

FIS Statutes 2021

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1. Definitions and Interpretation

- 1.1. In addition to capitalised terms defined elsewhere in these Statutes, capitalised terms defined in Article 19 of the Statutes shall have the meanings given to them in that article when used in these Statutes.
- 1.2. In these Statutes, references to:
 - 1.2.1. articles, schedules and annexes are, unless otherwise specified, references to articles, schedules and annexes to these Statutes;
 - 1.2.2. a “person” includes any person, firm, company, corporation, government state or agency of a state or any association, trust or partnership;
 - 1.2.3. any agreement or instrument shall include such agreement or instrument as it may from time to time be amended, novated, supplemented or substituted;
 - 1.2.4. “law” includes common or customary law and any constitution, decree, judgment, legislation, order, ordinance, regulation, statute, treaty or other legislative measure in any jurisdiction or any present or future directive, regulation, request or requirement (in each case, whether or not having the force of law but, if not having the force of law, the compliance with which is in accordance with the general practice of persons to whom the directive, regulation, request or requirement is addressed:
 - 1.2.5. a provision of law is reference to that provision as amended or re-enacted;
 - 1.2.6. article, schedule and annex headings are for ease of reference only and shall not affect the interpretation of these Statutes; and
 - 1.2.7. where the context so admits, words importing the singular number only shall include the plural and vice versa and words importing the neuter gender shall include the masculine and feminine gender.

2. Name and Authority

- 2.1. The International Ski Federation FIS, the sole and exclusive world governing body for FIS Disciplines and recognised by the International Olympic Committee (IOC), will conduct its activities (irrespective of the language in which so conducted) under the abbreviated name and style “FIS”.
- 2.2. Snowsport governed by the FIS includes the following FIS Disciplines:
 - 2.2.1. Cross-Country Skiing;
 - 2.2.2. Ski Jumping;

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- 2.2.3. Nordic Combined;
 - 2.2.4. Alpine Skiing;
 - 2.2.5. Freestyle and Freeski;
 - 2.2.6. Roller Skiing;
 - 2.2.7. Snowboarding;
 - 2.2.8. Telemark;
 - 2.2.9. Grass Skiing; and
 - 2.2.10. Speed Skiing.
- 2.3. FIS owns and may use the designs, logograms, symbols and similar features identified in Annex 1 and may from time to time amend and supplement those. FIS reserves all of its rights, including any and all intellectual property rights, in relation to the designs, logograms, symbols and similar features identified in Annex 1.
- 2.4. FIS owns the FIS Intellectual Property Rights in:
- 2.4.1. any and all FIS Materials;
 - 2.4.2. the FIS Competitions, including the FIS World Championships, the FIS World Cups and other FIS Events; and
 - 2.4.3. any other materials, events and/or property in respect of which the FIS may acquire such interests as are customarily subject to intellectual property rights.

3. Legal Status, Headquarters and Registration

- 3.1. FIS is established for an indefinite period with legal status as an association in accordance with article 60ff of the Swiss Civil Code.
- 3.2. The headquarters of FIS are located in Oberhofen/Thunersee, Switzerland. FIS shall be registered in the commercial register of the canton of its headquarters.

4. Languages

- 4.1. The official language of FIS, including all of its constituents, is English. All documents and communications by FIS will be in English.

- 4.2. In addition to the provisions of article 4.1, these Statutes and the International Competition Rules shall be published in English, French, German, Russian, Chinese, Japanese and Spanish. In the event of any conflict or inconsistency in respect of any translation of these Statutes and/or the Rules and Regulations with the English version, the English version shall prevail.

5. Values and Principles

- 5.1. FIS shall perform its activities according to the highest ethical standards and shall require compliance with such standards from its Member Associations and other stakeholders in Snowsport.
- 5.2. FIS shall not allow any discrimination against national federations or individuals (competitors, officials, judges, delegates, etc.) on the grounds of race, gender, religion, sexual orientation, gender identity, political affiliations, languages or abilities. FIS shall conduct its activities in a politically neutral manner.
- 5.3. FIS shall respect the autonomy of its Member Associations.
- 5.4. FIS shall ensure that the Member Associations comply with these Statutes and the FIS Rules and Regulations.
- 5.5. FIS governance structures shall be balanced, inclusive and representative of all its Member Associations and stakeholders. FIS shall use reasonable efforts to ensure equal treatment and status of Member Associations.
- 5.6. FIS considers the protection and preservation of nature and the environment of great importance. FIS shall use reasonable efforts to conduct its activities in an environmentally friendly manner.

6. Objectives

- 6.1. The objectives of FIS are:
 - 6.1.1. to promote and encourage the international development of FIS in all respects;
 - 6.1.2. to encourage international participation in FIS Disciplines at all levels and without discrimination;
 - 6.1.3. to establish and maintain friendly relations with and between the Member Associations;
 - 6.1.4. to support within its possibilities the objectives of its Member Associations;

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- 6.1.5. to promote the cooperation and mutual understanding between athletes from all countries;
- 6.1.6. to use all reasonable efforts to ensure its activities are sustainable and environmentally friendly;
- 6.1.7. to the extent reasonably possible, minimise its carbon footprint and aim to have a carbon neutral footprint through carbon offset mechanisms;
- 6.1.8. to establish rules for all FIS competitions;
- 6.1.9. to recognise those international competitions which comply with the FIS Rules and Regulations and to enforce compliance with the FIS Rules and Regulations at such competitions;
- 6.1.10. to promote and organise FIS World Championships, FIS World Cup and Continental Cups competitions as well as other FIS Events in all FIS Disciplines;
- 6.1.11. to fight against doping in the FIS Disciplines and implement and enforce Anti-Doping Rules (ADR) in compliance with the World Anti-Doping Code (WADC);
- 6.1.12. to strive for equal opportunities in all FIS Competitions;
- 6.1.13. to follow a zero tolerance policy against all forms of unethical behaviour;
- 6.1.14. to protect the integrity, safety, equality and fairness of FIS Competitions against any form of manipulation and/or corrupt activities;
- 6.1.15. to encourage and promote initiatives to prevent injuries and accidents;
- 6.1.16. to promote the sport of skiing and snowboarding as recreational and leisure sport in the interest of all skiers and especially as a healthy activity for the youth;
- 6.1.17. to promote growth in participation in recreational skiing and snowboarding;
- 6.1.18. to encourage all Member Associations to develop policies to safeguard and promote the welfare of the youth;
- 6.1.19. to establish and maintain an efficient administration to control, regulate and direct the affairs of FIS and the FIS Disciplines;
- 6.1.20. to strictly adhere to accepted principles of good governance in general and to foster a culture of open discussion in all Governing Bodies and Committees of FIS; and

- 6.1.21. to encourage and promote diversity and gender equality in electing and appointing officials and members of the Governing Bodies and Committees of FIS.

7. Resources

- 7.1. FIS is a not-for-profit organisation. FIS uses its Resources to pursue its objectives.
- 7.2. The income of FIS include (but is not limited to):
 - 7.2.1. the Annual Membership Fees from the Member Associations;
 - 7.2.2. the Calendar Fees;
 - 7.2.3. the proceeds from the sale and licensing of commercial rights owned by the FIS, including but not limited to events and commercial branding owned by FIS, such as sponsorship and television rights in relation to the FIS World Championships, FIS World Cup Competitions and other FIS Events;
 - 7.2.4. the proceeds from merchandising of FIS branded products;
 - 7.2.5. donations; and
 - 7.2.6. income from various sources, including interest and capital gains on financial investments.

8. Membership

8.1. Eligibility

- 8.1.1. FIS-approved national body governing FIS Disciplines in any Country shall be eligible to be a FIS Member Association.
- 8.1.2. Only one (1) organisation recognised by FIS as Member Association and as the national governing body for FIS Disciplines in a Country can become a member of FIS. To determine which national body meets this requirement, FIS will rely in principle on the decision of the national organisation governing sports in the relevant Country. In the case of legitimate doubts, the Council may propose to the Congress a different organisation for FIS membership.
- 8.1.3. In order to be eligible for membership of FIS, the constitution and governing rules of a Member Associations must first be approved by FIS. Such constitution and governing rules must not be in conflict with the FIS Rules and Regulations. Where there is a conflict, the FIS Rules shall prevail.

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- 8.1.4. Each Member Association shall acknowledge in its national rules that it recognises FIS as the only international entity which governs the FIS Disciplines.
- 8.1.5. A Member Association may choose to have separate organisations responsible for the different FIS Disciplines provided that the Member Association notifies FIS of the identity of each such organisation and that the Member Association assumes ultimate responsibility for the action of each such organisation. In such instances the constitution and governing rules of such organisations are also subject to approval of FIS in order to determine their eligibility for membership of FIS.
- 8.1.6. Nothing in these Statutes shall prevent a Member Association from governing other sports or disciplines on a national level which are subject to the jurisdiction of another international sports federation, provided that such activities do not derogate from the general aims and principles of these Statutes.

8.2. Rights and Duties of Member Associations

- 8.2.1. All Member Associations are entitled:
 - 8.2.1.1. to use the services of FIS;
 - 8.2.1.2. to participate in the FIS World Championships, FIS Competitions and other FIS Events when they are eligible to participate in accordance with applicable rules and regulations;
 - 8.2.1.3. to participate in FIS Congress Meetings;
 - 8.2.1.4. to receive a guaranteed share of proceeds derived from FIS rights and/or FIS Competitions as determined by the Congress from time to time;
 - 8.2.1.5. to exercise all rights of a Member Association (and receive all benefits) as specified in these Statutes and the FIS Rules and Regulations;
 - 8.2.1.6. to have access, upon written and reasoned request to agreements signed by FIS which directly affect the interest of a Member Association, to the extent that such agreements are not subject to confidentiality undertakings and/or contain commercially or legally sensitive information; and
 - 8.2.1.7. to make proposals to change these Statutes and the FIS Rules and Regulations and to make nominations for the positions of President, Council Members and/or Committee Members.

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8.2.2. All Member Associations are obliged:

- 8.2.2.1. to share and enforce the values and principles of FIS and to support FIS in achieving its objectives;
- 8.2.2.2. to comply with these Statutes and the FIS Rules and Regulations at all times;
- 8.2.2.3. to ensure that their own constitution and governing rules comply at all times with these Statutes and the FIS Rules and Regulations and to amend and/or supplement them as may be necessary from time to time for this purpose, save for the prevailing national law of the Member Association:
- 8.2.2.4. to encourage and promote diversity and gender equality in electing and appointing officials and members of its Governing Bodies and Committees;
- 8.2.2.5. to provide valid and enforceable provisions to their constitution and governing rules to the effect that, in case of conflict or inconsistency between the Member Association's constitution and/or governing rules and these Statutes and/or the FIS Rules and Regulations, the latter shall prevail;
- 8.2.2.6. to comply with and implement decisions and directives of FIS, notably of the Congress, the Council, the Executive Committee and the Dispute Resolution Panels, including decisions of the Court of Arbitration for Sport (CAS) at all times;
- 8.2.2.7. to inform the Secretary General by March 31st of each year of the number of their direct and indirect members (clubs and individuals);
- 8.2.2.8. to ensure that their own members and other stakeholders comply with and implement the FIS Rules and Regulations, as well as directives and decisions of the FIS Governing Bodies;
- 8.2.2.9. to include within its constitution and governing rules valid and enforceable provisions which allow out-of-competition doping control by FIS, WADA, the International Testing Agency ITA and other testing authorities upon delegation of FIS;
- 8.2.2.10. to follow (and to encourage its own constituents to follow) the endeavours of the FIS on environmental matters;
- 8.2.2.11. to manage its affairs independently;

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- 8.2.2.12. to make all efforts to participate in international competitions in FIS Disciplines, the FIS World Championships and other FIS competitions;
 - 8.2.2.13. to organise international ski competitions approved by FIS;
 - 8.2.2.14. to use any and all financial proceeds derived from its membership of FIS in accordance with such specific purpose(s) as determined by the Congress from time to time; and
 - 8.2.2.15. to promptly pay the annual Membership Fee as required by these Statutes and comply with all other financial obligations to FIS.
- 8.2.3. No Member Association or member thereof shall be entitled to participate in international ski or snowboard events and to receive prizes or awards from such events unless they are approved by FIS.
- 8.2.4. Member Associations shall have no liability for debts and other liabilities of FIS.

8.3. Application for Membership

- 8.3.1. Application for membership of FIS shall be submitted by the Applicant to the Secretary General for approval by the Congress together with:
- 8.3.1.1. a statement of the name of the Applicant which must specify the territorial extent, jurisdiction and Snowsport tradition of that Country;
 - 8.3.1.2. the official address and contact details of the Applicant;
 - 8.3.1.3. a copy of its current constitution and rules and regulations;
 - 8.3.1.4. a list of its main officers;
 - 8.3.1.5. a list of its active membership (i.e. number of clubs, athletes, coaches, officials);
 - 8.3.1.6. a formal undertaking of the Applicant to observe and abide by the FIS Statutes, Rules and Regulations, the World Anti-Doping Code as well as the jurisdiction and decisions of CAS;
 - 8.3.1.7. the initial Membership Fee determined by the Council; and
 - 8.3.1.8. a formal certification letter from the supreme national organisation governing sports in the Country of the Applicant confirming that the Applicant is the sole and supreme organisation governing the FIS Disciplines in that Country, that the Applicant is in good standing and that there are

no circumstances which affect the Applicant's capacity to represent the FIS Disciplines of that Country in FIS.

- 8.3.2. The Council shall have the power to approve an Applicant for Provisional Membership. If such provisional Membership is not accepted, the Applicant is allowed to appeal this decision to the next Congress.

8.4. Suspension or Termination of Membership

- 8.4.1. Membership of FIS shall cease on the date that:

- 8.4.1.1. the Member Association ceases to exist, or
- 8.4.1.2. the Member Association withdraws its membership, or
- 8.4.1.3. the Member Association's membership is terminated by the Congress.

- 8.4.2. A Member Association wishing to withdraw its membership of FIS must give written notice of such withdrawal to the Secretary General. That Member Association's membership shall end on the date specified in such notice or, if no date is specified, the date of receipt by such notice by the Secretary General.

- 8.4.3. In the event of such termination or withdrawal:

- 8.4.3.1. FIS shall be under no obligation to make any refund of any kind whatsoever to the Member Association;
- 8.4.3.2. the Member Association shall continue to be bound by any provision in these Statutes and/or the FIS Rules and Regulations which is expressed to survive the termination and/or withdrawal of such membership;
- 8.4.3.3. the Member Association shall comply with any reasonable request of the FIS in order to complete the orderly withdrawal of such membership.

- 8.4.4. The Council shall have the authority to temporarily suspend a Member Association (and to impose such further conditions as the Council may deem reasonable):

- 8.4.4.1. for significant violation of these Statutes and/or the FIS Rules and Regulations;
- 8.4.4.2. if the national organisation governing sports in a member Country withdraws its support for that Member Association;

- 8.4.4.3. for failing to pay any fees which are required to be paid by these Statutes and/or the FIS Rules and Regulations;
 - 8.4.4.4. for any abuse of the financial proceeds to which that Member Association is entitled by virtue of these Statutes and/or the FIS Rules and Regulations;
 - 8.4.4.5. upon commencement of bankruptcy proceedings, administration, liquidation or receivership in relation to that Member Association; or
 - 8.4.4.6. in the event of a dispute as to which national body represents the FIS Disciplines in a Country and until that dispute has been resolved in that Country.
- 8.4.5. In the event that the provisions of article 8.4.4 apply, the Member Association may appeal to the Congress for a review of the Council's decision and, pending the outcome of such appeal, may appeal to the CAS for a review of the Congress's decision.

8.5. Associate Membership

- 8.5.1. A National Ski Association with fewer than 500 members and fewer than three (3) ski clubs may be eligible as an Associate Member Association of FIS.
- 8.5.2. An Associate Member Association has the right:
 - 8.5.2.1. to participate in the Congress without right to make proposals or to vote; and
 - 8.5.2.2. to enter athletes in the FIS World Championships and other FIS Competitions.
- 8.5.3. An Associate Member Association is exempt from annual Membership Fees. Otherwise, the Associate Member Association has the same obligations as a Member Association.
- 8.5.4. The provisions of these Statutes relating to the suspension or termination of membership of the FIS apply equally to Associate Membership.

8.6. Honorary Membership

- 8.6.1. The Congress may confer the titles of Honorary President of FIS, Honorary Member of FIS and Honorary Members of a Standing Committee. It may also determine the award of the FIS Honorary Plaque and the FIS Honorary Badge.
- 8.6.2. The conditions for awarding Honorary Membership or distinctions are set out in the FIS Council and Executive Committee Rules [*Note: check reference*].

8.6.3. Honorary Members are exempt from financial obligations and are not entitled to vote.

8.7. Membership Fees and other Financial Obligations

8.7.1. Annual Membership Fees

- 8.7.1.1. FIS shall collect annual Membership Fees from the Member Associations.
- 8.7.1.2. The Congress shall determine the Base Amount of the annual Membership Fee for each year. Member Associations shall pay the following by way of Membership Fees:
 - a) Member Associations with up to 5,000 individual members shall pay an amount equal to the Base Amount;
 - b) Member Associations with 5,001 up to 25,000 individual members shall pay an amount equal to three (3) times the Base Amount;
 - c) Member Associations with more than 25,000 individual members shall an amount equal to six (6) times the Base Amount.
- 8.7.1.3. Membership Fees shall be due and payable in accordance with such further conditions as the Congress may from time to time specify.
- 8.7.1.4. FIS may offset any expenditure incurred by FIS in connection with a Member Association's membership from payments due to that Member Association.

8.7.2. Calendar Fees

FIS shall charge a Calendar Fee to a Member Association for each event organised by that Member Association and listed in the FIS Calendar. Calendar Fees shall be determined by the Congress and shall be due and payable in accordance with such further conditions as the Congress may from time to time specify.

8.7.3. Due Payment Date and Late Payment

- 8.7.3.1. Member Associations of the Northern Hemisphere shall be subject to the following provisions:
 - a) the Member Association must pay the Membership Fees and the Calendar Fees before November 15th of each year. In the event of additional approval of events, the respective Calendar Fees are due thirty (30) days after approval;
 - b) if a Member Association fails to make payment as provided in a) above, FIS will issue a reminder and payment will be deferred until

December 31st of the same year, provided that such deferral will include a late payment charge of 25% of the amount due;

- c) if a Member Association fails to make payment as provided in b) above, FIS will issue a second reminder and payment will be deferred until March 31st of the following year provided that such deferral will include a late payment charge of 50% of the amount due;
- d) if a Member Association fails to make payment as provided in c) above the Council shall suspend the Member Association until full payment of all Membership Fees and penalties has been received.

8.7.3.2. Member Associations of the Southern Hemisphere shall be subject to the same provisions as set out in article 8.7.3.1, save that the respective payment dates for Member Associations of the Southern Hemisphere shall be six (6) months later than those referred to in article 8.7.3.1.

8.8. Distributions to the Member Associations

- 8.8.1. FIS shall pay a guaranteed distribution to each Member Association from the financial proceeds of the marketing of the rights of FIS at or from FIS Competitions for the development of FIS Disciplines in the country of that Member Association. Such annual distribution shall be determined by the Congress and shall include a minimum guaranteed amount for the next four years.
- 8.8.2. The Congress shall, at its Ordinary Congress meeting, determine the extent of any additional distributions payable to the Member Associations. Such fees, if any, shall be due and payable in accordance with such further conditions as the Congress may from time to time specify.

9. Organisation of FIS

FIS may pursue its objectives with assistance of the following bodies:

9.1. Governing Bodies, which include:

9.1.1. the Congress;

9.1.2. the Council;

9.1.3. the Executive Committee;

9.2. the President;

9.3. the Secretary General;

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9.4. the Standing Committees, which include:

- 9.4.1. the Athletes Commission;
- 9.4.2. the Finance Committee;
- 9.4.3. the Audit Committee;
- 9.4.4. the Independent FIS Ethics and Compliance Officer and the FIS Ethics Committee;
- 9.4.5. the Nominations and Remuneration Committee;
- 9.4.6. the ESG Committee;
- 9.4.7. the Strategic Planning Committee;
- 9.4.8. the Legal and Safety Committee;
- 9.4.9. the Medical Committee;
- 9.4.10. the Anti-Doping Advisory Board; and
- 9.4.11. the Technical Committees and Sub-Committees for the FIS Disciplines.

9.5. Dispute Resolution Panels of FIS, which include:

- 9.5.1. the Congress;
- 9.5.2. the Council;
- 9.5.3. the FIS Ethics Committee;
- 9.5.4. the Nominations and Remuneration Committee;
- 9.5.5. the Independent Anti-Doping Delegate (IADD);
- 9.5.6. the Competition Juries; and
- 9.5.7. the Appeals Commissions;

9.6. Recognised External Dispute Resolution Panels, which include:

- 9.6.1. the Anti-Doping Division of the Court of Arbitration for Sport (CAS ADD); and

9.6.2. the Court of Arbitration for Sport (CAS).

9.7. Temporary Working Groups appointed by the Council or the President.

10. The Congress

The Congress shall be the general assembly of the Member Associations. It shall be the highest authority of FIS.

10.1. Participation in Congress Meetings

10.1.1. Each Member Association shall be entitled to send up to three delegates to a Congress. A Member Association, which is represented by more than one delegate, must ensure that both genders, female and male, are represented. The number of votes of each Member Association shall be subject to the provisions of article 10.7.

10.1.2. Delegates must be individual members of a Member Association which they represent and of the same nationality as their Member Association. The President and the Council Members cannot act as Delegates and shall have no voting rights at the Congress, subject to article 10.9.4.

10.1.3. The following persons may attend the Congress Meetings:

10.1.3.1. the delegates of the Member Associations;

10.1.3.2. the President and the Members of the Council;

10.1.3.3. the Secretary General;

10.1.3.4. Candidates for the role of President and Council Members;

10.1.3.5. chairpersons of the Standing Committees or their substitutes;

10.1.3.6. members of the FIS administration and other personnel required in order to facilitate arrangements for the Congress; and

10.1.3.7. guests invited by the President or the Council.

10.2. Authority and Function of the Congress

10.2.1. The Congress shall have the following functions:

10.2.1.1. to amend and/or supplement these Statutes;

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- 10.2.1.2. to review the annual budget and approve annual accounts;
 - 10.2.1.3. to determine the Membership Fees and the Calendar Fees;
 - 10.2.1.4. to elect the President and the Council;
 - 10.2.1.5. to determine the annual distributions to the Member Associations;
 - 10.2.1.6. to determine membership of Member Associations and Associate Member Associations;
 - 10.2.1.7. to accept new FIS Disciplines or to exclude current FIS Disciplines;
 - 10.2.1.8. to award the titles of Honorary President and Honorary Member;
 - 10.2.1.9. to decide on proposals by the Member Associations and the Council;
 - 10.2.1.10. to decide on appeals against decisions of the Council in accordance with these Statutes and the FIS Rules and Regulations; and
 - 10.2.1.11. to select auditors in accordance with these Statutes.
- 10.2.2. The Congress shall be entitled to make final determinations in respect of all matters for which such responsibility has not been allocated to another body.
- 10.2.3. The Congress may delegate certain tasks for determination to the Council, the Executive Committee or the President, insofar as they do not concern designated authorities of the Congress, such as the amendment of these Statutes, the acceptance and exclusion of Member Associations, the approval of the accounts, the election of the President and the Council and the liquidation of FIS. Such delegated tasks must be specified in the minutes of the Congress, or these Statutes, as they exist at that time. The Congress may refer matters to the Council for consideration and advice.

10.3. The Ordinary Congress

- 10.3.1. The Ordinary Congress shall occur every year, generally between May 15th and June 15th.
- 10.3.2. The Secretary General must notify the Member Associations of the agenda for each Ordinary Congress together with the supporting documentation one (1) month before the opening of such Ordinary Congress.
- 10.3.3. The Ordinary Congress shall alternate each year between physical and videoconferencing meetings.

- 10.3.4. The Council shall determine the place and date of the Ordinary Congress and shall have responsibility to make the necessary preparations.
- 10.3.5. The Council may in exceptional circumstances decide to hold a Congress which was originally planned as in-person meeting by way of videoconferencing, or to hold a Congress which was originally planned as a videoconference as an in-person meeting
- 10.3.6. If an Ordinary Congress is held by way of videoconferencing, all Delegates must attend online. Hybrid forms of online and physical presence shall not be permitted. The Council shall issue directions for the Ordinary Congress meetings to be held by videoconferencing.
- 10.3.7. In exceptional circumstances, the Council may postpone the date of the Ordinary Congress by up to sixty (60) days.
- 10.3.8. The Council shall entrust the organisation of the Ordinary Congress with physical presence to a Member Association of a country capable of fulfilling the conditions specified by the Council, in particular to ensure that all members of the Committees and the official delegates are able to participate. The Council shall appoint the organising Member Association four (4) years in advance.
- 10.3.9. The Ordinary Congress shall be conducted in English and the minutes of the Ordinary Congress shall be recorded in all languages of FIS set out in Article 4.2.

10.4. The Extraordinary Congress and Electronic Voting

- 10.4.1. The Council shall call an Extraordinary Congress upon:
 - 10.4.1.1. a proposal supported by two-thirds (2/3) of the Council Members; and/or
 - 10.4.1.2. a proposal supported by a majority of votes of the Member Associations.
- 10.4.2. Any such proposal as referenced in Article 10.4.1 must be substantiated and be accompanied by a proposal for the agenda for such Extraordinary Congress, which may also include a request for Electronic Voting instead of holding an Extraordinary Congress.
- 10.4.3. The Council must establish the agenda of an Extraordinary Congress in accordance with the proposal submitted and call the Extraordinary Congress within three (3) months after receipt of such proposal. The Secretary General must notify the Member Associations of the agenda for such Extraordinary Congress together with the supporting documentation one (1) month before the opening of the Extraordinary Congress.

10.4.4. All Extraordinary Congress shall, in principle, be held by videoconferencing, conducted in English and the minutes thereof shall be recorded in the languages of FIS according to Article 4.2.

10.4.5. Instead of calling an Extraordinary Congress, the Council may submit a proposal for Electronic Voting, especially if the proposal is urgent.

10.5. Directing the Congress

10.5.1. The President shall direct and manage the deliberations, the elections and the voting at each form of Congress. The President shall be entitled to participate in the discussions and to submit proposals during each form of Congress.

10.5.2. If the President is unable to attend the Congress, he will be represented by a substitute appointed by the Council.

10.6. Proposals

10.6.1. Proposals to the Congress may be submitted by:

10.6.1.1. the Member Associations; and/or

10.6.1.2. the Council.

10.6.2. Proposals must reach the Secretary General three (3) months before an Ordinary Congress. The Secretary General shall submit the proposals of the Member Associations to the Council. In case of an Extraordinary Congress, the provisions of article 10.4 shall apply.

10.6.3. The Council shall, when applicable, consult with the relevant Committees whose area of expertise is relevant to proposals made, and invite them to render an opinion to the Council no later than two (2) months before the Ordinary Congress or at any time before the Extraordinary Congress. The Council shall review the proposals and, if applicable, the opinions of the Committees, make recommendations to the Congress.

10.6.4. The proposals along with the opinions of the Committees and the recommendations of the Council must be presented to the Member Associations no later than one (1) month before the Ordinary or Extraordinary Congress.

10.6.5. Proposals reaching the Secretary General later than the above time limit or which are submitted at the Congress may be dealt with only when a majority representing two thirds of the votes cast by either the Council or the Member Associations present at the Congress have decided to consider such proposals as urgent.

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- 10.6.6. Proposals of Member Associations for modification of proposals listed and specified in the agenda of an Ordinary Congress or an Extraordinary Congress are not subject to the time limit specified in article 10.6.2 but shall be submitted to the Secretary General as soon as possible after receipt of the Congress proposals and the agenda.

10.7. Number of Votes

- 10.7.1. For the purposes of any form of Congress, each Member Association shall have at least one(1) vote.
- 10.7.2. For the purposes of any form of Congress, a Member Association with at least 10,000 individual members shall have two (2) votes if it has:
- 10.7.2.1. participated with competitors in the then preceding FIS World Championships of any FIS Discipline or another FIS Competition; or
 - 10.7.2.2. during the then preceding two (2) years organised at least one (1) international FIS Competition each year which was included in the FIS Calendar.
- 10.7.3. For the purposes of any form of Congress, a Member Association with at least 50,000 members shall have three (3) votes if it also meets one of the requirements specified in article 10.7.2.
- 10.7.4. A Member Association with more than one vote by virtue of the provisions of articles 10.7.2 and/or 10.7.3 cannot split the votes but must exercise them uniformly. All votes of a Member Association shall be exercised by a single delegate.
- 10.7.5. For the purposes of any form of Congress, a Member Association which has not fully paid all amounts due in accordance with these Statutes may be represented at such Congress but shall have no voting rights and may not submit any proposals.
- 10.7.6. The Secretary General shall keep a voting register with the number of votes of Member Associations. The voting register shall be provided to the Member Associations no later than one (1) month before the Congress and presented to the participants at the opening of the Congress.

10.8. Voting Procedure

- 10.8.1. For the purposes of any form of Congress, the Congress can only make determinations in respect of matters on the agenda for that Congress or in respect of urgent proposals submitted according to Article 10.6.

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10.8.2. For the purposes of any form of Congress, in principle voting shall be conducted by way of an electronic system. The voting process shall remain secret only if the Congress so decides by majority of all votes cast at the request of a delegate or a Council Member.

10.8.3. For the purposes of any form of Congress, the votes shall be counted by three (3) tellers appointed by that Congress and supervised by a certified notary public.

10.8.4. For the purposes of any form of Congress, decisions of that Congress shall take immediate effect, unless that Congress decides otherwise. The terms of individuals elected by that Congress shall commence on the day following that Congress.

10.8.5. For the purposes of any form of Congress, voting by proxy shall not be permitted.

10.9. Quorum and Majority

10.9.1. The Congress can take valid decisions if 50% of all votes are present in-person or, if the Congress is held by videoconferencing, online.

10.9.2. Electronic Voting by the Congress shall require participation of Member Associations representing at least 2/3 (two-thirds) of all votes.

10.9.3. The Congress shall make decisions on the basis of a majority of more than 50% of all valid votes cast, subject to certain decisions which require a higher quorum as set out in article 10.9.5 and 10.9.6. Invalid or blank Ballots shall be invalid.

10.9.4. In the event of a tie, the President may cast a deciding vote.

10.9.5. Any amendment(s) of these Statutes shall require a majority of 2/3 (two-thirds) of all valid votes cast.

10.9.6. The dissolution of FIS shall require a majority of 2/3 (two-thirds) of all valid votes cast and a quorum of at least two-thirds of the Member Associations.

10.10. Elections of the President and the Council

10.10.1. General Provisions

10.10.1.1. Candidates for the offices of the President or the Council:

- a) must be proposed by a Member Association no later than sixty (60) days before the Congress. Candidates must hold a valid passport with the nationality of their nominating Member Association;
- b) must meet the Election Qualification Criteria issued by the Nomination and Remuneration Committee; and

- c) must comply, during his or her campaign, with the Code of Conduct for Candidates of the President or the Council issued by the Nominations and Remuneration Committee.
- 10.10.1.2. The Candidates must belong to different Member Associations with the exception of the representatives of the Athletes Commission and the Secretary General.
- 10.10.1.3. The President shall be elected prior to the election of the other members of the Council.
- 10.10.1.4. A Member Association can propose Candidate(s) for both President and Council Member. If the Candidate for President is not elected as President, this Candidate will be added as a Candidate for Council membership.
- 10.10.1.5. The list of proposed Candidates shall be sent to the Member Associations together with the Evaluation Report of the Nominations and Remuneration Committee no later than twenty-one (21) days before the Congress.
- 10.10.1.6. If the number of Candidates equals the number of positions to be filled, the elections may be carried out by electronic voting.
- 10.10.1.7. The Ballots must contain as many different names as there are candidates to elect in compliance with the composition requirements in Article 11.2. Ballots with too many or too few names shall be invalid.
- 10.10.1.8. The term of the President and the Council Members shall be four (4) and two(2) years respectively.
- 10.10.1.9. With effect from the 2022 Ordinary Congress, the President and the Council Members may be re-elected but shall serve no longer than twelve (12) years from the date of the 2022 elections of President and Council Members, and if a Council Member is elected as President, the overall maximum combined term shall not exceed twenty (20) years.
- 10.10.1.10. If there is a vacancy in the office of the President or the Council Members for any reasons, the following provisions apply:
 - a) a new President or Council Member shall be elected for the remainder of the term of the office of the outgoing President or Council Member;
 - b) the election of a President or a Council Member during the term of office of the former office holder shall take place at the next Ordinary Congress;

- c) the Council shall elect an interim President from the Council Members for the time until the Congress can elect a successor of the former President. The interim President shall be prohibited from standing as a Candidate in the elections for the successor President; and
- d) a vacant seat in the Council shall remain vacant until the Congress elects a successor Council Member.

10.10.2. Election of the President

- 10.10.2.1. The President shall be elected by a majority of more than 50% of all valid votes cast.
- 10.10.2.2. The President shall be elected by open voting, unless the Congress, at the request of a Delegate or a Council Member, decides by a majority of all votes cast that the voting shall be by secret Ballot.
- 10.10.2.3. If no Candidate obtains a majority of all votes cast in the first round, there will be a second round in which the Candidate with the fewest votes in the first round is eliminated.
- 10.10.2.4. The procedure specified in article 10.10.2.3 shall be repeated until a Candidate receives a majority of more than 50% of all valid votes cast. Voting shall continue such that there will be no postponement between the voting rounds.
- 10.10.2.5. In the event of a tie between the two Candidates with the fewest votes, there will be an intermediate voting round to determine the Candidate who is eliminated in the election. In case of two further ties, the winner will be determined by way of a draw.

10.10.3. Election of the Council Members

- 10.10.3.1. Eighteen (18) of the twenty (20) Council Members shall be elected in one single voting round.
- 10.10.3.2. The Congress shall be required to confirm the two (2) representatives, which have been elected by the Athletes Commission according to the Rules for the Athletes Commission, by a separate vote.
- 10.10.3.3. Delegates shall enter the names of the Candidates of their choice in an electronic Ballot.
- 10.10.3.4. The Ballots must contain as many different names as there are Candidates to elect in compliance with the requirements in article 11.2. In

particular, they must contain at least three (3) Candidates of both genders and at least one (1) Candidate from a Member Association with one (1) vote and at least one (1) Candidate from a Member Association with two (2) votes. Ballots with too many or too few names or Ballots, which do not contain the minimum requirements set out shall be invalid.

10.10.3.5. The eighteen (18) Candidates with the most votes are elected as Council Members, subject to the following conditions:

- a) there must be at least three (3) Council Members of each gender. Accordingly, the three (3) Candidates of each gender with the most votes are deemed to be elected, irrespective of whether they are placed among the eighteen (18) Candidates with the most votes;
- b) there must be one (1) Council Member from a Member Association with one (1) vote and one (1) Council Member from a Member association with two (2) votes. Accordingly, the best placed Candidates from a Member Association with one (1) and two (2) votes are deemed to be elected, irrespective of whether they are placed among the eighteen (18) Candidates with the most votes; and
- c) if the election of Council Members pursuant to a) and b) above would lead to an increase of the maximum seats of the Council, the lowest placed Candidates who do not meet the criteria of a) or b) shall be deemed not to have been elected.

10.10.3.6. If there is a tie between Candidates for the last open seat, there will be an additional voting round between those who tied to determine the Candidate for the last open seat only. In case of two (2) further ties, the winner will be determined by way of a draw.

10.10.3.7. The Ballots for the election of the Council Members shall be published after the voting, unless the Congress decides by a majority of all votes cast, at the request of a Delegate or a Council Member, that the voting Ballots shall remain secret.

10.11. Minutes

10.11.1. The Secretary General shall be responsible for the Minutes of the Congress which must be verified by one (1) certifier.

10.11.2. The minutes including all decisions taken by the Congress shall be reproduced in the languages determined in Article 4.3.

11. The Council

The Council is accountable to the Congress and is the supreme authority of the FIS between the Congress meetings. The Council meetings will be conducted in accordance with the FIS Council and Executive Committee rules.

11.1. Composition

11.1.1. The Council consists of twenty-one (21) members, namely:

- a) the President elected by the Congress;
- b) eighteen (18) members elected by the Congress; and
- c) two (2) members who are representatives of the Athletes' Commission and confirmed by the Congress.

11.1.2. The President chairs the Council.

11.1.3. The Council elects four (4) Vice-Presidents and the Treasurer from the eighteen (18) members after the closing of the Congress at which its members have been elected.

11.2. Minimum requirements for the composition of the Council

11.2.1. The President, and the other Members of the Council must belong to different Member Associations with the exception of the representatives of the Athletes Commission.

11.2.2. Male and female genders must be represented by at least three (3) members.

11.2.3. One (1) Council Member shall be nominated by a Member Association with one (1) vote.

11.2.4. One (1) Council Member shall be nominated by a Member Association with two (2) votes.

11.3. Authority, Duties and Responsibilities

11.3.1. The Council takes all necessary decisions. As far as such decisions fall within the competence of the Congress, they are only valid until the next Congress and must be ratified by the Congress at its next meeting.

11.3.2. The Council is responsible for the strategy and the overall conduct of business of FIS.

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11.3.3. The Council has the following specific responsibilities:

- 11.3.3.1. to take decisions on the provisional application of new Member Associations, to provisionally suspend Member Associations and to recommend to the Congress to expel Member Associations which do not meet the Eligibility Criteria or the obligations of Member Associations set out in these Statutes;
- 11.3.3.2. to establish and amend the Rules and Regulations, including the International Competition Rules (ICR);
- 11.3.3.3. to issue and review the Terms of Reference for all FIS Committees;
- 11.3.3.4. to review, approve or reject proposals of the Standing Committees;
- 11.3.3.5. to supervise the preparation of the Congress;
- 11.3.3.6. to submit proposals to the Congress;
- 11.3.3.7. to approve the annual budget and present it to the Congress;
- 11.3.3.8. to prepare an annual report to the Congress;
- 11.3.3.9. to supervise the execution of the decisions taken by the Congress;
- 11.3.3.10. to award the FIS World Championships;
- 11.3.3.11. to award the FIS World Cup competitions and to decide on all matters concerning the FIS World Cup rights;
- 11.3.3.12. to confirm and amend the FIS Calendar;
- 11.3.3.13. to determine the distribution of fees received from candidates and organisers of FIS World Championships in favour of small and developing Member Associations;
- 11.3.3.14. to take corrective actions in case of non-compliant use by a Member Association of financial distributions received from FIS;
- 11.3.3.15. to ensure that the Statutes, the Rules and Regulations and the decisions of the Council are observed;
- 11.3.3.16. to resolve and determine any matters of dispute for which an alternative resolution mechanism is not provided in the Statutes or the FIS Rules and Regulations or a Decision of a Governing Body.

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11.3.4. The Council appoints the following persons:

- 11.3.4.1. the four (4) Vice Presidents;
- 11.3.4.2. one (1) additional member of the Executive Committee;
- 11.3.4.3. the Interim President of FIS if the President is incapacitated;
- 11.3.4.4. the chairpersons and members of the Standing Committees upon proposal of the President;
- 11.3.4.5. the chairpersons and members of the further Committees and Sub-Committees;
- 11.3.4.6. the Appeals Commissions;
- 11.3.4.7. the Juries at FIS World Championships and Olympic Winter Games; and
- 11.3.4.8. the Secretary General.

11.3.5. The Council may delegate some of its tasks to the President and/or to the Secretary General.

11.3.6. The Council may establish and appoint members of an Advisory Board with expertise in areas relevant to the objectives of FIS.

11.3.7. The Council may establish Working Groups for advice on a specific matter. It defines the mandate of the Working Groups and appoints their members, who shall be experts in the relevant fields and do not have to be affiliated with a Member Association.

11.4. The Council Meetings

11.4.1. General Provisions

- 11.4.1.1. Council Members elected by the Congress act and vote as independent individuals and not as representatives of a Member Association. The two Council Members proposed by the Athletes Commissions act and vote as representatives of the athletes.
- 11.4.1.2. The Council meets at the invitation of the President, as often as the business requires, but no less than four (4) times a year. In addition, a Council Meeting must be held as soon as possible if six (6) Council Members submit a written request to the President, which must include a proposal for the agenda of the requested meeting.

11.4.1.3. Council meetings may be held by way of videoconferencing.

11.4.1.4. The Secretary General takes the minutes of the Council Meetings. The Secretary General sends the minutes and a summary of the decisions and action points of each Council Meeting to the Council Members as soon as possible. Matters of confidential nature, commercially sensitive information and any such information which is subject to data protection rights shall not be published.

11.4.2. **Voting**

11.4.2.1. The Council may take decisions if at least eleven (11) Members (including the President or his/her substitute) are present, subject to article 11.4.2.5 below.

11.4.2.2. Each Council Member has one (1) vote.

11.4.2.3. Voting shall be taken by show of hands unless the decision is by Electronic Voting.

11.4.2.4. A proposal is accepted by a majority of all votes cast, i.e. more than 50% all votes cast. In case of a tie, the vote of the President has the deciding vote.

11.4.2.5. The Council may take its decisions also by Electronic Voting, if the President so orders. A decision by Electronic Voting requires the majority of all Council Members (i.e. 11 votes).

11.4.2.6. The Secretary General attends the Council Meetings. The Secretary General may participate in the discussions but has no voting right.

12. The Executive Committee

The Executive Committee deals with all urgent matters between Council Meetings. The meetings of the Executive Committee will be conducted in accordance with the FIS Council and Executive Committee Rules.

12.1. **Composition**

The Executive Committee consists of the President, the four (4) Vice Presidents, the Treasurer, one (1) further Council Member, one (1) Athletes Representative in the Council and the Secretary General who shall have no voting powers.

12.2. Duties and Responsibilities

- 12.2.1. The Executive Committee shall take all necessary decisions in urgent matters, which otherwise would fall to the Council for determination, between Council meetings. The Executive Committee shall immediately inform the other Council Members of such urgent matters and its decisions.
- 12.2.2. The Executive Committee shall make all decisions on doping matters, which have been submitted to it by the FIS Anti-Doping Management.
- 12.2.3. The Executive Committee shall deal with such matters which have been delegated to it by the Congress or the Council.
- 12.2.4. The Executive Committee shall report to the Council. Its decisions must be ratified by the Council at the next Council meeting.

12.3. Meetings of the Executive Committee

- 12.3.1. The Executive Committee meets at the invitation of the President, as often as may be required, but at least eight (8) times a year.
- 12.3.2. Executive Committee meetings may be held by way of videoconferencing.
- 12.3.3. The Executive Committee shall make decisions on the basis of a majority of more than 50% of all valid votes cast. In the event of a tie, the vote of President shall be decisive.
- 12.3.4. The Secretary General shall record the minutes of the Executive Committee meetings and shall send such minutes with a summary of the decisions of each Executive Committee meeting to all Council Members no more than fourteen (14) days after the completion of such meetings.

13. The President

The President shall lead FIS and represent FIS towards the Member Associations, the public, the state authorities and the sports organisations, including the IOC and the WADA.

13.1. Duties and Responsibilities

- 13.1.1. The President shall chair the Congress, the meetings of the Council and the meetings of the Executive Committee.
- 13.1.2. The President shall be responsible for the management and the decision making of the current activities of FIS.

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13.1.3. The President shall take care of such specific tasks that have been delegated to him by the Congress, the Council and the Executive Committee.

13.1.4. The President may make proposals to the Council and the Executive Committee at any time.

13.1.5. The President may appoint Working Groups and invite independent experts to the meetings of the Congress, the Council and the Executive Committee.

13.1.6. The President shall supervise the Secretary General.

14. The Secretary General

14.1. The Secretary General shall be appointed by the Council and act as the Secretary of the Congress, the Council and the Executive Committee.

14.2. The Secretary General shall have the following duties:

14.2.1. generally leading the administration of FIS;

14.2.2. supervising the activities and work of Technical Committees, the amendment of the ICR and other technical rules and regulations;

14.2.3. acting as a non-voting member of the Council; and

14.2.4. supporting the President in working with the FIS Stakeholders.

14.3. The Secretary General shall be responsible:

14.3.1. for the best possible commercialisation of the rights related to the FIS World Championships, the FIS World Cups and other FIS Events for the benefit of the Member Association; and

14.3.2. for the development of FIS Disciplines and organisation of competitions.

14.4. The Secretary General shall be accountable to the Council and reports to the President.

15. The Committees

15.1. Joint Provisions

15.1.1. The FIS activities shall be supported by Standing Committees, Technical Committees and Sub-Committees for each FIS Discipline.

15.1.2. All Committees shall be constituted and operate based on the Terms of Reference issued by the Council. The Council shall review the Terms of Reference every second year and make the necessary adjustments and amendments.

15.1.3. The Committees shall report to the Council on an annual basis and as set out in the respective Terms of Reference.

15.1.4. The Council shall appoint the chairpersons and Members of the Standing Committee, the Technical Committees and the Sub-Committees. The Committee Chairs and Members should if possible belong to different Member Associations. The Council shall confirm the members of the Athletes Commission elected according to the Terms of Reference.

15.1.5. All Committees shall be advisory in nature, subject to specific exceptions as set out in these Statutes or the Terms of Reference.

15.2. The Standing Committees

The following Standing Committees shall perform the functions as specified below in connection with the governance of FIS:

15.2.1. The Athletes Commission

15.2.1.1. The Athletes Commission shall:

- a) represent active athletes so as to provide input in the governance of Snowsport, including providing advice to the Council on matters affecting the FIS and FIS Disciplines from the athletes' perspective. Proposals from the athletes' Committee will be tabled at the next Council meeting for approval;
- b) serve as a liaison for the Athlete Commission in all National Ski Associations and assist their establishment;
- c) liaise with the IOC and WADA and other appropriate athletes commissions/committees;
- d) propose representative to the Congress to represent the Athletes Commission in the Council and the Executive Board; and
- e) appoint their representative in each discipline to serve as member of the Technical Committee/Executive Board.

15.2.1.2. At the time of their elections to the Athletes Commission, which shall take place at the respective FIS World Championships every two (2) years, the athletes must be active competitors who competed at the previous FIS World Championships or at World Cup level no longer than two (2) years before the election.

15.2.2. The Finance Committee

15.2.2.1. The Finance Committee shall:

- a) review the budget proposal before it is submitted to the Congress for approval; and
- b) review the annual accounts and provide its comments before they are submitted to the Congress for approval.

15.2.2.2. The Finance Committee shall be chaired ex officio by the Treasurer.

15.2.2.3. The President and the Secretary General shall be ex officio members of the Finance Committee.

15.2.3. The Audit Committee

15.2.3.1. The Audit Committee shall report to the Council and assist the Secretary General in fulfilling their responsibilities regarding risk management, financial reporting, compliance and governance.

15.2.3.2. The Audit Committee shall have the authority and responsibility to conduct any audit it deems necessary to perform.

15.2.3.3. The Audit Committee shall:

- a) monitor the integrity of FIS's financial statements and ensure that the financial statements of FIS and its subsidiaries are prepared in accordance with the International Financial Reporting Standards (IFRS) and comply with Swiss law and these Statutes, monitor any other formal announcement relating to its financial condition and review significant financial reporting judgments;
- b) oversee the internal control and financial risk management systems of FIS and report on the types of risk to which FIS is exposed and verify that effective business continuity plans are in place;
- c) review compliance with policies, procedures and applicable regulations in relation to financial reporting, including arrangements by which staff and suppliers may, in confidence, raise concerns about possible improprieties in matters of financial reporting; and
- d) advise the Council for the approval at the Congress of the appointment, re-appointment or removal of the external auditors.

15.2.4. The Independent FIS Ethics and Compliance Officer and the Ethics Commission

15.2.4.1. The Independent FIS Ethics and Compliance Officer shall review open or confidential reporting of potential breach of the Universal Code of Ethics and the FIS Rules on the Prevention of the Manipulation of Competitions and report it to the Ethics Commission.

15.2.4.2. The Ethics Commission shall:

- a) ensure that the Universal Code of Ethics and the FIS Rules on the Prevention of the Manipulation of Competitions are being respected;
- b) receive complaints from the FIS Ethics and Compliance Officer regarding any infringement to the Universal Code of Ethics and complaints regarding the FIS Rules on the Prevention of the Manipulation of Competitions;
- c) advise on how to avoid or resolve conflicts of interest;
- d) hear and adjudicate cases relating to alleged breaches of the Universal Code of Ethics and the FIS Rules on the Prevention of the Manipulation of Competitions; and
- e) recommend further measures for the application and amendment of the Universal Code of Ethics and the FIS Rules on the Prevention of the Manipulation of Competitions.

15.2.5. The Nomination and Remuneration Committee

15.2.5.1. The Nomination and Remuneration Committee shall assist the Council in matters related to the appointment and compensation of the President, the Council Members and the Secretary General.

15.2.5.2. The Nomination and Remuneration Committee shall:

- a) issue and enforce the Election Qualification Criteria for the election of the President and the Council Members and decide on any matter in relation to eligibility and campaign conduct by a Candidate;
- b) review the compensation scheme of the President and the Secretary General; and
- c) provide an annual activity report to the Congress.

15.2.6. The Environmental, Social and Corporate Governance (ESG) Committee

15.2.6.1. The ESG Committee shall assess, measure and compare the FIS' ESG performance with respect to all its activities.

15.2.6.2. The ESG Committee shall perform an ongoing review of existing rules and policies, in relations to the themes sustainability, environment, social and good governance, and make recommendations for additional rules and policies.

15.2.6.3. The President shall be an ex officio member of the ESG Committee.

15.2.7. The Strategic Planning Committee

15.2.7.1. The Strategic Planning Committee shall be responsible for the FIS's rolling five (5) year strategic plan, which shall be updated annually.

15.2.7.2. The strategic plan shall incorporate all aspects of the objectives of FIS as an organisation.

15.2.7.3. The Strategic Planning Committee shall seek the approval by the Council of the strategic plan.

15.2.7.4. The Strategic Planning Committee shall report annually to the Congress on its contents and shall publish a summary version annually.

15.2.7.5. The President and the Secretary General shall be ex officio members of the Strategic Planning Committee.

15.3. The Legal and Safety Committee, the Medical Committee and the Anti-Doping Advisory Board shall advise the Council and the FIS management in the matters defined in the Terms of Reference and on specific questions which are submitted to them from time to time.

15.4. The purposes, tasks and competencies of the Technical Committees and Sub-Committees for the FIS Disciplines shall be defined in the respective Terms of Reference.

16. Dispute Resolution

16.1. Disputes between Member Associations or between a Member Association and the FIS

Disputes related to these Statutes and/or, the FIS Rules and Regulations between Member Associations or between a Member Association and FIS, which cannot satisfactorily be resolved within FIS, shall be decided by the Ordinary Division of the Court or Arbitration for Sport (CAS). Any such decision shall be final and binding.

16.2. Violation of the International Competition Rules (ICR) and Competition related Regulations

16.2.1. The Competition Juries shall hear and decide on all violations of the ICR and related regulations which take place at FIS Competitions.

16.2.2. Issues related to the ICR and regulations relating to specific FIS Competitions which arise outside of FIS Competitions shall be heard and decided by the Appeals Commissions.

16.3. Violations of the FIS Rules on the Prevention of the Manipulation of Competitions

Any charge of a breach of the FIS Rules on the Prevention of the Manipulation of Competitions shall be heard and adjudicated by the FIS Ethics Commission.

16.4. Breaches of the FIS Universal Code of Ethics

Any notification of a potential breach of the FIS Universal Code of Ethics by the FIS Ethics and Compliance Officer shall be heard and adjudicated by the FIS Ethics Commission.

16.5. Violations of other FIS Rules and Regulations and Decisions of a Governing Body

The Council shall hear and adjudicate all charges of a breach of FIS Rules and Regulations and of a decision of a Governing Body, unless no other body is competent according to the respective FIS Rules and Regulations or has been designated by the violated decision.

16.6. Doping Matters

16.6.1. The FIS Independent Doping Delegate (IADD) shall decide those matters specifically referred to him by the FIS Anti-Doping Rules (ADR).

16.6.2. The CAS Anti Doping Division (CAS ADD) shall decide on the consequences of a violation of the FIS Anti-Doping Rules of an athlete or other person subject to the FIS Anti-Doping Rules according to the procedural rules of the CAS ADD, unless the IADD or another judicial authority of FIS is competent to deal with the matter.

16.7. Appeals

16.7.1. Decisions of the Council, the President and/or the Executive Committee, which violate these Statutes and/or the Rules and Regulations or the law shall be subject to appeal to the Congress.

- 16.7.2. Decisions of the Council which concern the temporary or final suspension of Member Associations or the rejection of an application to become a provisional Member Association shall be subject to appeal to the Congress.
- 16.7.3. Decisions of the Council based on Article 16.5 shall be subject to appeal to the CAS, according to the Code of Sports-related Arbitration.
- 16.7.4. Decisions of the Congress shall be subject to appeal to the CAS, according to the Code of Sports-related Arbitration.
- 16.7.5. Decisions of Competition Juries shall be subject to appeal to the Appeals Commissions unless the appeal of the Decision of the Competition Jury is excluded pursuant to article 224.11 of the ICR.
- 16.7.6. Final decisions of the Congress, the Council (unless its decisions are subject to appeal to the Congress), the Ethics Commission and the Appeals Commission shall be subject to appeal to the CAS according to the Code of Sports-related Arbitration.
- 16.7.7. Appeals against decisions of the IADD or the CAS ADD are governed by the FIS ADR and the Procedural Rules of the CAS ADD and the Code of Sports-related Arbitration of the CAS.

16.8. Procedure before the Dispute Resolution Panels of the FIS

- 16.8.1. Any procedure before the Dispute Resolution Panels shall be governed by the respective Rules and Regulations and the FIS Rules of Legal Procedure.
- 16.8.2. All Dispute Resolution Panels shall conduct their proceedings in a fair manner.

16.9. Sanctions

- 16.9.1. The Dispute Resolution Panels may impose such sanctions as specified in the respective FIS Rules and Regulations.
- 16.9.2. These sanctions include:
 - 16.9.2.1. warning;
 - 16.9.2.2. start prohibition;
 - 16.9.2.3. change to the starting order;
 - 16.9.2.4. disqualification;
 - 16.9.2.5. removal or refusal of accreditation;

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16.9.2.6. cancellation of a competition in the FIS Calendar;

16.9.2.7. monetary fine or retention of funds;

16.9.2.8. suspension for a period or lifetime; and/or

16.9.2.9. exclusion from the FIS.

17. Dissolution of FIS

17.1. The Congress may dissolve FIS by a majority of 2/3 (two-thirds) of all valid votes cast, provided that at least 2/3 (two-thirds) of the Member Associations are represented at that Congress.

17.2. If FIS is dissolved and remaining capital after settlement of outstanding debts shall be entrusted to another "for public benefit" utility in Switzerland (tax free declared institution) and shall be used for the objectives stated in article 6 of these Statutes, particularly for Snowsport as a popular, competitive and recreational sport.

17.3. In the circumstances described in article 17.2 the Congress which dissolves FIS will make such additional recommendations as it deems appropriate.

18. Miscellaneous

18.1. Financial Year and Audit

18.1.1. Unless Congress decides otherwise, the financial year of FIS for budgetary purpose is one (1) year, beginning on January 1st and ending on December 31st of that year.

18.1.2. The accounts of FIS shall be audited on an annual basis. The FIS audited financial statements shall be submitted to Member Associations at least twenty one (21) days before the opening of the Ordinary Congress at which they are to be approved.

18.1.3. The Congress shall select a firm of auditors to audit the accounts of the FIS.

18.1.4. The selected firm of auditors shall be appointed by the Ordinary Congress, but shall not be eligible for re-appointment after five (5) years of service.

18.2. Indemnity

18.2.1. Every member of the Council, every member of a Committee, the Secretary General and the FIS's staff, will be indemnified by the FIS, to the extent permitted under Swiss

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Law, in respect of any personal liability (for fines, damages, costs or otherwise) arising from any claim (whether civil or criminal) that is made against them as a result of their office or the exercise of their powers or the execution of their duties under these Statutes and/or the Rules and Regulations, provided that they can demonstrate that they have acted at all times in good faith.

18.3. **Severability**

18.3.1. Where a matter arises for which provision has not been made in these Statutes and/or the Rules and Regulations the Council may provide for the matter as it deems appropriate.

18.3.2. If any provision of these Statutes is determined to be unlawful or unenforceable for any reason, the remainder of these Statutes will remain intact and enforceable.

18.4. **Amendments to the Statutes**

18.4.1. Subject to article 18.4.2, these Statutes may only be amended, added to or repealed by a motion passed at a Congress meeting.

18.4.2. Amendments to these Statutes may be made by the Executive Board to correct typographical, grammatical or clerical errors or clarification or where those amendments arise from motions to amend these Statutes, provided that the amendments do not materially contradict the decisions of the Congress.

18.5. **Effective Date**

These Statutes have been adopted by the FIS Congress of 8 October 2021 and became effective on that date. They supersede all prior statutes of the FIS as from 08 October 2021.

19. Definitions and Abbreviations

19.1. Definitions

Anti-Doping Division (ADD)	means the Anti-Doping Division of the CAS, which has exclusive jurisdiction to adjudicate charges of a violation of the FIS ADR. It is also referred to as the "CAS ADD".
Appeals Commission	means the dispute resolution body which hears and adjudicates appeals against decisions of Juries or the FIS Council relating to violations of the ICR.
Applicant	means a national organisation governing FIS Disciplines in a Country, which applies for Membership with FIS.
Article	means a section in the FIS Statutes marked with a number.
Associate Member	means a national ski association with fewer than 500 members and fewer than three (3) ski clubs without financial obligations and without voting rights.
Audit Committee	Means the Standing Committee which monitor the integrity of FIS' financial statements and ensure that the financial statements of FIS and its subsidiaries are prepared in accordance with the International Financial Reporting Standards (IFRS) and comply with Swiss law and these Statutes and fulfills further tasks as set out in these Statutes and the Terms of Reference.
Auditor	means a person or legal entity appointed and authorised to examine the annual accounts and accounting records of the FIS.
Ballot	means a sheet of paper or a digital form, on which a voter marks his or her vote or the names of Candidates for election.
Base Amount	Means the minimum annual Membership fee determined by the Congress, which will be increased based on the number of individual members of a Member Association.
Calendar Fee	means the fee charged from the Member Association for each Event held in its country and listed in the FIS Calendar.
Candidate	means an individual who runs for election as President or Council Member.
Court of Arbitration for Sport (CAS)	means the Court of Arbitration for Sport in Lausanne, which has exclusive jurisdiction to adjudicate disputes related to the FIS Statutes, Rules and Regulations between Member Associations or between Member Associations and FIS and to hear appeals against final decisions of the Congress, the FIS Ethics Commission and the FIS Appeals Commissions.

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Committee	means any group, organisation and body or commission irrespective of its name, which has been established by the Congress, the Council, the Executive Committee or the President in support of the objectives of FIS, including the Standing Committees, Technical Committees and Sub Committees and working groups. The composition, task and competence of any Committee is set out in the respective Terms of Reference.
Committee Member	means a person who has been elected or appointed to serve in one or several Committees.
Competition Related Regulations	means the International Competition Rules and any other set of rules aimed at the regulation of competitions in FIS Disciplines, including the regulations concerning the competition equipment.
Competition Jury (or Jury)	means the members of the organising committee, who are responsible for technical matters within the closed competition areas. The Jury has the tasks assigned to it by the ICR. In particular, it enforces the ICR at a competition.
Congress	means the general assembly of the Member Associations and the highest authority of the FIS.
Council	means the supreme authority of the FIS between the Congress meetings. The Council is accountable to the Congress. It consists of the FIS President, eighteen (18) members elected by the Congress and two (2) Athlete Representatives confirmed by the Congress.
Council Member	means any member of the Council entitled to vote, including the FIS President and the Athletes Representatives.
Country	means a sovereign state as recognised by the United Nations and another political entity acknowledged by the FIS.
Dispute Resolution Panel	means collectively all tribunals, Governing Bodies and Committees, which are called to adjudicate disputes among the constituents of the FIS or breaches of the FIS Statutes, Rules and Regulations by any person or organisation subject to the jurisdiction of FIS.
Election Qualification Criteria	means the rules, which govern the requirements of an individual to be eligible for the election as President or Council Member. They also include a code of conduct of candidates during the electoral campaign.
Electronic Voting	means voting by email or mail, where voters are asked one(1) or more specific questions and return their answer(s) by email or enter them into an online voting system. Electronic voting is subject to specific participation quorums.
ESG Committee	means the Environmental, Social and Corporate Governance Committee of FIS. It shall assess, measure and compare the performance of FIS in relations to the themes sustainability, environment, social and good governance.

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Executive Committee	means the committee which deals with all urgent matters between Council Meetings. It consists of the President, the four Vice-Presidents, the Treasurer and an Athlete Representative. The Secretary General participates in the meetings of the Executive Committee without the right to vote.
Extraordinary Congress	means a Congress which is called by the Council upon an urgent proposal supported by 2/3 (two thirds) of all Council Members or a majority of votes of Member Associations. Extraordinary Congress meetings are held by videoconferencing.
Finance Committee	means a committee chaired by the Treasurer to review the budget proposal and the annual accounts before they are approved by the Council or the Congress respectively.
FIS	means the International [Snowsport] Federation, i.e. the worldwide governing body of the FIS Disciplines. The abbreviation FIS is used in all languages.
FIS Anti-Doping Rules	means the Anti-Doping Rules of FIS, as recognised by WADA.
FIS Calendar	means the annual competition calendar sanctioned by the FIS Council which includes all FIS Competitions.
FIS Competition	means a sport competition in one of the FIS Disciplines acknowledged, organised or sponsored by FIS.
FIS Council and Executive Committee Rules	means the set of rules which defines and regulates the procedures of the meetings and other activities of the Council and the Executive Committees.
FIS Disciplines	means the sport disciplines governed and supported by FIS, which include Cross-Country Skiing, Ski Jumping, Nordic Combined, Alpine Skiing, Freestyle and Freeski, Roller Skiing, Snowboarding, Telemark, Grass Skiing and Speed Skiing.
FIS Ethics and Compliance Officer	means the independent person or entity who shall review open or confidential reporting of potential breach of the Universal Code of Ethics and the FIS Rules on the Prevention of the Manipulation of Competitions and report it to the Ethics Commissions
FIS Ethics Commission	means the commission with the task to hear and adjudicate cases because of alleged breaches of the Universal Code of Ethics and the FIS Rules on the Prevention of the Manipulation of Competitions. It shall also assist in conflict of interest matters.
FIS Event	means the totality of all FIS approved events, including FIS Competitions, conventions, ceremonies, seminars and other educational or training events.
FIS Intellectual Property Rights	means all rights and goodwill in copyright works, names, trademarks, service marks, devices, logos, designs, patents, processes, confidential information, formats and trade secrets relating to FIS or to any event, competition activity or programme conducted, promoted or administered by or on behalf of FIS.

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FIS Materials	means any materials, regardless of form or purpose, produced by FIS in conducting its activities
FIS President	means the person elected by Congress who leads and represents FIS towards the Member Associations, the public, the state authorities and the sports organisations. The FIS President is a Council Member.
FIS Rules and Regulations	means the entirety of the rules issued or approved by a Governing Body, and published on the FIS website.
FIS Rules of Legal Procedure	means the set of rules governing the procedures before a FIS Dispute Resolution body.
FIS Rules on the Prevention of the Manipulation of Competitions	means the set of rules aimed at the protection of the integrity of sport competitions. These rules also provide for a mechanism of enforcement and sanction for those who through their corrupt conduct place the integrity of the sport at risk. These rules follow the Olympic Movement Code on the Prevention of Manipulation of Competitions.
FIS World Championships	means World Championships in any FIS Discipline.
FIS World Cup	means a series of FIS Competitions in any FIS Discipline with an individual classification of each competition, and overall rankings of all competitions in a Discipline (e.g. alpine skiing) and in a Single Discipline (e.g. downhill skiing).
FIS Universal Code of Ethics	means the set of rules which set out the principles of operation of FIS and its bodies and defines the rules of conduct of the officials, competitors and partners of FIS. These rules also provide for a mechanism of enforcement and sanction for those who are in breach of the FIS Universal Code of Ethics.
Governing Body	means the Congress, the Council and the Executive Committee
Honorary Membership	means a special award for individuals who have rendered outstanding services to FIS or the FIS Disciplines.
Independent Anti-Doping Delegate	Means the Independent Anti-Doping Delegate of FIS who hears and adjudicates specific doping-related matters referred to the ADD by the FIS ADR, such as the review of provisional suspensions imposed by the FIS or the resolution of a doping case without a hearing.
Interim President	means a substitute holder of the Presidential office after the elected FIS President is incapacitated until either the return of the elected FIS President or the election of a successor of the elected FIS President by the Congress.
International Competition Rules	means the International Competition Rules, which contain the set of rules for all FIS Competitions. The ICR consists of a general part for all FIS Competitions and specific parts for each FIS Discipline.

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International Testing Agency	means the International Testing Agency (ITA) which is mandated by FIS to perform certain tasks related to the FIS anti-doping programme, as set out in the FIS Anti-Doping Rules.
Jury	<i>(see Competition Jury)</i>
Member Association	means the national body governing FIS Disciplines in any Country which has been accepted as a FIS member.
Membership Fee	means the annual fee that a Member Association must pay to FIS. The Membership Fee is determined by the Congress.
National Ski Association	means an organisation governing the FIS Disciplines in a particular Country.
Nomination and Remuneration Committee	means the Committee which assists the Council in matters related to the appointment and compensation of the President, the Council Members and the Secretary General.
Ordinary Congress	means the annual general assembly of the Member Associations.
Quorum	means the minimal presence of voters or votes whose physical or online presence is required for a certain body to render a valid decision.
Resources	means the financial assets and income of FIS with which it fulfils its tasks.
Secretary General	means the secretary of the Congress, the Council and the Executive Committee, who leads the administration of the FIS and supervises the activities and work of the Technical Committees and has further responsibilities according to the Statutes and the Terms of Reference.
Single Discipline	means a particular way of practising a sport that is scored individually in competitions (e.g. giant slalom as a single discipline of alpine skiing).
Strategic Planning Committee	means the Standing Committee who shall be responsible for the FIS' rolling five year strategic plan, which shall be updated annually.
Snowsport	means any sport which is typically exercised on snow covered surfaces.
Standing Committee	means a permanent Committee established by the Congress and whose members are appointed by the Council, as set out in these Statutes and the Terms of Reference.
Technical Committee	means a committee that deals with the technical aspects of specific sports, disciplines, single disciplines or any interdisciplinary aspect of competitions in FIS Disciplines
Terms of Reference	means the description of the purpose and structures of a committee, body, working group, or any similar collection of people who have been appointed to work together to accomplish a specific goal. The Terms of Reference of the various Committees are contained in

	the FIS Rules and Terms of Reference for the FIS Committees.
Working Group	means an informal and temporary committee called by a Governing Body to review a specific issue and provide advise.

19.2. Abbreviations

ADD (or CAS ADD)	The Anti-Doping Division of the CAS
CAS	The Court of Arbitration for Sport
ESG (Committee)	Environmental, Social and Corporate Governance Committee
FIS	International [Snowsport] Federation
FIS ADR	FIS Anti-Doping Rules
IADD	Independent Anti-Doping Delegate
ICR	International Competition Rules
IOC	International Olympic Committee
ITA	International Testing Agency
NSA	National Ski Association
WADA	World Anti-Doping Agency
WADC	Word Anti-Doping Code