primary Independent Review Expert or Backup Independent Review Expert. The Primary and Backup Independent Review Experts will then be selected by the WADA Executive Committee to serve under terms of reference which will address compensation, length of service term and other details of the engagement.

Ineligibility: See Consequences of Anti-Doping Rule Violations above.

International Competition: a Competition where the International Olympic Committee, the International Paralympic Committee, an international federation, a Major Event Organisation, or another international sports organisation is the ruling body for the Competition or appoints the technical officials for the Competition ("International Competition" corresponds to "international event" in the Code).

International-Level Player: A Player designed by the EHF or another continental Federation as being within the EHF's or the continental federation's Testing Pool and/or a Player who participates regularly in International Competitions (as defined in these Regulations) and/or Competitions under the jurisdiction of a continental federation.

International Standard: A standard adopted by WADA in support of the Code. Compliance with an International Standard (as opposed to another alternative standard, practice or procedure) shall be sufficient to conclude that the procedures addressed by the International Standard were performed properly. International Standards shall include any Technical Documents issued pursuant to the International Standard.

Major Event Organisations: The continental associations of National Olympic Committees and other international multi-sport organisations that function as the ruling body for any continental, regional or other international competition.

Marker: A compound, group of compounds or biological variable(s) that indicates the Use of a Prohibited Substance or Prohibited Method.

Match: An individual game of handball played within the context of a competition or tournament. "Match" in the present Regulations corresponds to "Competition" in the Code.

Metabolite: Any substance produced by a biotransformation process.

Minor: A natural Person who has not reached the age of eighteen years.

Monitoring Program: Laboratory Analytical Testing program including substances or methods that are not in the Prohibited List, but that WADA wishes to monitor in order to detect potential patterns of misuse in sport.

National Anti-Doping Organisation: The entity(ies) designated by each country as possessing the primary authority and responsibility to adopt and implement anti-doping rules, direct the collection of Samples, the management of test results, and the conduct of hearings at the national level. If this designation has not been made by the competent public authority(ies), the entity shall be the country's National Olympic Committee or its designee.

National Anti-Doping Organization Operational Independence: This means that (1) a National Anti-Doping Organization shall establish sufficient legal, organizational, procedural, and/or contractual safeguards in order to prevent any undue influence, interference, or involvement in its management or operational activities to ensure the independent implementation of its anti-doping program; and (2) a National Anti-Doping Organization shall ensure that no Person is involved in its management or operational activities if such Person has a real or potential conflict of interest regarding the implementation of its operational activities; without limitation this would occur in circumstances where a Person is concurrently involved in the management or operational activities of the National Anti-Doping Organization and the management or operational activities of a national sports governing body or other national sports organization or government department with responsibility for sport or anti-doping.

National-Level Player: Players who compete in sport at the national level, as defined by each National Anti-Doping Organisation, consistent with the International Standard for Testing and Investigations.

National Federation: A national or regional entity which is a member of or is recognised by the EHF as the entity governing handball sport in that nation or region.

National Olympic Committee: The organisation recognised by the International Olympic Committee. The term National Olympic Committee shall also include the National Sport Confederation in those countries where the National Sport Confederation assumes typical National Olympic Committee responsibilities in the anti-doping area.

No Advance Notice: A Doping Control which takes place with no advance warning to the Player and where the Player is continuously chaperoned from the moment of notification through Sample provision.

No Fault or Negligence: The Player or other Person's establishing that he or she did not know or suspect and could not reasonably have known or suspected even with the exercise of utmost caution, that he or she had Used or been administered the Prohibited Substance or Prohibited Method or otherwise violated an anti-doping rule. Except in the case of a Protected Person or

Recreational Player for any violation of Article 2.1, the Player must also establish how the Prohibited Substance entered their system.

No Significant Fault or Negligence: The Player or other Person's establishing that their fault or negligence, when viewed in the totality of the circumstances and taking into account the criteria for No Fault or Negligence, was not significant in relationship to the anti-doping rule violation. Except in the case of a Protected Person or Recreational Player for any violation of Article 2.1, the Player must also establish how the Prohibited Substance entered his or her system.

Out-of-Competition: Any period which is not In-Competition.

Participant: Any Player or Player Support Person.

Person: A natural Person or an organisation or other entity.

Player: Any person who plays handball at the international and national level and any person playing handball which is otherwise subject to the jurisdiction of the EHF or of a National Federation.

Player Biological Passport: The program and methods of gathering and collecting data as described in the International Standard for Testing and Investigations and International Standards for Laboratories.

Player Support Personnel: Any coach, trainer, manager, agent, team staff, official, medical, paramedical personnel, parent or any other Person working with, treating or assisting a Player participating in or preparing for sports competition.

Possession: The actual, physical Possession, or the constructive Possession (which shall be found only if the person has exclusive control or intends to exercise control over the Prohibited Substance or Prohibited Method or the premises in which a Prohibited Substance or Prohibited Method exists); provided, however, that if the person does not have exclusive control over the Prohibited Substance or Prohibited Method or the premises in which a Prohibited Substance or Prohibited Method exists, constructive Possession shall only be found if the person knew about the presence of the Prohibited Substance or Prohibited Method and intended to exercise control over it. Provided, however, there shall be no anti-doping rule violation based solely on Possession if, prior to receiving notification of any kind that the Person has committed an anti-doping rule violation, the Person has taken concrete action demonstrating that the Person never intended to have Possession and has renounced Possession by explicitly declaring it to an Anti-Doping Organisation. Notwithstanding anything to the contrary in this definition, the purchase (including by any electronic or other means) of a Prohibited Substance or Prohibited Method constitutes Possession by the Person who makes the purchase.

Prohibited List: The List identifying the Prohibited Substances and Prohibited Methods.

Prohibited Method: Any method so described on the Prohibited List.

Prohibited Substance: Any substance or class of substances so described on the Prohibited List.

Protected Person: a Player or other natural Person who at the time of the anti-doping rule violation: (i) has not reached the age of sixteen (16) years; (ii) has not reached the age of eighteen (18) years and is not included in any Registered Testing Pool and has never competed in any International Competition in an open category; or for whom (iii) for reasons other than age, it has been determined lacks legal capacity under the applicable national legislation.

Provisional Suspension: See Consequences of Anti-Doping Rules Violations above.

Provisional Hearing: For purposes of Article 7.10, an expedited abbreviated hearing occurring prior to a hearing under Article 8 that provides the Player with notice and an opportunity to be heard in either written or oral form.

Publicly Disclose or Publicly Report: See Consequences of Anti-Doping Rules Violations above.

Recreational Player: A natural Person who is so defined by the relevant National Anti-Doping Organisation; provided, however, the term shall not include any Person who, within the five (5) years prior to committing any anti-doping rule violation, has, in the same sport, been an International-Level Player (as defined by the EHF) or national-level player (as defined by each National Anti-Doping Organisation consistent with the International Standard for Testing), has participated in the sport in a professional capacity; has competed in an International Event or National Event; represented any country in an International Event in an open category or has been included within any Registered Testing Pool or other whereabouts information pool maintained by any International Federation or National Anti-Doping Organisation.

Registered (Testing Pool): The pool of highest-priority Players/teams established separately by each International Federation and National Anti-Doping Organisation who are subject to both In-Competition and Out-of-Competition Testing as part of that International Federation's or National Anti-Doping Organisation's test distribution plan and therefore are required to provide whereabouts information as provided in Article 5.6 and the International Standard for Testing and Investigations.

Regulations: Shall mean these EHF Regulations for Anti-Doping.

Results Management: The process encompassing the timeframe between notification in accordance with Article 5 of the International Standards for Results Managements, or in certain cases (e.g. Atypical Finding, Player Biological Passport whereabouts failure), such pre-notification steps expressly provided for in Article 5 of the International Standards for Results management, through the charge until the final resolution of the matter, including the end of the hearing process at first instance or on appeal (if an appeal was lodged).

Sample or Specimen: Any biological material collected for the purposes of Doping Control.

Signatories: Those entities signing the Code and agreeing to comply with the Code, as provided in Article 23 of the Code.

Specified Method: See Article 4.2.2.

Specified Substances. See Article 4.2.2.

Strict Liability: The rule which provides that under Article 2.1 and Article 2.2 it is not necessary that intent, fault, negligence or knowing use on the Player's part be demonstrated by the Anti-Doping Organisation in order to establish an anti-doping rule violation.

Substantial Assistance: For purposes of Article 9.8.1, a Person providing Substantial Assistance must: (1) fully disclose in a signed written statement all information he or she possesses in relation to anti-doping rule violations, and (2) fully cooperate with the investigation and adjudication of any case related to that information, including, for example, presenting testimony at a hearing if requested to do so by an Anti-Doping Organisation or hearing panel. Further, the information provided must be credible and must comprise an important part of any case which is initiated or, if no case is initiated, must have provided a sufficient basis on which a case could have been brought.

Substance of Abuse: See Article 4.2.3.

Tampering: Altering for an improper purpose or in an improper way; bringing improper influence to bear; interfering improperly; obstructing, misleading or engaging in any fraudulent conduct to alter results or prevent normal procedures from occurring.

Target Testing: Selection of specific Players for Testing based on criteria set forth in the International Standard for Testing and Investigations.

Technical Document: A document adopted and published by WADA from time to time containing mandatory technical requirements on specific anti-doping topics as set forth in an International Standard.

Testing: The parts of the Doping Control process involving test distribution planning, Sample collection, Sample handling, and Sample transport to the laboratory.

Trafficking: Selling, giving, transporting, sending, delivering or distributing (or Possessing for any such purpose) a Prohibited Substance or Prohibited Method (either physically or by any electronic or other means) by a Player, Player Support Person or any other Person subject to the jurisdiction of an Anti-Doping Organisation to any third party; provided, however, this definition shall not include the actions of bona fide medical personnel involving a Prohibited Substance used for genuine and legal therapeutic purposes or other acceptable justification, and shall not include actions involving Prohibited Substances which are not prohibited in Out-of-Competition Testing unless the circumstances as a whole demonstrate such Prohibited Substances are not

intended for genuine and legal therapeutic purposes or are intended to enhance sport performance.

TUE: Therapeutic Use Exemption, as described in Article 4.4.

TUE Panel: As defined in Article 4.4.7.

Tournament: A competition involving several (national or club) teams over a defined period of time (e.g. EHF EURO) in a predefined series of games.

Use: The utilization, application, ingestion, injection or consumption by any means whatsoever of any Prohibited Substance or Prohibited Method.

UNESCO Convention: The International Convention against Doping in Sport adopted by the 33rd session of the UNESCO General Conference on 19 October 2005 including any and all amendments adopted by the States Parties to the Convention and the Conference of Parties to the International Convention against Doping in Sport.

WADA: The World Anti-Doping Agency.

Without Prejudice Agreement: For purposes of Articles 9.7.2 and 9.8.1.1, a written agreement between an Anti-Doping Organisation and a Player or other Person that allows the Player or other Person to provide information to the Anti-Doping Organisation in a defined time-limited setting with the understanding that, if an agreement for Substantial Assistance or a case resolution agreement is not finalised, the information provided by the Player or other Person in this particular setting may not be used by the Anti-Doping Organisation against the Player or other Person in any Results Management proceeding under the Code, and that the information provided by the Anti-Doping Organisation in this particular setting may not be used by the Player or other Person against the Anti-Doping Organisation in any Results Management proceeding under the Code. Such an agreement shall not preclude the Anti-Doping Organisation, Player or other Person from using any information or evidence gathered from any source other than during the specific time-limited setting described in the agreement.

APPENDIX 2 - WHEREABOUT REQUIREMENTS – EHF REGISTERED TESTING POOL

1. The EAU shall identify a Registered Testing Pool of those Players/teams who are required to comply with the whereabouts requirements of EAU.

2. The EHF Registered Testing Pool shall consist of the teams that qualified for an EHF national team competition (qualification matches excluded) and those Players who are required to comply with the whereabouts requirements of the International Standard for Testing and Investigations.

3. The submission of whereabouts information for qualified teams shall start with the date of final qualification up to the start of the EHF competition.

4. The EAU shall identify a Registered Testing Pool of those Players who are required to comply with the whereabouts requirements of the International Standard for Testing and Investigations and shall publish the criteria for Players to be included in this Registered Testing Pool as well as a list of the Players meeting those criteria for the period in question.

5. The EHF International Registered Testing Pool includes individual Players who are ineligible following a decision by an EHF body or who are categorized as being high-risk Players. Those Players will be designated individually by the EHF-ADU and notified via the National Federation concerned. An explanation for the designation is not required.

6. The EAU shall review and update as necessary its criteria for including Players in its Registered Testing Pool and shall revise the membership of its Registered Testing Pool from time to time as appropriate in accordance with the set criteria.

7. Each Player in the Registered Testing Pool

    a. shall advise the EAU of their whereabouts on a quarterly basis, in the manner set out in Article Annex I to the International Standard for Testing and Investigations;
    b. shall update that information as necessary, in accordance with Annex I to the International Standard for Testing and Investigations, so that it remains accurate and complete at all times; and
    c. shall make him/herself available for Testing at such whereabouts, in accordance with Annex I to the International Standard for Testing and Investigations.

8. A Player’s failure to advise the EAU of their whereabouts shall be deemed a filing failure for purposes of Article 2.4 where the conditions of Annex I to the International Standard for Testing and Investigations are met.

9. A Player's failure to be available for Testing at their declared whereabouts shall be deemed a missed test for purposes of Article 2.4 where the conditions of Annex I to the International Standard for Testing and Investigations are met.

10. Each National Federation shall also assist its National Anti-Doping Organisation in establishing a national level Registered Testing Pool of top level national Players to whom the whereabouts requirements of the International Standard for Testing and Investigations shall also apply. Where those Players are also in the EHF's Registered Testing Pool, the EAU and the National Anti-Doping Organisation will agree (with the assistance of WADA if required) on which of them will take responsibility for receiving whereabouts filings from the Player and sharing it with other Anti-Doping Organisations.

11. Whereabouts information provided pursuant to section 2 and 5 shall be shared with WADA and other Anti-Doping Organisations having jurisdiction to test a Player in accordance with Annex I to the International Standard for Testing and Investigations, including the strict condition that it be used only for Doping Control purposes.

12. Failure to submit the relevant whereabouts information shall lead directly to sanctions.

13. It is mandatory to inform the EAU immediately about any changes in the whereabouts information.

APPENDIX 3 - CONFIRMATION

I, as a member of [National Federation] and/or a participant in a [National Federation or EHF] authorised or recognised competition, hereby declare as follows:

1. I confirm that I shall comply with and be bound by all of the provisions of the EHF Regulations for Anti-Doping, including but not limited to, all amendments to the Anti-Doping Regulations and all International Standards as issued by the World Anti-Doping Agency and permanently published on its website.

2. I acknowledge that the EHF has jurisdiction to impose sanctions as provided in the EHF Regulations for Anti-Doping.

3. I have read and understand the present declaration.

_____	_____
Date	Print Name (Last Name, First Name)
_____	_____
Date of Birth (Day/Month/Year)	Signature (or, if a minor, signature of legal guardian)

APPENDIX 4 – ANTI-DOPING INFRASTRUCTURE

