

FIVB BOARD OF ADMINISTRATION REPORT AND APPENDICES

Lausanne (virtual), 2 & 3 November 2020

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BOARD OF ADMINISTRATION

Lausanne (virtual), 2 & 3 November 2020

REPORT

1. FIVB PRESIDENT'S WELCOME

PRESIDENT GRAÇA thanked everyone for attending and expressed his disappointment at not being able to hold a physical meeting in Belgrade due to the new risks associated with the evolving situation with COVID-19 and the impossibility of many Board members to leave their respective countries. He offered thanks to the President of the Serbian Volleyball Federation and to the CEV President, Mr. Boricic, for their hard work and efforts to organize the meeting. He explained that if the meeting had been held in Belgrade only ten people would have been able to attend.

He then explained that the number one priority of the FIVB is and will always be to protect the health of the volleyball family.

He then congratulated the Confederations on their successful elective General Assemblies and offered special congratulations to the first two women Confederation Presidents of the FIVB: Mrs. Bouchra Hajj and Mrs. Rita Subowo. He explained that volleyball is a gender balanced sport by nature and said that the FIVB was committed to seeing that women are represented on and off the field of play. He said this marked an incredible milestone of progress for volleyball and in the wider sport community. He wished Mrs. Hajj and Mrs. Subowo the greatest of success and expressed his confidence that they would work tirelessly to develop volleyball.

He also congratulated Aleksandar Boricic, Cristobal Marte Hoffiz and Rafael Lloreda on their successful re-elections. He said their re-elections showed they had done a great job and expressed his confidence that they would all continue to lead their Confederations to great success.

He restated that two of the Confederation Presidents are women and would serve as role models around the world and added that the FIVB is making history as everyone was willing to look ahead to the future with an open mind.

He suggested starting the meeting with the list of attendance and stated that Mr. Bin Nasser, Mr. Perez Alfaro and Mr. Saeki were excused.

2. LIST OF ATTENDANCE

Dr. Ary S. GRAÇA F°	FIVB President
Mr. Jizhong WEI	FIVB Honorary Life President and Advisor to the Board of Administration
Mr. Cristobal MARTE HOFFIZ	1 st Executive Vice-President
Mr. Aleksandar BORICIC	2 nd Executive Vice-President
Mr. Roberto ESCOBAR GONZALEZ	Executive Vice-President & Treasurer
Dr. Rafael LLOREDA CURREA	Executive Vice-President
Mrs. Rita SUBOWO	Executive Vice-President
Mrs. Bouchra HAJIJ	Executive Vice-President
Mr. Habu Ahmed GUMEL	Executive Vice-President
Mr. Essa Hamza Ahmad AL FAILAKAWI	Executive Vice-President
Mr. Renato ARENA	Executive Vice-President
Ms. Mireya LUIS HERNANDEZ	Executive Vice-President
Mr. Shanrit WONGPRASERT	Board of Administration Member
Mr. Stanislav SHEVCHENKO	Board of Administration Member
Mr. Mirosław PRZEDPELSKI	Board of Administration Member
Mr. Majoré Louis TIMBA	Board of Administration Member
Mr. Yi CAI	Board of Administration Member
Mr. Mushtaque MOHAMMED	Board of Administration Member
Mr. Marco Tulio TEIXEIRA	Board of Administration Member
Mr. Glenn QUINLAN	Board of Administration Member
Mr. Achilleas MAVROMATIS	Board of Administration Member
Mr. Ozkan MUTLUGIL	Board of Administration Member
Mr. Hugh GRAHAM	Board of Administration Member
Mr. Michel EVERAERT	Board of Administration Member
Mr. Lubor HALANDA	Board of Administration Member
Mr. Hanno PEVKUR	Board of Administration Member
Mr. Houkba GOUGAM	Board of Administration Member
Mr. Ibrahim A. Malik MOHAMMED	Board of Administration Member
Mr. Mohammedreza DAVARZINI	Board of Administration Member
Mr. Edgar ALVARADO ARDON	Board of Administration Member
Mr. Luiz Fernando LIMA	FIVB Secretary General
Mr. Fabio AZEVEDO	FIVB General Director
 Excused	
Dr. Saleh Ahmad BIN NASSER	Executive Vice-President
Mr. Julio PEREZ ALFARO	Board of Administration Member
Mr. Yuji SAEKI	Executive Co-Opted Member

3. APPROVAL OF THE MINUTES OF THE 2019 BOARD OF ADMINISTRATION - MAY 2019

The minutes from the 2019 FIVB Board of Administration meeting were sent to the members on 22 July 2019 as well as provided to the members in the working file. PRESIDENT GRAÇA asked if there were any questions or comments regarding the minutes.

DECISION

The minutes of the 2019 Board of Administration were approved.

4. THE FUTURE OF VOLLEYBALL

PRESIDENT GRAÇA told the members of the Board that he was going to present an exciting project which the FIVB had been working hard on for the last year. He then said that it is his honour and privilege to present most important project of 125 years of volleyball history that would bring innovation and opportunity, particularly, in this difficult context of the pandemic. He said that it was the most important project in 73 years of FIVB history and a result of eight years of hard work, clear vision and strong management.

He then emphasized that the Board of Administration is about to take the most important decision in the history of volleyball and that a new chapter in the history of volleyball is being written.

PRESIDENT GRAÇA proceeded to give a summary of the history of the FIVB. The FIVB was founded in 1947 in Paris with limited resources but a big dream. In 1984, year of the Los Angeles Olympic Games, there were 6 employees working at the FIVB Headquarters in Lausanne. The annual income was USD 10'000'000.- and the FIVB had USD 8'000'000.- in reserve. In 1996, the year of the Olympic Games in Atlanta (the Olympic birthplace on Beach Volleyball), the FIVB had 25 employees and an annual income of USD 29'000'000.- and USD 73'000'000.- in reserve. In 2008, the year of the Beijing Olympic Games, the FIVB moved to its present headquarters. There were 45 employees. The annual income was USD 36'000'000.- and the reserves were USD 100'000'000.-. In 2012, President Graça was elected and at that time the FIVB had 45 employees. The annual income of the FIVB was USD 43'000'000.- and there were USD 120'000'000.- in reserves. In 2016, which was the year of the Olympic Games in Rio, the FIVB had increased the number of employees to 65 employees and had USD 65'000'000.- in reserves and USD 90'000'000.- in annual income.

In 2016, Ernst and Young presented a Financial report (2008-2016 Investments and Support) which concluded that, if the FIVB continued in the same manner, that it would have a negative balance of USD 31'497'968 by the end of 2024 without IOC funds.

PRESIDENT GRAÇA reminded everyone that USD 77'000'000.- was lost without one single return. However, after the Board of Administration took the right decision, the FIVB completely changed the way it was investing and distributing money worldwide. It started focusing on its main products to turn things around. It invested massively in the concept of sport presentation and put athletes and fans at the centre. It also greatly increased its content production as well as the distribution of that content worldwide and is constantly increasing the quality of its main events.

PRESIDENT GRAÇA then presented a series of successful events the FIVB has held in past years including the 2014 World Championships in Italy and Poland (70'000 spectators at the Opening Ceremony in Warsaw), the 2015 Beach Volleyball World Championship in the Netherlands where a Guinness World Record was broken, the 2016 Rio Olympic Games where volleyball was the number one sport according to the IOC (99.9% of tickets were sold), the 2017 Beach Volleyball World Championships in Vienna (170'000 spectators in 10 days), the 2018 World Championship in Japan, Italy and Bulgaria, and the 2018 Volleyball Nations League (VNL). All these events have been the main drivers encouraging strong volleyball nations to bid for the World Championships 2022 as well as further events.

PRESIDENT GRAÇA continued to say that 2019 was the year of the consolidation of the VNL with amazing events all around the world and a big increase in audience and revenue, and it was also the year of a great beach volleyball championship in Hamburg, Germany, and a World Tour Finals in Rome, Italy, with a completely new and innovative business model.

Only three years after the right decision was taken by the Board of Administration in December 2016, the FIVB was back on track because it invested correctly and improved its events. The revenue coming from sponsorship agreements increased by 30%. Hosting rights and media rights distributions have increased significantly and steadily.

In 2012, the FIVB annual income was USD 43'000'000.- but, in 2019, the FIVB annual income increased to USD 109'000'000.-, i.e., over three times more. This is a demonstration of professional administration and solid management that allowed the FIVB to avoid the bankruptcy projected by the Ernst and Young report in 2016. The new projections show more than USD 100'000'000.- positive balance rather than a loss of USD 31'000'000.- in 2024. This is very good news but is this enough to transform volleyball into a big business?

No, PRESIDENT GRAÇA said we must do much more to consolidate the growth of volleyball, to improve the FIVB calendar by reducing the number of events and increase the quality and consistency ("less is more"). This is a completely different way of thinking compared to the past. Now, less is more because you get more quality, transparency, entertainment and production. In fact, it is already apparent that most of the continents have hired companies to support them in that regard.

PRESIDENT GRAÇA said the FIVB must continue to improve, consolidate existing events and launch new products. Ultimately, the most important and challenging task is to find a strong international partner to invest in volleyball and help accelerate its successful growth worldwide.

In 2018, discussions began with IMG as well as other partners throughout 2019. During the 2019 VNL Finals in Chicago, we invited some American banks to attend the event who subsequently invited the FIVB to New York City to meet with them. In Europe, we also discussed this project with some banks. One of them was CVC, the global partner of rugby, and the FIVB showed them the revolution that has been created in volleyball and, more importantly, the huge potential of volleyball to become a big business in the world.

This process is very different from football, swimming, tennis and basketball where those International Federations have already lost control of their own business and were taken over by leagues. The FIVB wants to remain the owner of everything.

At the end of 2019, the FIVB put together a solid group of professionals composed of people inside the FIVB and external service providers to study volleyball in depth as a business and to prepare a business plan to be presented, validated and discussed with potential partners. This team was composed of lawyers, advisors and external audit companies that have been working with the FIVB for almost a year.

PRESIDENT GRAÇA thanked the following companies for their great work: Baussan, Kellerhals Carrard, Lentze Stopper, PwC and JTA.

After presenting the proposals to the potential partners, marketing companies, international banks and private equity companies: three positive responses were received from CVC, Dentsu and Silver Lake Endeavor.

Following the conversation with Dentsu, they informed the FIVB that they were interested but would prefer to be part of the journey in a few years' time.

The group IMG Endeavor Silver Lake made a proposal with an excellent evaluation of the FIVB's commercial assets. However, they proposed a partnership with preferable convertible shares which meant that the FIVB would bear all the risks should anything go wrong and would be obliged to pay back the investment with interest. The FIVB refused their proposal.

PRESIDENT GRAÇA added that the FIVB has received a strong and solid proposal from CVC, one of the best private equity companies in the world, to become the first ever commercial global partnership of the FIVB. Their proposal is the following:

CVC will acquire 33% of FIVB commercial rights (revenue from the Olympic Games is excluded) and pay upfront, upon signature of the contract in January 2021, a total of USD 100'000'000.- directly to the FIVB, which will double the FIVB's portfolio. CVC is sharing all risk with the FIVB for future events.

The FIVB will open a Swiss-based limited company (new company) 67% owned by the FIVB, and 33% by CVC. The USD 100'000'000.- investment is a payment for the commercial rights, and there will be no debt to pay it back should something go wrong. The FIVB will keep 67% of the profits, and 33% of the profits from the commercial rights will belong to CVC. All of the sports management will remain 100% under the responsibility of the FIVB.

As such, the FIVB will benefit from the expertise, network, and structure of CVC. They have 24 offices around the world, and they will help the FIVB professionally. The new company is expected to generate an average of USD 107'000'000.- a year in the Olympic cycle of 2029-2032. In the first four years, the joint venture is expected to generate an average EBITDA of USD 28'000'000.- and the FIVB will receive USD 18'000'000.- in royalties. In the second cycle, the EBITDA will increase to USD 75'000'000.- and the FIVB will receive USD 50'000'000.-. In the third cycle, the average EBITDA will increase to USD 107'000'000.- and the FIVB will receive USD 71'000'000.-.

In terms of governance, the new company will have its own Board of Administration composed of an independent chairperson chosen by the FIVB and approved by CVC, as well as an independent CEO chosen by CVC and approved by the FIVB. The FIVB will have four members on the Board and CVC will have three members. In addition to owning two-thirds of the shares, the FIVB will also have a majority of the seats on the company's Board of Administration.

There will also be a new professional structure dedicated to the new company with the new CEO. The following departments will go to the new company and the cost will be borne by the new company: Media Rights and Business Strategy, Business Intelligence, Planning and Analysis, Marketing, Sponsorship and Sales, Digital and Content, Back Office, Bidding and Events Operations. All employees will continue working at the FIVB Headquarters as one united team. The synergy between the sports side and the commercial side will be even better than it is today.

Following the due diligence process (legal, financial, and commercial over the next six weeks) as well as the validation of the business plan there will be the phase of final negotiations. This will be followed by the signing of various agreements and, finally, by the payment and the signature of the final contract.

Following this amazing financial achievement, the question that must be answered is what should the FIVB do to improve volleyball globally and to become one of the biggest and most relevant sports in the world?

PRESIDENT GRAÇA explained that money that comes from volleyball should be reinvested into the sport. He said that what was missing now is the solid development of the 222 National Federations.

He then proposed to launch a new project called "volleyball empowerment" and announced that this would be the most important project of the FIVB for the

next four years. He then explained that the empowerment of the National Federations should be achieved through the empowerment of their national teams, volleyball and beach volleyball, men and women, and that an excellent national team is a product.

He insisted that the national teams must improve technically with new talents, coaches, and entourage. They must participate in more competitions in zonal, continental and international levels. They must start winning and inspiring new generations of athletes and fans. With the financial reserve, the FIVB will invest in technical, management, and manpower to work in partnership with the Continental Confederations and the Zonal Associations to prepare a big wave of improvement in order to make volleyball a worldwide big sport and business.

PRESIDENT GRAÇA thanked everyone for their partnership, commitment and friendship and said that he trusted everyone and was counting on them. He proposed to write the next chapter of the history of volleyball together. He then asked if there were any questions.

Mr. BORICIC stated that when something is new in volleyball, sometimes it takes time to understand, to work in a new way and to make more money because every new generation needs more money. However, it is difficult to change the volleyball world. Today, is a historical day to change the volleyball family to be stronger. He proposed to go further, to make something bigger and stronger for volleyball.

Mr. EVERAERT announced that he was impressed. There sometimes seems to be a difference between the technical part of sport and the marketing part. However, in reality, it is always the same. The ones who do the best marketing develop their sport in the best way. He expressed his opinion that that the extra money will create the opportunity to develop a plan that fits with demographics worldwide. He said he truly believed in this project, that the timing could not be better, and it would provide money to invest as soon as the pandemic is over. This will encourage everyone to be ready in the middle of 2021 when the pandemic will slow down. He offered his applause and clarified that he will have questions in the future, in particular regarding legal points.

Mr. PRZEDPELSKI said that he was very happy this has happened, that it is a great opportunity to work together and, that in this situation, the FIVB has to show it can make a product which can be sold worldwide.

Mr. MARTE HOFFIZ congratulated President Graça on his initiative with this business proposal. He said that, since he had become a member of the FIVB Board of Administration in 1992, this was the first time he had seen this kind of business proposal which will ensure the future of volleyball. He explained that this has been a unique year and that an entire year has been lost, and perhaps part of 2021 will also be lost. He emphasised that this possibility to have USD 100'000'000.- million is extraordinary. He applauded President Graça's initiative and business vision, and said that, with his permission, he would research this company and seek a proposal for NORCECA in order to leave a

legacy for future generations. Mr. MARTE HOFFIZ thanked President Graça for his efforts.

PRESIDENT WEI expressed his opinion that this is a very wonderful project for the FIVB's future, especially in these times, and that it gives an optimistic signal to the world. He explained that this idea of the project is very advanced so that the FIVB can share the responsibility and risk with this company and that it is a real legacy to the world of volleyball left by President Graça.

PRESIDENT GRAÇA thanked President Wei for his words.

Mr. TEIXEIRA said that he was really impressed and still a bit dizzy with all the aspects of the proposal, and the fact that after 70 years of FIVB, USD 100'000'000.- can be found in the middle of a crisis. He said that the FIVB will find a lot of space soon to be a global sport. He offered his congratulations and said that this is great news for Christmas.

PRESIDENT GRAÇA thanked Mr. Teixeira and explained that when you have a crisis it equals opportunity. He then gave the floor to Mr. Lloreda.

Mr. LLOREDA thanked President Graça, expressed his surprise and admiration, and assured him of full support from the CSV.

Mr. PEVKUR said that he was very happy to see the FIVB on the right path. He then said that this was his last Board meeting for some time and congratulated President Graça on this achievement. He thanked everyone for being part of this family and said he would continue to develop volleyball in his role as President of the Estonian Volleyball Federation.

PRESIDENT GRAÇA thanked Mr. Pevkur and said he was convinced that he would stay in the volleyball family helping volleyball all over the world.

Mr. Mushtaque MOHAMMED said that he felt that volleyball empowerment is exciting terminology, and this is where everyone must feel excited about the future but only the future will tell if this plan will be successful. He said the FIVB can attract partners due to its products. He congratulated everyone and said he was looking forward to the future.

Mr. MUTLUGIL offered his congratulations and expressed his delight for the results, especially as a global recession is coming. He added that it was also important to focus on club competitions which are of important value. Mr. MUTLUGIL thanked President Graça and the entire team.

PRESIDENT GRAÇA thanked Mr. Mutlugil, and everyone who did excellent work in Europe.

PRESIDENT GRAÇA also mentioned that he had received a message from Mr. Gumel and thanked him for that message.

Mrs. HAJIJ thanked President Graça and offered her congratulations on this project. She thanked him for his vision and leadership, and promised to develop, promote and work hard in Africa for the future of National Teams.

PRESIDENT GRAÇA thanked Mrs. Hajij and pointed out that she had a lot of work to do. He told her he believes in Africa and that he knows she is motivated for success. As such, PRESIDENT GRAÇA stated “let’s work!”.

Mr. ARENA expressed his appreciation for the proposal and project. He said he was familiar with this company and stated that they are number one in the world. He then expressed his belief that in the future something more is coming for all Confederations.

Mrs. SUBOWO thanked President Graça for his hard work and said that his brilliant solution is very good for the FIVB’s situation right now, especially for the future of volleyball. She promised to work hard to implement in the Confederation because it is a combination of marketing and technology, which is very good for our sport.

PRESIDENT GRAÇA proposed to approve the company and asked if there were any more questions.

Mr. GUMEL told President Graça that, after hearing the presentation, he became so excited and that he knows there is a future for volleyball in the world. He said that everyone would work very hard together with the President and congratulated him.

PRESIDENT GRAÇA asked if there were any more questions.

Mr. MARTE HOFFIZ said he would like to second the proposal to present for approval if the President agreed.

PRESIDENT GRAÇA clarified that there is no intermediary or any company receiving pay or a commission for this deal.

Mr. MARTE HOFFIZ said he would like to second the proposal for the Board and move forward for the approval of the Board.

PRESIDENT GRAÇA asked everyone to please switch on their cameras to proceed to the vote. PRESIDENT GRAÇA invited, in turn, those in favour of the proposal, those opposed and those who wished to abstain to raise their hand. The proposal was unanimously approved as everyone raised their hand when he asked who was in favour of the proposal.

PRESIDENT GRAÇA proceeded to emphasise that it was essential to keep the details of the proposal confidential until the contract is signed, and the final details are concluded.

Mr. BORICIC explained that they had a bad experience in Europe with lack of confidentiality, and a Board of Administration member was suspended.

Mr. TEIXEIRA suggested to have a Non-Disclosure Agreement signed by the members of the Board stating that until the final contract is signed everyone is under this duty of confidentiality of the Board of Administration.

Mr. BORICIC approved.

PRESIDENT GRAÇA stated that the NDA would be sent on the same day.

DECISION

The Future of Volleyball Project, which encompassed the creation of a Swiss-based limited company by the FIVB and approval to negotiate with CVC Capital Partners regarding the sale of shares in that company within the parameters presented to the FIVB Board of Administration, and the Volleyball Empowerment Project, to grow and invest in National Federations after this transaction had been finalised, were unanimously approved.

5. LEGAL PRESENTATION

5.1 FIVB Constitution

PRESIDENT GRAÇA stated that all Board members had received the legal presentation in the working file on 8, 22 and 28 October 2020 and noted that the FIVB had not received any comments in that regard. PRESIDENT GRAÇA gave the floor to Mr. Bock to start the legal presentation.

Mr. BOCK stated that he would provide a brief summary of each point and reminded the Board of Administration members that more detailed explanations, as well as the exact language changes, had been provided to them in the working file that was sent out prior to the Board of Administration meeting.

5.1.1 Definition of majority for FIVB World Congress

a) Proposed Regulatory Change (Articles 2.3.5, 4.1 and 5.3 of the FIVB Constitution)

He then said that, for the FIVB Constitution, there were two key points regarding the definition of voting majority for the FIVB Congress (Articles 2.3.5, 4.1 and 5.3). The first point is that, under Swiss law, abstentions are considered as a no-vote unless there is a provision in the regulations saying otherwise. From the FIVB's perspective, abstentions are a conscious choice being made to not vote (a non-vote). In the FIVB's view, this should be changed in the FIVB Constitution and Rules of the Procedure of the FIVB Congress to reflect that abstentions should not be

counted as a no vote but that the majority should be calculated on the votes that are actually cast.

Subsequently, through the Legal Commission, a working group was created to examine this, verify and adjust the relevant majorities and quorums to reflect that these abstentions would no longer be counted. Mr. BOCK concluded his presentation of the first proposal and stated that he would be happy to answer any questions from the members.

PRESIDENT GRAÇA asked if there were any questions. He emphasised that if these changes are approved by the Board, they will be submitted to the FIVB Congress for final approval. He then called for a vote.

DECISIONS

The changes proposed to the FIVB Constitution on the definition of voting majority for FIVB Congress (Articles 2.3.5, 4.1 and 5.3) were approved.

5.1.2 FIVB Board of Administration

- a) Proposed Regulatory Change (Articles 2.4.1.1 and Article 2.4.1.5 of the FIVB Constitution) - Appointed Members of the FIVB Board of Administration

PRESIDENT GRAÇA introduced the next point.

Mr. BOCK explained that, for this change, the FIVB would like to move four co-opted members of the Executive Committee and make them four appointed members of the the Board of Administration. Additionally, good governance principles dictate that it is good to have more gender and athlete representation in decision making bodies. Therefore, these four appointed members are specified in the proposed changes. Mr. BOCK stated that he would be happy to answer any questions from the members.

PRESIDENT GRAÇA asked if there were any questions.

Mr. QUINLAN then asked if the co-opted Board members would have full voting rights.

Mr. BOCK responded affirmatively.

Mr. QUINLAN then queried whether they would then have a full path towards the FIVB Presidency

Mr. BOCK stated that they would be considered full Board members.

Mr. QUINLAN stated that he had a fundamental challenge with this because it would provide an unelected member access to the FIVB Presidency which is a situation that is exclusively reserved for elected members.

Mr. BOCK explained that the FIVB Constitution states that FIVB Board members can be candidates for the FIVB Presidency. He said that these appointed Board members would, thus, be eligible but they are classified as full Board members. He added that the restriction is not necessarily related to elected members but rather just to Board members themselves.

Mr. QUINLAN highlighted his concern that these members would have unfettered access to the FIVB Presidency.

Mr. BOCK clarified that, instead of having 32 people who could potentially apply to be FIVB Presidency, this number is raised to 36.

Mr. QUINLAN insisted that he was asking in the interest of completeness, accuracy and transparency if the four co-opted Board members would have unfettered access to the FIVB presidency and clarified that he was simply seeking a yes or no answer.

Mr. BOCK answered yes.

Mr. QUINLAN thanked Mr. Bock for his answer.

PRESIDENT GRAÇA gave the floor to Mr. Boricic.

Mr. BORICIC expressed his support for the idea that the President would have the right to propose four new people. However, he asked if it would be possible to ensure that all four appointed members not come from the same Confederation so that no Confederation would be over-represented. He then stated that he thought that the Board must establish some criteria for the independent appointed Board members because the appointed members must be 100% ready to work and support volleyball under the FIVB Presidency.

PRESIDENT GRAÇA said he thought this was a good recommendation and that the FIVB was trying to expand and be open to more and more people. Each Confederation represents on average 36% of the Board members. He expressed the FIVB's need for more women, more businessmen, and more people to help. He encouraged everyone to not remain tied to the past but to open their minds to the future.

Mr. BORICIC agreed that there should be more businessmen but pointed out that there were also many competent athletes throughout the five Confederations. He then expressed his confidence that the FIVB

President could choose a combination of gender in minority, athletes and businessmen to ensure a balance.

PRESIDENT GRAÇA expressed his agreement.

Mr. AL FAILAKAWI stated that he completely understood the meaning of this appointment and paragraphs a), b) and d). He requested further clarification regarding paragraph c) regarding the appointment of a member from the FIVB Secretariat.

Mr. BOCK explained that the FIVB had studied the rules of the IOC and other International Federations. In the IOC's Executive Board, they have the General Director, who is the Director in Charge of the Executive Board, that is part of the administration that is responsible for participating and setting up the Board meetings. Other International Federations also have situations where the Head of the Secretariat is also on the Board. As such, the idea was to create a Director in charge position, i.e. someone who would represent the secretariat on the Board.

PRESIDENT GRAÇA gave the floor to Mr. ARENA.

Mr. ARENA stated that he understood the general idea but some queries regarding letter c). He highlighted that the proposal includes full voting rights. The current co-opted members of the Executive Committee do not have voting rights. Mr. ARENA first queried how the separation between politics and profession could be respected if this professional was given voting rights. Second, Mr. ARENA asked what would happen if the Director in charge left his position before the end of the relevant term and whether his replacement would become a Board member. Finally, he asked whether the General Director would have the same right as other Board members to submit his candidature to the FIVB Presidency.

PRESIDENT GRAÇA invited Mr. Bock to respond to Mr. Arena's questions.

Mr. BOCK thanked Mr. Arena for his questions and stated that he would address them in turn. First, he confirmed that there is a concept of political and professional separation. This is namely apparent from the proposal that was just approved (joint venture). However, the administration is responsible for running the day-to-day of the federation. Therefore, it makes sense that a member of the administration be able to sit on the Board and provide an overview of the FIVB activities to the Board. Mr. BOCK confirmed that the co-opted members of the Executive Committee are full Executive Committee members. However, they are allowed to attend the Board meetings but without voting rights as they are not members of the Board. The distinction thus lies in the fact that the appointed members would be full members of the Board. Finally, Mr. BOCK answered affirmatively that, under the current regulations, all members of the Board are entitled to run for the Presidency.

Mr. ARENA emphasised that in our regulations only elected Board members are entitled to run for the Presidency.

PRESIDENT GRAÇA clarified that this is exactly the proposed amendment. He stated that we must open our mind. Currently, we only have one co-opted members on the Executive Committee because no one is interested. No one will accept to be a Board member if he does not have voting rights. We should forget this idea of the past that a professional cannot be a Board member. He said that the FIVB needs the best people and, of course, women, players and businessmen. The idea is bigger than us and forget the distinction of professional and political because everyone is professional. The goal is to modernise.

PRESIDENT GRAÇA gave the floor to Mr. Pevkur.

Mr. PEVKUR thanked Mr. Bock for his previous clarifications and stated that his question, which echoes what Mr. QUINLAN said, was most likely for President Graça. He explained that it was clear that the CEV President in 2024 could only come from the Board members. As such, he asked for President Graça's views on the possibility of nominating someone to the Presidency in the future.

PRESIDENT GRAÇA responded that we should distinguish between CEV's affairs and the FIVB's. PRESIDENT GRAÇA expressed his opinion that we should gradually open the system up to real democracy, and we must start now. He continued that the way to this is by professionalising, namely through businessmen, women, possibly a representative of the IOC and, someone who knows the day-to-day. This concept of professional is concept of the past, and we must move forward.

Mr. EVERAERT stated that, in principle, he agreed with the concept which is similar to the model in the Netherlands. In particular, due to increased social media transparency more professionals are required. The system of the past where Board members were volunteers cannot work nowadays. Social media makes things more visible and without professionals close to the organisation, one moves too slowly. It is more and more common to have professionals' part of Boards, and we are moving slower than other federations in that regard.

PRESIDENT GRAÇA highlighted that Mr. Everaert can be considered as professional, and he is a CEV Board member. The CEV is modernising.

Mr. MARTE HOFFIZ stated that if the FIVB wants to move forward as a professional organisation, this proposal should not be a problem. It should not be a problem for the General Director to be a full Board member. In the end, the 222 National Federations are the ones who decide at the FIVB World Congress who will be the FIVB President. He stated that he fully approved of this change otherwise the FIVB will stay behind as an international federation. He highlighted that this proposal provides an

opportunity to professional and competent people to be part of the organization.

PRESIDENT GRAÇA gave the floor to President Wei.

PRESIDENT WEI stated that he supports this change of Constitution because the FIVB needs different professional people in its world, including women, players and professionals. He expressed his full support for this change proposed by the Legal Department.

Mr. TEIXEIRA made the point that everyone is professionalizing their Confederations and National Federations. Secondly, he reminded the members that the Board had just approved the historic partnership with CVC that will make the FIVB very global. Additionally, this opening is a worldwide tendency. Even the IOC is giving athletes the right to run, and we have to do the same including for women and other professionals. He concluded that professionalism is not a disease but a necessity. He expressed his full support for this change.

PRESIDENT GRAÇA proceeded to the vote. PRESIDENT GRAÇA invited, in turn, those in favour of the proposal, those opposed and those who wished to abstain to raise their hand.

The members of the FIVB Board of Administration voted in favour of the proposed change save for one member who voted against, and one member who abstained.

DECISION

The changes proposed to the FIVB Constitution regarding additional appointed members to the FIVB Board of Administration (Articles 2.4.1.1 and 2.4.1.5 were approved.

- b) Proposed Regulatory Change (Article 2.1.4 of the FIVB Constitution) - Modification of the Age Limit for FIVB President and all other FIVB Board members

PRESIDENT GRAÇA gave the floor to Mr. Bock.

Mr. BOCK referred the members to the working file and presented the next proposed change to Article 2.1.4 of the FIVB Constitution, i.e., modification of the age limit for FIVB President and FIVB Board members. He explained that the proposal was that i) candidates for the FIVB Presidency should not exceed the age of 70 and ii) candidates for the FIVB Board of Administration, as well as the general age limit, should not exceed the age of 72. Mr. Bock stated that he would be happy to answer any questions from the Board members.

Mr. QUINLAN expressed three concerns regarding this change. He stated that the rationale seemed slightly weak and arbitrary. First, there is no evidence to support the idea of the inability of persons over a certain age to either serve on a Board or run an organisation. Second, this proposal disenfranchises current members of the Board who would otherwise be qualified to run or be reappointed to the Board. They have a legitimate expectation to be candidates. Third, the proposal could be construed as an indirect discrimination based on age.

Mr. BORICIC stated that 70 plus eight and four equals 82. However, in the case of the Board members 72 plus four is 76. He queried the reason why the relevant age limit of the Board members was reduced more than that of the Presidency. Mr. BORICIC expressed his opinion that a limit is not necessary if we have competent people.

Mr. PEVKUR asked Mr. Bock if he had checked other federations' practices in this regard and echoed Mr. Quinlan's concern that this change could be construed as discriminatory based on age.

Mr. BOCK made two points to answer Mr. Pevkur's questions and to address the concerns of Mr. Quinlan. First, the IOC has a hard age limit whereby, once you reach the age limit, you are no longer able to serve with the IOC. This proposal is more flexible because it only comes at the time of the candidature. He added that there is an age limit, but it allows you to see out the term of office. Therefore, the age limit does not go into effect until the term of office is expired. Mr. BOCK also clarified the point raised by Mr. Boricic regarding a candidate who would be elected for the Presidency but reached 70 years old during the first eight-year term. In this case, the age limit would apply, and he or she would not be eligible for an additional term of four years given that the age limit applies at the time of the candidature. In terms of the issue of age discrimination, in accordance with good governance practice, age limits have been incorporated throughout international federations, as well as the IOC. Consequently, Mr. BOCK stated that he did not have major concerns from a legal standpoint as it relates to discrimination. Additionally, the rigors of the position (international travel and day-to-day work) could justify having an age limit. He concluded that, in his view, there is sufficient rationale justifying the proposed change and to avoid issues from a discrimination standpoint.

PRESIDENT GRAÇA stated that he thought that 70 as an age limit for Presidency, taking into account the eight-year term, is reasonable.

Mr. PREZEDPELSKI said that, generally, it is a pity to lose good people over 70 especially for the Board. He stated that, while he agreed with President Graça, he proposed that if you are over 72 in the Board, that you should have a possible last term of four years.

Mr. BOCK explained that the 72-year-old age limit would apply only at the time of candidature and, if someone is elected at 71 years of age, they would have the right to finish their term at the age 75 until the following elective Congress but would not be eligible for re-election.

President WEI stated that this age limit assures the FIVB will have new blood and guarantee the continuation of the FIVB. For this reason, he expressed his support for this change.

Mr. MARTE HOFFIZ pointed out that "*it is what it is*", i.e., every country in the world has a legal age limit for retirement and that he thought age limits are wise. He fully approved this change with no reservations. Mr. MARTE HOFFIZ emphasised that the new generation is coming very fast. He said he did not feel it is a matter of discrimination but of future prosperity. He stated that he would turn 72 years old in 2024 and would not be eligible to run for the Presidency but that he understood that it was acceptable.

Mr. BORICIC reminded the members that the President now had the right to appoint four additional members to the Board. He invited the members to imagine the scenario of having the owner of Amazon join the Board and, subsequently, being told that he is too old. He added that what could be interesting for the FIVB and its Board would be to use different criteria.

Mr. QUINLAN said that in the world of commerce, market forces dictate what happens as opposed to laws. He explained that if multiples candidates of different age are running for the Presidency, the World Congress would decide who is more suitable for the role. He felt that it was disingenuous for the FIVB Board of Administration to determine who can and cannot be presented for the Presidency before the Congress based on an arbitrary designation of age. Mr. QUINLAN continued with his second point which is that all the Confederations have concluded their Congresses, and this information is provided after the Congresses have been held. If this information had been provided before the Congress, then the persons elected to the Presidency of these Congresses could have changed because everyone would understand that the person, they are electing might not be eligible to become FIVB President in 2024. Third, this proposal disenfranchises current members of the Board who have the legitimate expectation to run for President. Consequently, at the very least, the FIVB must institute a grandfather clause for current Board members who are currently eligible to run for office which would allow them to run despite this change.

Mr. BOCK clarified that the age limit set by the IOC is 70 years old. While there is a grandfather clause for the existing members of the IOC, it only applies to IOC members incorporated before the change. He highlighted that the timing of this proposal is important given the upcoming elections at the 2020 Congress. As such, he expressed the need for the changes to the age limit to be implemented at the 2020 Congress providing they were approved precisely to provide guidance to the future members of the Board. He highlighted that the age limit for the Presidency was inspired

by the IOC's relevant age limit. He concluded that there was a specific intent to ensure that the upcoming Board members would be able to serve their term event with the proposed changes.

Mr. Ibrahim MOHAMMED stated that he fully supported the idea of an age limit and that he agreed with Mr. Marte Hoffiz that the FIVB should give a chance to the younger generation.

Mr. LLOREDA offered his full support to this change and pointed out that the IOC had established their age limit based on a lot of experience. The CSV supports this proposal.

Mr. MARTE HOFFIZ stated that exceptions are not always a positive thing. Consequently, if the Board approves the proposal, it should be accepted as it is rather than trying to make it tailor made. He added that this is all the more true if the proposed rule provides more flexibility than the IOC's rule.

Mr. GUMEL stated that he found that this is a good and important proposal because it will give a chance for the younger generation to come up and is good for the growth of the FIVB.

PRESIDENT GRAÇA gave the floor to Mr. MUTLUGIL who experienced technical difficulties and could not be understood by the other members.

Mr. BOCK suggested to Mr. MUTLUGIL to type his question into the chat function.

Mr. TEIXEIRA stated that the age limit is important in order to refresh the FIVB and that he fully supported the proposal.

PRESIDENT GRAÇA asked Mr. Bock to repeat the proposed change

Mr MARTE HOFFIZ moved a motion to approve the proposal.

PRESIDENT GRAÇA gave the floor to Mr. MUTLUGIL again who continued to experience technical difficulties and could not be understood by the other members.

PRESIDENT GRAÇA proceeded to the vote.

The members of the FIVB Board of Administration voted in favour of the proposed change save for one member who voted against, and two members who abstained.

DECISION

The changes proposed to the FIVB Constitution regarding the modification of the age limit for the FIVB President and other FIVB Board members (Article 2.1.4) were approved.

5.1.3 FIVB Executive Committee

- a) Proposed Regulatory Change (Article 2.5.1.2 of the FIVB Constitution) – Change from Co-opted Members to Appointed Members

PRESIDENT GRAÇA proceeded to the vote.

The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB Constitution regarding the change from co-opted members to appointed members (Article 2.5.1.2) were approved.

5.1.4 FIVB President

- a) Proposed Regulatory Change (Articles 2.6.2.2, 2.6.2.3 and 2.6.2.5 of the FIVB Constitution) – Competence of the President and Signature of Contracts

PRESIDENT GRAÇA explained that he is opposed to administrations where the power lies in the hands of one single person. He stated that the request is to delegate. He gave the example that for buying a pen or soap, the FIVB President's signature is required. Therefore, the proposal is to delegate the power of signature up to a certain limit.

PRESIDENT GRAÇA gave the floor to Mr. Bock to explain the proposal.

Mr. BOCK explained that there were two components to the proposal. First, in terms of the competence of the President, the proposal is in line with good governance principles which is to clarify the areas of responsibility of the President. In addition, we are ensuring that, when the Board is not in session, the Board is able to take decisions by

correspondence. The Constitution reflects certain language from a previous era which we are proposing to change to reflect best practices. Second, the change relates to precisely what President Graça picked up on previously. In 2017, the FIVB Board of Administration approved a multiple signature process which provided that, depending on the size, value of the contract, etc., multiple signatures would be required. This change has since been implemented and applied. However, the Constitution does not reflect that change which is the purpose of the present proposal. In both cases, the changes reflect the current practice, but it is merely an update of the constitutional language to mirror that practice. Mr. BOCK added that he would be happy to answer any questions if need be.

PRESIDENT GRAÇA asked if there were any questions.

Mr. QUINLAN stated that he agreed very wholeheartedly with the proposal.

PRESIDENT GRAÇA proceeded to the vote.

The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB Constitution regarding the competence of the President and the signature of contracts (Articles 2.6.2.2, 2.6.2.3 and 2.6.2.5 of the FIVB Constitution) were approved.

5.2 Rules of Procedure of the FIVB World Congress

5.2.1 Definition of majority for FIVB World Congress

a) Proposed Regulatory Change (Article 10.1 of the Rules of Procedure of the FIVB Congress)

The proposed changes reflect the changes discussed previously regarding the FIVB Constitution, i.e., not counting abstentions as a “no” and implementing the different majority requirements depending on the type of proposal.

PRESIDENT GRAÇA asked if there were any questions.

Mr. QUINLAN asked if Mr. Bock could quickly summarise the proposed changes.

Mr. BOCK explained that simple motions would require a majority of approvals with the standard quorum as required in the Rules of Procedure of the FIVB Congress. Additions to the agenda would require a two-third majority and the standard quorum of 30%. Amendments to the FIVB Constitution would require a two-thirds majority and a special quorum of at least 60% of the affiliated and accredited National Federations present at the vote. The fourth level of changes would be for i) expulsion of National Federations which would require a three-quarter majority with a 75% presence, and ii) dissolution of the FIVB which would require a three-quarter majority with a 80% presence. The adjustments were made to reflect a hierarchy of motions following an assessment by the Legal Commission. Additionally, abstentions would no longer be counted as a no vote and the relevant majorities would only be counted based on the yes or no votes.

Mr. QUINLAN asked for a clarification that the third and fourth level changes now require a quorum of National Federations present on the floor at that point in time, instead of an overall number of affiliated National Federations.

Mr. BOCK responded affirmatively and specified that the different levels of majorities were adjusted to ensure that a certain number of delegates are present when the vote takes place. The general quorum is 30% which is quite low. Therefore, the Legal Commission found that certain motions of particular importance required a special and higher quorum. This was namely to reflect the importance of the vote and to ensure that a minimum of National Federations is present when the vote takes place.

PRESIDENT GRAÇA stressed the importance of this change and referred to a problem encountered during the last Congress related to the Philippines. He proceeded to the vote.

The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB Rules of Procedure of the FIVB World Congress regarding the definition of majority for the FIVB World Congress (Article 10.1) were approved.

5.3 FIVB General Regulations

5.3.1 FIVB Director in Charge

a) Proposed Regulatory Change (Article 2.1.2 of the FIVB General Regulations)

PRESIDENT GRAÇA gave the floor to Mr. Bock.

Mr. BOCK explained that this amendment reflects the proposed change to the Constitution regarding the appointed members of the Board. There is currently a restriction in place preventing FIVB and Confederation employees from being Board members. Considering that the purpose of the change approved previously is to have someone from the administration on the Board, we have to reflect this change in the General Regulations in order to be in line with the changes approved by the Board.

PRESIDENT GRAÇA said that, as this change had been previously approved, we could move to the next point.

5.3.2 FIVB Board of Administration (Article 4.3.2)

[Note: This point was skipped and then returned to shortly after during the meeting (between points 5.3.4 and 5.3.5)]

Mr. BOCK explained that, in light of the change related to the appointed members to the Board, a slight change is required in the General Regulations to clarify that the presentation of candidatures of each gender from each National Federation is for the election of the membership of the Board. Additionally, he pointed out that rule related to the appointed members also involves a restriction of maximum one appointed member per National Federation. As such, this is a restriction that is already in place for the provision approved earlier today.

PRESIDENT GRAÇA asked if there were any questions and apologised for the amount of required bureaucracy.

The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB General Regulations regarding the FIVB Board of Administration (Article 4.3.2) were approved.

5.3.3 Election Procedure for the FIVB Athletes Commission (New Appendix 2)

PRESIDENT GRAÇA gave the floor to Mr. Bock.

Mr. BOCK presented the next point related to the election procedure of the Athletes Commission. In 2018, at the Cancun Congress, the Congress approved a change in the FIVB Constitution that would allow for the possibility of an Athletes Commission election. According to the language of that change, the Board then had to approve the election procedure. Thus, the proposed change to the General Regulations is presenting this election procedure for approval.

PRESIDENT GRAÇA asked if there were any questions. As there no questions, he proceeded to the vote.

The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB General Regulations regarding the election procedure for the FIVB Athletes Commission (New Appendix 2) were approved.

5.3.4 Update reference to replacement of Board of Administration members (Article 2.1.5)

PRESIDENT GRAÇA gave the floor to Mr. Bock.

Mr. BOCK explained that the recent changes approved by the FIVB Congress include the creation of substitute/replacement members of the Board of Administration. The relevant provision of the FIVB General Regulations was not updated in accordance with this provision. As this a substantive change, it requires Board approval.

PRESIDENT GRAÇA proceeded to the vote.

The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB General Regulations regarding the updated reference to replacement of Board of Administration members (Article 2.1.5) were approved.

5.3.5 Update of name of Sports Events Council (Article 7)

PRESIDENT GRAÇA gave the floor to Mr. Bock.

Mr. BOCK explained that the Sports Events Council deals with volleyball events. In order to be more accurate, the proposal is to update the name from “Sports Events Council” to “Volleyball Council” and avoid any potential confusion with the council dealing with Beach Volleyball matters.

PRESIDENT GRAÇA asked if there were any questions. As there were none, he proceeded to the vote.

The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

<p style="text-align: center;">DECISION</p> <p>The changes proposed to the FIVB General Regulations regarding the update of the name of the Sports Events Council (Article 7) were approved.</p>

5.4 FIVB Sports Regulations**5.4.1 Federation of Origin (Articles 2.4, 5.2.3 and 5.4.1 of the FIVB Sports Regulations and Articles 2.4 of the FIVB Beach Volleyball Sports Regulations)**

PRESIDENT GRAÇA gave the floor to Mr. Bock.

Mr. BOCK explained that, last year, the FIVB proceeded to conduct a comprehensive eligibility review of players participating in the Olympic Qualification Tournament. Key learnings were taken away from that process. In a lot of countries, a certain age limit comes into to play when registering players whereby a player’s training does not fully start until later in their career, which is why it does not always make sense to tie the relevant registration to a player playing in school at six years old. Therefore, the proposal is to look at the relevant registration at 14 years old, or older if applicable. Additionally, the concept of registration has been clarified. Finally, there was a legal concern regarding the Federation of Origin’s unilateral right to object to change of Federation of Origin. As such, the objective is to put this power within the hands of the Executive Committee who can analyse the reasons provided by the Federation of Origin and decide whether or not to proceed with the change in light of this. Mr. BOCK stated that he would be happy to answer any questions from the Board members.

Mr. BORICIC described a case involving a young player playing in Austria at age 14. However, he did not have Austrian citizenship. Subsequently, the Serbian Federation was required to pay the relevant administration fee to change this player’s Federation of Origin. He stated that the FIVB should

prevent these cases in the future, i.e. that if a player does not have the nationality of the Federation that registered him/her, said Federation cannot become his/her Federation of Origin. Mr. BORICIC queried how the FIVB could block players from playing because of a lack of citizenship. He continued with his second question and highlighted that a player once changed Federation of Origin and subsequently ran for the Presidency of his previous Federation of Origin. He stated that such possibility of becoming President of two possible Federations had to be blocked.

Mr. BOCK thanked Mr. Boricic for his questions. He explained that one of the reasons for the proposed change is that better documentation generally exists around the age of 14. This is something that we have experienced in practice. Therefore, it makes sense to propose a change to reflect that. Additionally, clarifying the definition of “registering a player” is intended to eliminate any confusion in that regard. He highlighted the distinction between Federation of Origin and nationality and that the case presented by Mr. Boricic relates to a player whose nationality is different from his/her Federation of Origin. He stated that the proposed changes include the possibility for the Executive Committee to waive the applicable administration fee in the event that the player’s Federation of Origin and nationality are different at the time of the change. He described a case involving a player born from Brazilian parents in Japan and who grew up in Japan. The player could not obtain Japanese nationality and wanted to change his Federation of origin to Brazil. He qualified as a special case. However, he could not pay the fee. As such, we wanted to provide more flexibility for similar cases.

Mr. MARTE HOFFIZ stated that the proposal was somewhat dangerous and that he agreed with the position outlined by Mr. BORICIC. He added that the FIVB should keep things simple and that a lot of countries do not have an efficient registration system of players. As such, he proposed that the Federation of Origin should be that of the country for which the player has a passport and for which the player is registered in a Continental Confederation competition and, subsequently, an FIVB competition in order to have better control of the process. Alternatively, it would be a disaster. Mr. MARTE HOFFIZ summarised his proposal as follows: The Federation of Origin should be defined by 1) the passport of the country that the player is representing, 2) the first Federation with which the player is registered in a continental competition, and 3) if the player plays directly in international level (e.g. U18, U19), it should be the relevant Federation for which the player is registered at the international level.

Mr. BORICIC stated that, in Europe, things were very simple because they have a good system. He explained that his question was different. In Europe, many parents work outside of their own country and their children start to play volleyball in that country. As such, their nationality and Federation of Origin do not match. Therefore, in order to protect the children, we must require that the relevant Federation claiming to be the player’s Federation of Origin be able to produce a document evidencing this. He asked whether Mr. Marte Hoffiz understood his point.

Mr. MARTE HOFFIZ stated that he did not understand because, in order to determine the Federation of Origin, one must hold the passport of that country.

Mr. BORICIC objected to this understanding.

Mr. BOCK clarified that there is a distinction between one's Federation of Origin and the eligibility to represent a National Team. On the one hand, the Federation of Origin is determined by the first registration in volleyball. The proposed change is to set that first registration at the age of fourteen or after. On the other hand, for National Team competitions, the player would have to have the Federation of the country that they are representing and the nationality of that same country. In other words, there is the difference between the first volleyball registration (which might impact international transfers for instance) and eligibility for National Teams. He clarified that, under the current rules, there is no requirement to have the nationality of the country that you are registering for as Federation of Origin. Rather, it is based on the first volleyball registration in the country. The proposal is to increase that first registration to age fourteen and to clarify what is meant by the term "registration". For National Team competitions, the requirement would still be the same, i.e. that the player has to have the nationality and the Federation of Origin the country that they are representing.

Mr. MARTE HOFFIZ and Mr. BORICIC agreed.

PRESIDENT GRAÇA proposed to proceed to the vote.

The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB Sports Regulations regarding Federation of Origin (Articles 2.4, 5.2.3 and 5.4.1 of the FIVB Sports Regulations and Articles 2.4 of the FIVB Beach Volleyball Sports Regulations) were approved.

PRESIDENT GRAÇA proposed the legal presentation be suspended here and the next point (finance) be presented now. He explained that the meeting was behind schedule.

Mr. BORICIC stated that he had a second question. He asked whether a player who changes Federation of Origin must then be entirely a member of another Federation of Origin.

Mr. BOCK replied affirmatively. Once, the change is approved, the player can no longer represent the previous Federation and can only represent the new Federation of Origin. However, a distinction must be made when the player in

question moves out of volleyball and becomes an official. That is a separate issue not proposed in the change which deals only with players.

Mr. BORICIC and PRESIDENT GRAÇA thanked Mr. Bock.

PRESIDENT GRAÇA advanced to the finance presentation and stated that tomorrow's meeting will start with the conclusion of the legal presentation.

6. FINANCE PRESENTATION/BUSINESS REPORT

PRESIDENT GRAÇA stated that all financial information was sent to the members in the relevant working file on 8, 22 and 28 October 2020 to give them the opportunity to study this information carefully.

6.1 2019 Accounts & Results

PRESIDENT GRAÇA invited Mr. Eymann to present the 2019 Financial Report.

Mr. EYMANN presented the main facts for 2019. The FIVB portfolio increased by 10.2 % to a total of USD 10,484,767. The EBITDA (earnings before interests, taxes, depreciation and amortization) was USD 5,944,567 due to a good portfolio performance. USD 2,833,029 was invested in volleyball and the final result (profit) of the period was a profit of CHF 3,939,397.

As far as operational income is concerned sales decreased by -7,110,000. There was a decrease of television rights fees of -7,365,000 due to the fact that, in 2018, the World Championships took place in Italy, Bulgaria and Japan (IMG/Dentsu) which led to an increase of the income. Commercial rights were down by 600,000 mainly due to two differences, i.e. minus 400,000 in the presenting partners package for women's VNL and minus 150,000 due to contract with Red Bull that we had in 2018.

Further comments regarding operational income are that there was a decrease of 399,000 linked to the VNL Finals. In 2018, there was some income from the city of Lille. Sponsorship fees increased by 700,000 due to the contract with Ganten worth 1,090,000. Licence fees increased by 439,000 due to a contract signed with Sport E Salute for the World Finals in Rome. Betting rights income increased by 500,000 due to instalments in the contract of Sport Radar.

He then presented several comments regarding the operational costs. The expenditure for international competitions decreased by 500,000 due to a decrease in per diem and accommodation costs in 2019 compared to 2018. In FIVB Programs, there was an increase in expenditure of 426,000 mainly due to support for underage competitions. With respect to Confederation allocations, there has been a decrease of 2'060'000. In Development, there has been a decrease of 1,800,000, mainly due to a decrease in the support to National Federations and Coaching and a decrease of 1'000'000 in the Zonal Associations.

In conclusion, Mr. Eymann said that in 2018 and 2019 the operating results were positive. Despite having less revenue in 2019, the FIVB was able to reduce the expenses. The excellent results of the portfolio contributed to the profit of the 2019 period (3,930,000). The total value of the portfolio assets as of 31.03.2019 was USD 112,786,853 which represents a gain of USD 10,436,546. Mr. EYMANN said that these results show that 2019 was an exceptional year for the FIVB.

Mr. EYMANN then presented a graph comparing the 2019 results to the Congress budget and presented, in detail, the budgeted and realized amounts for rights with respect to Olympic Games, interests and other financial income, international competitions expenses, operating management expenses, support to volleyball development and finally, the net result of the year. He then stated that 92% of the income was realized, 87% of the costs were realized and a profit of 101% was realized. From this, he concluded that the budget is under control.

In conclusion, Mr. EYMANN stated that the FIVB has a profit of 3,939,397 for the period of 2019. There was a decrease in revenues, but costs were decreased and mastered. He stated that the portfolio performed really well, which contributed to the profit of 2019 and the budget is under control.

6.2 FIVB Controller's Report

Mr. ZYSSET explained that the role of the Controller is defined in the Constitution. The Controller has to follow the administrative and financial process and make sure that that all processes run smoothly and are recorded in the internal control system. He said that all the work was carried out with the Financial Department and the other departments of the FIVB.

Mr. ZYSSET then presented an analysis of the profit and loss statement and stated that the revenue decreased slightly. The operating result stayed at the same rate as last year, i.e., 46 %, which is the best rate the FIVB has had since 2014. The operational results decreased by a small amount due to the fact that the FIVB booked the Russian Championships and other things, all in accordance with Swiss law. The salaries decreased by a small amount, but the number of employees increased. The average of the salary decreased in 2019.

He said that it was a very good year for the results which increased more than 4,000,000 mainly due to the good performance of the portfolio.

Mr. ZYSSET then presented an analysis of the balance sheet. He stated that the working capital has decreased by a small amount mainly due to the fact that the FIVB booked the Russian World Championships. He presented graphs of all of the fixed assets and all of the investments made during the year. The portfolio increased by more than USD 10,000,000, and there was an increase of more than 10% in the portfolio, which includes investments in cash, bonds and equity. He then presented graphs showing the currency values and the portfolio value.

He stated that the internal organization remains the same with the Controller, an internal auditor, an external auditor, accounting, Treasurer, President, finance commission and the Board of Administration to ensure that everything is controlled properly.

Mr. ZYSSET then presented a chart depicting the internal control system in the FIVB for invoicing, expenses, salaries & social charges, cash management and investments and for contract management, HR, Purchase and quotes, IT and the strategic plan.

Mr. ZYSSET then presented the issues with respect to risk management. The pandemic is a type of risk that is very difficult to follow, but it has been included in the risk analysis for 2020. For this analysis, the budget and reporting, the organization, the financial statement, corruption, money laundering, embargo and wrong payments, international taxation and investment and currency risk are followed. The FIVB needs to be aware of these risks and manage them. One element of risk management is seeking double signature to ensure everything is correctly validated in the FIVB. Mr. ZYSSET concluded that the FIVB has appropriate internal controls and a suitable risk management system. He further stated that the annual financial statement provides a true view, in accordance with Swiss law, of the financial position, results of operations and cash flows. He said that any investments made by the FIVB are sustainable and in accordance with investment regulations. The annual financial statement is audited by independent and professionally qualified auditors.

Mr. ZYSSET stated that he, along with Deloitte, validated the existence of the internal control system. He further stated that during his verification, he did not find anything that would lead him to conclude that the annual financial statements are not compliant with the law and the Constitution.

6.3 Internal Auditor's Report

PRESIDENT GRAÇA asked Mr. Eymann to present the Internal Auditor's report.

Mr. EYMANN explained that it had been sent out with the other financial documents and that he could answer any questions if necessary.

6.4 Deloitte External Auditor's Report

PRESIDENT GRAÇA invited Mrs. Jaton and Mr. Ribordy to present the Deloitte External Auditor's Report.

Mrs. JATON presented the comprehensive report with respect to Deloitte's audit of the financial statement for the year ending 31 December 2019. She explained that the content of the report is determined by Swiss law and that the objective is to report the execution of the audit, the results from the audit, findings on financial accounting and reporting and comments on internal control. She thanked the management of the FIVB for their support. The audit started one year ago and is being concluded on this day.

Deloitte was elected by the World Congress in November 2018 to perform the audit as per the letter of engagement issued on 29 October 2019. She stated that in performing the audit, they applied the Swiss auditing standards as applicable under Swiss law. She said that they started to plan their work in 2020 to identify the key areas of testing and to perform an interim audit in December 2019 to ensure they understand the processes that were just described by Mr. Zysset. She stated that any changes to those processes would determine which tests they would be performing. They also had meetings with the top management, IT Department and the Head of the Development Fund in person. She explained that the final audit was performed in February-March, and it took longer than expected due to COVID as well as the necessity to perform a large part of the audit virtually. She said that they also visited the location to collect supporting evidence for their work. They finalized and completed their review of the financial statement in March-May. She handed over to Mr. Ribordy to go into the details of the execution of their work.

Mr. RIBORDY presented the key audit risks that were looked at by them. First, he spoke about management override of controls, which is a presumed risk under the Swiss auditing standards. With respect to this, they look specifically at estimates done in accounting. He said that they examined two of them specifically, which are the provision for doubtful data and other creditors, and large and unusual transactions. He mentioned that the two transactions that were specifically examined were the Microsoft Project and the Men's World Championship 2022. He stated that based on these examinations there is no change required in the accounting of the FIVB.

Mr. RIBORDY then moved on to the results from the audit, i.e. the audit differences. First, he discussed uncorrected audit differences, which were not material to the financial statement. Following a change in the provisions for doubtful debtors, they looked at the evidence and concluded that it was probably overstated. As part of the Microsoft audit review, Deloitte worked together with the FIVB Finance team to make certain corrections. Deloitte confirmed their independence, did not note any non-compliance with Swiss law and found that the FIVB complies with the regulations for Financial Market Infrastructure. Deloitte did not note any unusual or material transaction with related parties. No incidence or increased suspicion of fraud was identified in the audit.

Mrs. JATON then presented comments on the financial accounting and reporting findings. She confirmed that the principles of consistency, valuation, presentation, recording and cut-off were met, and Deloitte has no comments on those. She then stated that, due to the pandemic, they received an additional requirement from their professional body and the International Audit Federation to check whether there was a risk of going concern with all their clients that year. This risk could be due to disruption of the business or difficulties in the financial situation. They asked the Finance team to present their analysis of the Treasury budget and situation of the organization following the COVID crisis. Based on these elements, even though they still do not know the full impact of

the pandemic, they found that there is no issue from a going concern perspective at this stage.

Mr. RIBORDY then spoke about the internal control system, which has to be included in the audit report as per Swiss law. Deloitte examined the design of the controls, the existence of the controls and the operating systems. Based on this analysis, they have provided certain suggestions to the management for improvement. The management and the Finance team have co-operated with Deloitte in this respect, which is shown by the “closed points” from the previous year’s audit.

Mrs. JATON presented the conclusion of the report. She stated that following the receipt of the signed management representation letter and approval of the Board of Administration, they would issue an unqualified audit report to the World Congress. They also confirm the existence of an internal control system for the preparation of financial statements according to the instructions of the Board of Administration.

6.5 Budget 2021-2022

Mr. EYMANN then presented the budget 2021-2022. He started by summarizing what the FIVB expected in terms of results by the end of 2021. He stated that a loss of 5,500,000 was expected by the end of 2021 and a loss of 3,700,000 by the end of 2022 due to COVID. He explained that those budgets were prepared in a critical situation due to COVID. He stated the FIVB would have 54,000,000 in fees and buyer’s rights in 2022 compared to 42,000,000 in 2021. He explained that the reason for this difference was that, in 2022, the FIVB will have 2,500,000 for the Beach Volleyball World Championships and 1,800,000 of VNL Finals in China. These are contracts that will be postponed to 2022. There is also an increase in the income linked to digital. However, there will be more expenses in 2022 than in 2021 mainly due to investments that will be made in digital. He said that for the portfolio they stayed conservative in expecting a profit of 5,000,000 from the portfolio for the years 2021 and 2022. He also stated that they would have to follow up closely on these budgets due to the actual situation. To conclude, he stated they would look closely at these budgets with President Graça and Mr. Azevedo to make sure everything is managed in a professional manner.

6.6 FIVB Portfolio

PRESIDENT GRAÇA explained that there were widespread losses in portfolios between 12% to 15% due to the current pandemic. The FIVB lost only around 8% because of the FIVB’s system of protection. He stated that the FIVB’s portfolio is too conservative and that he thought it was important to intervene and relax the portfolio. Due to this intervention, the FIVB regained almost the entire amount lost and is only losing about 1% to 2%. He stated that currently the FIVB has around USD 109,000,000. He also drew attention to the difference between the Swiss franc and USD (10%) and how it affects the calculations relating to the balance sheet.

6.7 Finance Commission Proposals

Mr. GUMEL presented the proposals of the Finance Commission which were to:

1. approve the 2019 Accounts, Profit and Loss and Balance sheet
2. approve the FIVB Controller's Report
3. approve the Internal Auditor's Report
4. approve Deloitte External Auditor's report
5. approve the 2021-2022 Budget

PRESIDENT GRAÇA asked if there were any questions with respect to these five items. As there were none, he proposed to take a vote. The members of the FIVB Board of Administration unanimously voted in favour of approving the proposals.

DECISION

The Finance Business Presentation Report was approved which means the following items were approved:

1. 2019 Accounts, Profit and Loss and Balance sheet
2. FIVB Controller's Report
3. Internal Auditor's Report
4. Deloitte External Auditor's Report
5. 2021- 2022 Budget

7. SECOND DAY – PRESIDENT'S OPENING REMARKS

PRESIDENT GRAÇA mentioned that since the meeting had not taken place in some time, many issues have accumulated, and decisions need to be taken. So he proposed three options – 1) to go through all the issues faster (assuming that everyone has read the relevant files); 2) to meet after 15:00 Swiss time to attempt to complete all items; and 3) to assemble the following day to complete the proceedings. He initiated a vote on the three options, and it was decided by majority to go through the issues faster. He then proposed to continue with the legal presentation.

8. CONTINUATION OF LEGAL PRESENTATION

8.1 FIVB Sports Regulations

8.1.1 Gender Eligibility Working Group

PRESIDENT GRAÇA introduced the first point of the legal agenda: Gender Eligibility (Article 3 of the FIVB Sports Regulations and FIVB Beach Volleyball

Regulations). He said that after three or four years of discussion, he felt that this was the best solution for the FIVB. He asked if there were any questions but first gave the floor to Mr. Boricic and explained that this had been approved in the Executive Committee.

Mr. BORICIC said that they wanted to make a fair proposal for all players and stated that the FIVB did not wish to stop gender changes but simply that it wanted to ensure that the women's teams were protected and that some rules were put in place for such situations. He said that he hoped that this proposal would not block any players from changing gender but would also protect players.

PRESIDENT GRAÇA thanked Mr. Boricic for his hard work and gave the floor to Mr. Marte Hoffiz.

Mr. MARTE HOFFIZ said he felt the other proposal was much better because if a junior male player changes gender when he becomes a senior player, it would be dangerous for the women's competitions.

Mr. BORICIC said that he hoped all volleyball athletes would maintain good physical condition but that this can change suddenly, for example, due to a car accident. He said that the FIVB must respect the desire of even a young person to change gender. He expressed his understanding of Mr. Marte Hoffiz's concern but reassured him that the FIVB would be able to protect its female athletes.

PRESIDENT GRAÇA explained that the work had been very well done and that if the rules are read carefully, it would be clear to the Board Members that it would be very difficult for a transgender player to play on the women's team. He then proposed a vote to approve the provision.

The majority of the members of the FIVB Board of Administration voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB Sports Regulations regarding Gender Eligibility (Article 3 of the FIVB Sports Regulations and FIVB Beach Volleyball Sports Regulations) were approved.

8.1.2 Revisions of the FIVB Transfer System

PRESIDENT GRAÇA presented the next issue for approval i.e., the revision of the FIVB transfer system and asked Mr. BOCK to quickly explain the proposal.

Mr. BOCK stated that the FIVB Board of Administration had approved some principles in May 2019 such as allowing for the possibility of ITCs to be issued

over multiple years according to the contract of the player, athlete break to allow national leagues to run from 1 August to 31 July so long as participating athletes are not involved in official national team competitions. These principles required changes to the FIVB's transfer provisions. The FIVB also took the opportunity to examine FIVB transfer provisions as a whole and to make a proposal. The Legal Commission set up a working group to prepare the changes presented, particularly for the transfer of minors. This was done to ensure more flexibility for players aged 15 to 18 years, at which age a lot of players are transferred to different countries and have opportunities in volleyball. He explained that the different types of fees were renamed to be more in line with the purpose of the fee. For example, the Federation of Origin Solidarity Fee would be paid to the Federation of Origin for purposes of redistribution within volleyball for development programs, whether it involves a minor transfer or a full transfer. He said this was a very short summary of the transfer changes and that he would be happy to answer any questions.

PRESIDENT GRAÇA proposed to vote on the proposal. The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB Sports Regulations regarding the transfer system (Article 6 of the FIVB Sports Regulations and a new Appendix C to the Sports Regulations) were approved.

8.2 Revisions of the Financial Dispute System

PRESIDENT GRAÇA presented the next point i.e., revision of the financial dispute system (Article 21) and explained that these changes had been approved in the Athletes' Commission. He asked Mr. Bock to give a short explanation.

Mr. BOCK stated that the major change referred to a problem Mr. Boricic had raised on multiple occasions. He said that the proposal was with respect to the concept of a club changing only their name while keeping the same staff, the same license, same coaches, same players, etc. to try and avoid liability for a previous financial dispute. He explained that the FIVB wanted to make sure that the clubs would not be able to circumvent the potential sanctions against them by simply creating a new legal entity while continuing to be the same club from a sports standpoint.

PRESIDENT GRAÇA said that the FIVB must pay more attention to the clubs and see what their problems are because they will be important in the future. He then asked for a vote. The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB Sports Regulations regarding the financial dispute system (Article 21 of the FIVB Sports Regulations) were approved.

8.3 FIVB Event Regulations**8.3.1 Update references of the Appeal Sub-Committee to the Organizational Sub-Committee**

PRESIDENT GRAÇA presented the next issue i.e. update of references to “Appeal Sub-Committee” to “Organizational Sub-Committee” in the FIVB Event Regulations (Articles 9.1.5, 11.4, 13.5, 13.7.10, 13.7.14, 13.9, 13.11.2, 48.44, 48.52) and asked Mr. Bock to give a brief explanation.

Mr. BOCK explained that, last year, a change of the name of the Appeal Sub-Committee to the Organizational Sub-Committee was approved to better reflect the actual work of the Committee. He stated that, however, some references were missed in the FIVB Event Regulations which needed to be corrected. He said that since it is technically a substantive change, it had to be presented by the FIVB. He explained that the concept of Appeal Sub-Committee being changed to Organizational Sub-Committee had already been approved.

PRESIDENT GRAÇA explained that changes have been made to the FIVB system and stated that he was concerned about how National Federations had been treated in the past. He then asked for a vote. The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to FIVB Event Regulations regarding the update references of Appeal Sub-Committee to the Organizational Sub-Committee (Articles 9.1.5, 11.4, 13.5, 13.7.10, 13.7.14, 13.9, 13.11.2, 48.44, 48.52) were approved.

8.4 FIVB Financial Regulations**8.4.1 Administration Fees Distribution for Transfers**

PRESIDENT GRAÇA presented the next point on the agenda i.e., changes to the FIVB Financial Regulations with respect to administrative fees distributions for transfers (Article 1.5.2) and asked Mr. Bock to give an explanation.

Mr. BOCK explained that the Executive Committee approved the creation of the Athletes Fund which is designed to help provide funding for programs devoted to athletes. He said that the FIVB had already seen this with the Athletes' Relief Support Fund established to support athletes during the current pandemic. He explained that, because of this, the FIVB is required to do a redistribution of the administration and solidarity fees. He added that, conceptually, these fees should be used for development purposes which goes back to the idea that money generated by the sport should go into the sport. He said that this money should be used to develop players and not for things such as administrative expenses outside of transfers or grassroots projects. He then said he would be happy to answer any questions.

PRESIDENT GRAÇA gave the floor to Mr. Boricic.

Mr. BORICIC said that he thought it was a great idea to make a fund for athletes but if funds are being shared, the Federation of Origin should receive it since they are the ones working hard to develop players. He said that receiving Federations are usually the richer ones and asked why they should receive more money. He stated that something should be done for Federations of Origin, especially of small countries whose players leave and go to stronger federations.

PRESIDENT GRAÇA stated that he agreed with Mr. Boricic.

Mr. BOCK explained that the Federation of Origin is deleted from this because there is a special solidarity fee that they can be negotiated as part of the transfer. He said that it is not that the Federation of Origin is not getting compensated, but it is simply preventing them from dipping in the pool twice. He stated that there is the Federation of Origin Solidarity Fee which is foreseen in the transfer provisions that were just approved and it is designed for the Federation of Origin to receive compensation for the development of the player, which they negotiate directly with the Receiving Federation and the club. He said that this is separately an international solidarity and administration fee system whereby it is designed to compensate the other stakeholders around volleyball.

PRESIDENT GRAÇA gave the floor to Mr. Marte Hoffiz.

Mr. MARTE HOFFIZ stated that he fully agreed with Mr. Boricic and that everything should go to the Federation of Origin because they are the ones developing the players. He said that the Receiving Federation is already making money from the participation and commercialisation of the players in the national league. He said that they use the players commercially by using their image and their background to enhance their national league. He stated that because of these reasons, he believes that neither the Receiving Club nor the Receiving Federation should receive any funds from the ITC. He said that it is the Federation of Origin that is developing the player and investing in the player.

PRESIDENT GRAÇA gave the floor to Mr. Boricic.

Mr. BORICIC explained that small federations like Ukraine, Cuba and Moldova invest a lot of money to prepare young players who play in national competitions and later come to play in the Continental events or even the World Championships. He proposed that the Federation of Origin should receive the money (15%) rather than the Receiving Federation.

PRESIDENT GRAÇA gave the floor to Mr. Teixeira.

Mr. TEIXEIRA expressed his complete agreement with Mr. Boricic and Mr. Marte Hoffiz. He stated that it is very important that the people who are preparing the players receive the money. He said that he did not believe the professional leagues need this money and that it is more important that the money goes back to the Federation of Origin.

PRESIDENT GRAÇA gave the floor to Mr. Everaert.

Mr. EVERAERT stated that he did not understand why the fee should be split up into so many small pieces. He explained that he works for a federation which has many players playing abroad for which they receive money, but this did not make a big difference to the federation. He said that if the money is split into small pieces, it would mean nothing. He said he felt the Federation of Origin should be able to decide what to do with this money. He concluded that he did not understand why the FIVB decides where the money goes within the different Federations.

PRESIDENT GRAÇA gave the floor to Mr. Teixeira.

Mr. TEIXEIRA agreed with Mr. Everaert but explained that even small amounts of money can make a big difference in smaller countries due to the exchange rates.

Mr. EVERAERT then said that the question still remains as to whether the FIVB could decide how the Federation of Origin spends the money.

Mr. MARTE HOFFIZ expressed his full agreement with Mr. Everaert.

PRESIDENT GRAÇA gave the floor to Mr. Przedpelski.

Mr. PRZEDPELSKI said he agreed with everyone but that he would like to hear from the people who prepared this proposal to know the reasoning behind it.

PRESIDENT GRAÇA gave the floor to Mr. Boricic.

Mr. BORICIC said that everyone belongs to the international community and must contribute to all activities in the various bodies. He pointed out that many amateurs work very hard for volleyball and, if they receive nothing in return, they will stop working for volleyball. He said that it is also about showing respect for the people who are working hard to produce new generations of players.

PRESIDENT GRAÇA stated that, as a former National Federation President, he agreed with Mr. Boricic but that, his main purpose and the most important thing was what to do with the money. He stated that the money should be given with the obligation to prove they are investing the money to develop new athletes or support the national team. He proposed that Mr. Boricic may lead a new group with Mr. Teixeira, Mr. Everaert and Mr. Marte Hoffiz to create a better proposal to solve the issues discussed. He said that this proposal could be decided upon at the Board of Administration meeting before the Congress or could be circulated to the members of the Board of Administration. He said that Mr. Bock would be ready to help them with anything they might need. He repeated that the money must go to the development of athletes and not to marketing or administration or other things.

PRESIDENT GRAÇA gave the floor to Mrs. Hernandez.

Mrs. HERNANDEZ expressed her agreement with Mr. Marte Hoffiz and Mr. Boricic and that stated it is the National Federations which create the players, not the Receiving Club or Federation, and that they are the ones who should receive this money. As such, this proposal needs to be transformed in order to foresee that the Federation of Origin receives the money.

PRESIDENT GRAÇA gave the floor to Mr. LLOreda.

Mr. LLOREDA said that this proposal should be analysed further. The Federations of Origin are the ones who invest significantly into players. Therefore, he expressed his agreement with the President's proposal to examine this topic through a working group. He added that some of the funds should also contribute to the administrative costs for the Confederation, in the case of the CSV, its costs for functioning. The National Federations develop athletes, and this has a lot of cost and that he agrees that the development of athletes should be funded.

PRESIDENT GRAÇA said that a commission with more than four members would not be efficient in view of finding a solution. He added that, in his opinion, the money should not be to spend on administrative costs. He said that the Confederations have to earn their money and should support themselves. He emphasised that the money should be invested into the players. He asked Mr. Boricic if he accepted to lead the commission.

Mr. BORICIC accepted.

PRESIDENT GRAÇA thanked Mr. Boricic and proposed to proceed to the next point.

8.5 FIVB Disciplinary Regulations

8.5.1 Separate Code of Ethics (Section II) from the FIVB Disciplinary Regulations

PRESIDENT GRAÇA presented the next point i.e., changes to the FIVB Disciplinary Regulations by which a Code of Ethics will be separated from the FIVB Disciplinary Regulations. There were no questions, so he proceeded to the vote.

The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB Disciplinary Regulations regarding the separation of the FIVB Code of Ethics (Section II) were approved.

8.5.2 Change of disciplinary clauses related to doping cases

PRESIDENT GRAÇA presented the next point i.e., changes to the Disciplinary Regulations pertaining to disciplinary clauses related to doping (Articles 14.5, 15.1, 26.5 and 27.2.2).

Mr. BOCK explained that the new World Anti-Doping Code will go into effect on 1 January 2021. He said that in order to make sure that the FIVB regulatory framework is in line with the new World Anti-Doping Code, certain minor changes had to be made to the Disciplinary Regulations.

PRESIDENT GRAÇA took the vote as there were no questions. The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISIONS

The changes proposed to the FIVB Disciplinary Regulations related to doping cases (Articles 14.5, 15.1, 26.5 and 27.2.2) were approved.

8.5.3 Add express reference to existing regulations to Safeguarding Policy

PRESIDENT GRAÇA presented the next point i.e., changes to the FIVB Disciplinary Regulations to add an express reference to the safeguarding policy (Articles 20.1 and 20.4).

Mr. BOCK explained that, in the IOC and the Olympic Movement, the concept of safeguarding has become more important, especially due to the case of abuse of minor athletes in gymnastics. He said that during the joint session with the IOC during the FIVB Executive Committee Meeting in December, the FIVB highlighted the fact that the safeguarding policy was going to be strengthened. He stated that the FIVB already has a safeguarding policy in place and that the proposal was to include an express reference in the Disciplinary Regulations that a violation of the safeguarding policy could result in disciplinary sanctions.

PRESIDENT GRAÇA gave the floor to Mr. Hoffiz.

Mr. MARTE HOFFIZ said that the provision should say that it “will” be sanctioned and not “could” as this would lead to uncertainty as to the imposition of sanctions. He requested Mr. Bock to clarify this issue.

Mr. BOCK said that it was imprecise wording and thanked Mr. Hoffiz for pointing it out and clarified that if a violation of the safeguarding policy is found, they will be subject to sanction.

PRESIDENT GRAÇA then proceeded to take the vote. The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The changes proposed to the FIVB Disciplinary Regulations to add express reference to the safeguarding policy (Articles 20.1 and 20.4) were approved.

8.6 FIVB Medical and Anti-Doping Regulations

8.6.1 Revision of the FIVB Medical and Anti-Doping Regulations 2021 in preparation for the World Anti-Doping Code coming into effect

PRESIDENT GRAÇA asked Mr. Bock to present the next issue relating to the FIVB Medical and Anti-Doping Regulations.

Mr. BOCK explained that there was no proposal yet with respect to this but that he wanted to raise the issue and provide an update. He stated that because the new World Anti-Doping Code goes into effect 1 January 2021, the FIVB has to update its Medical and Anti-Doping Regulations. He said that a draft of the FIVB Medical and Anti-Doping Regulations with comprehensive updates has been sent to WADA for review and comments. He added that, when the FIVB will receive the comments from WADA and finalize the draft, it will be circulated by email to the FIVB Board of Administration for approval by the end of November 2020. He highlighted that this would have to be approved before 1 January

2021 and hence, wanted to inform the members of the Board of Administration about it.

PRESIDENT GRAÇA clarified that there is no voting to be done.

8.7 Volleyball World Provisions

8.7.1 New Article 9 of the FIVB General Regulations

PRESIDENT GRAÇA asked Mr. Bock to present the provisions relating to the Future of Volleyball project.

Mr. BOCK said that, in light of the approval of the Future of Volleyball project, a new provision is to be included in the FIVB General Regulations to anchor this project in the regulatory framework. He presented the new provision i.e. Article 9 and explained that 9.1 emphasizes that the FIVB is the sole owner of all rights related to its competitions. He stated that Article 9.2 allows for the licensing of these rights to a third-party company so long as the FIVB has a majority stake in that third party company which is in line with what was decided already for the Future of Volleyball project.

PRESIDENT GRAÇA asked for a vote. The members of the FIVB Board of Administration unanimously voted in favour of the proposed change.

DECISION

The proposed changes to the FIVB General Regulations regarding the Volleyball World provisions (new Article 9) were approved.

9. FIVB VOLLEBALL CALENDAR 2021-2024

PRESIDENT GRAÇA gave the floor to Mrs. Kessler to present the FIVB Volleyball Calendar.

Mrs. KESSLER presented the proposed Volleyball calendar for the next Olympic cycle 2021-2024. She stated that, last December, the Board of Administration had approved the principles and the official events to be included on the volleyball calendar. These events include Olympic Games/Qualification, World Championships/Qualification, VNL, Qualification, Continental Championships/Qualifications and Club Season (International, Continental, National). She said that based on these approved principles and events, they were tasked with creating a detailed proposed Volleyball calendar for the upcoming years. She then presented the 2021-2024 calendar. She mentioned that, at the time of preparation, the Olympic Games had not yet been postponed to 2021. She added that now there will be an unprecedented cycle with two Olympic Games in the same cycle. She highlighted that, due to this, changes had to be made to the calendar to accommodate the Olympic Games in the

2021 calendar. She said that the proposed calendar had been sent to the Board of Administration members in the Working File. She then proceeded to go through the details of the calendar. She said that the Board of Administration had already approved the key events and dates for the 2021 calendar according to which, the end date of national leagues 2020-2021 was decided as 18 April 2021. She said that following the request of several national leagues, an extension was granted by one week i.e., to 25 April 2021. She said that the Continental Championships are to be completed by 2 May 2021. She stated that the dates of the VNL were also confirmed and that VNL will run simultaneously so as to accommodate the Olympic Games. She said that the new addition in the calendar is the Volleyball Challenger Cup. She said that they proposed to include it in the week following the VNL Finals in all years in the cycle. She said that they are looking at alternate dates for the National Leagues. She added that, in 2021, the Continental Championships are to be conducted from mid-August to mid-September. She explained that, considering that all women's Continental Championships could be finalized by 5 September 2021, the women's national league season 2021-2022 could start as early as 17 September 2021 while the men's national league season 2021-2022 could start on 1 October 2021. She then asked if there were any questions regarding the 2021 calendar.

PRESIDENT GRAÇA mentioned that the 2021 calendar was already approved by the Board of Administration, and they have to look at 2022, 2023 and 2024. He then asked Mr. Boricic if he had any question.

Mr. BORICIC clarified that it was already decided that National Federations that do not have any involvement in international competitions can start their activities earlier.

PRESIDENT GRAÇA agreed with Mr. Boricic and handed over to Mr. Marte Hoffiz.

Mr. MARTE HOFFIZ asked Mrs. Kessler when they can expect to have a final decision on the VNL 2021 considering that it is a very irregular year, and they need to start purchasing the airline tickets. He asked when the cities and dates are expected to be confirmed. He said that they have the preliminary information that was already sent to them, but that he wants to know about the confirmation.

PRESIDENT GRAÇA said that the concept of the calendar was being changed as sometimes there is a period of six months without any volleyball activities for some entities. He said that the clarifications made by Mr. Boricic related to this context. He said that the National Team players cannot play the championships, but the rest of the people can play. He considers this to be big progress. He said that following the principle that "less is more", the competitions in Japan in November were stopped. He said that even though this is bad for the FIVB as it lost money, it is very good for volleyball. He then invited Mr. Azevedo to provide a clarification.

Mr. AZEVEDO clarified that this issue will be discussed in the VNL Council, and an appropriate decision will be taken. He mentioned that they are working on different scenarios for next year according to the situation of the pandemic and other factors.

PRESIDENT GRAÇA took a vote on the approval of the calendar. The members of the FIVB Board of Administration unanimously voted in favour of the proposed calendar.

DECISION

The 2021-2024 Volleyball Calendar was approved.

10. FIVB COMMISSIONS' PROPOSALS TO THE BOARD OF ADMINISTRATION

10.1 Rules of the Game and Refereeing Commission: 2021-2024 Volleyball and Beach Volleyball Rules of the Game

PRESIDENT GRAÇA proposed to begin the discussion on the FIVB Commission's proposals, starting with the proposals regarding the Rules of the Game and Refereeing Commission. He invited Mrs. Kessler to present the proposal.

Mrs. KESSLER presented the first proposal under the FIVB Event Regulations to regulate the withdrawal of International Referees from their appointment. She said that the language proposed to be included is "*In the case that an International Referee withdraws from its appointment, any travel ticket which might have been issued at the time of his/her withdrawal must be borne by his/her National Federation.*" She then asked if there were any questions.

Mr. BORICIC expressed his opinion that an International Referee cannot be a National Federation President.

PRESIDENT GRAÇA proposed to vote on Mr. Boricic's proposal.

Mr. MARTE HOFFIZ stated that it should be clarified that retired referees should be eligible to be a President of a National Federation.

PRESIDENT GRAÇA explained that the proposal referred only to active referees and asked Mr. Boricic to make the proposal again for clarity.

Mr. BORICIC put forward the proposal that no one can be both a National Federation President and an International Referee.

PRESIDENT GRAÇA proceeded to conduct a vote on this proposal. The members of the FIVB Board of Administration unanimously voted in favour of the proposal.

DECISION

No person shall be both an active International Referee and the President of a National Federation at the same time.

PRESIDENT GRAÇA initiated voting on proposals 1 and 3 of the Rules of the Game and Refereeing Commission. The members of the FIVB Board of Administration unanimously voted in favour of the proposals.

DECISION

The Board of Administration approved the amendment of the FIVB Event Regulations to include: *“In the case that an International Referee withdraws from its appointment, any travel ticket which might have been issued at the time of his/her withdrawal must be borne by his/her National Federation.”*

DECISION

The proposal to approve the list of nominated volleyball and beach volleyball referees and to receive nominations for new international referees from candidates was approved.

PRESIDENT GRAÇA asked Mrs. Kessler to explain proposals 4, 5, and 6 of the Rules of the Game and Refereeing Commission.

Mrs. KESSLER explained that the Board members had received detailed information regarding these proposals, for rule changes in volleyball and beach volleyball, in the Working File. She then asked if there were any questions.

PRESIDENT GRAÇA mentioned that these proposals were sent to the members one week ago and that he hopes that the members have read it. He asked if there are any questions.

Mr. MARTE HOFFIZ suggested that any changes to the Rules of the Game should only be done every four years because the coaches start preparing the players one way, and sudden rule changes will affect that. He asked if that could be conveyed to the Commission.

PRESIDENT GRAÇA clarified that this is already the case and changes to the rules can only be made every four years.

Mr. BORICIC suggested in that in future, they should take care of Snow Volleyball.

PRESIDENT GRAÇA agreed with Mr. Boricic and proposed to vote on proposals 4, 5 and 6. The members of the FIVB Board of Administration unanimously voted in favour of the proposals.

DECISION

The proposed changes to the Official Volleyball Rules 2021-2024 to be enforced after Tokyo 2020 were approved.

DECISION

The proposed changes to the Official Beach Volleyball Rules 2021-2024 to be enforced after Tokyo 2020 were approved.

DECISION

The proposals for the Rules Test in 2021 were approved.

10.2 Development Commission

PRESIDENT GRAÇA asked Mr. Mohammed to present the proposals of the Development Commission.

Mr. MOHAMMED presented the proposal of the Development Commission that the annual allocation to the FIVB development centres shall be focused on National Team coaches' development programmes within their region.

PRESIDENT GRAÇA took the opportunity to discuss a plan for the future with the Board of Administration. He said that the development of national teams is the most important thing to develop volleyball anywhere. He said that children need to have idols and examples such as national team players. He stated that this will bring people to volleyball automatically. He discussed the example of Serbia in this context. He stated that money needs to be invested in developing national teams and not in administration or travel. He also gave examples from

his personal experience in Brazil. He said that his opinion is that national teams should be given priority over other things.

Mr. MOHAMMED said the Development Commission members were very happy to work with other Commissions and thanked President Graça for his support and for the support from Mr. Azevedo as well as from the FIVB staff.

Mr. BORICIC proposed to open the application period from 1 September to 1 June. He said that this is necessary because many small federations from category 1 and 2 do not have professional people and they are afraid to ask for help. He stated that the Confederations can help smaller federations to prepare and submit the applications to the FIVB.

PRESIDENT GRAÇA asked for a vote on this proposal.

Mr. MARTE HOFFIZ sought clarification on which proposal was being voted on. He asked if the President was making a separate and different proposal.

PRESIDENT GRAÇA clarified that the proposal of the Development Commission related to the Coach the Coaches programme and to the provision of equipment and to use these resources for this purpose, i.e. to develop National Teams. He proceeded with the vote.

The members of the FIVB Board of Administration unanimously voted in favour of the proposals.

DECISION

It was approved that the annual allocation to FIVB Development centres shall be focused on National teams' coaches development programmes in their region.

10.3 Medical Commission

PRESIDENT GRAÇA asked Mr. Bock to present the proposals from the Medical commission.

Mr. BOCK presented three proposals from the Medical Commission. He said that the first proposal is to implement an education tool for safeguarding players from harassment and abuse according to the IOC Agenda 2020, Recommendation 18. He said that for this the proposal is to work with Safe Sport International (SSI) to conceive a program to implement safeguards for adults and children under its jurisdiction. He said that this company will assist the FIVB in developing their safeguarding programme further. He then explained that the Medical Commission would like to dedicate part of its budget to work with SSI, and the FIVB has asked them to provide an offer.

Mr. MARTE HOFFIZ said that he felt it would be more effective to create and distribute pamphlets to players during competitions as done with regard to doping. He said that this will be a better option as it would be cost-effective, and the players will better understand it.

Mr. BOCK explained that the current proposal provides for creating bespoke resources and training content and, as such, Mr. Marte Hoffiz's idea could be easily incorporated into the proposal. He said that the details will have to be decided by the Medical Commission depending on how they want to divide the budget. He said that emphasis could be placed on written materials. He stated that this proposal is with respect to creating this programme for safeguarding.

PRESIDENT GRAÇA proceeded to conduct a vote. The members of the FIVB Board of Administration unanimously voted in favour of the proposals.

DECISION

It was approved to create an education tool for safeguarding players from harassment and abuse according to the IOC Agenda 2020, Recommendation 18.

Mr. BOCK presented the second proposal of the Medical Commission with regard to modifications to the Medical and Anti-doping Regulations. He said that this amendment is mainly for a few language changes, specifically the Health Certificate is no longer submitted to the Medical Department but to the VIS system and that referees in category A must complete an Exercise test rather than a Cooper test.

PRESIDENT GRAÇA took a vote. The members of the FIVB Board of Administration unanimously voted in favour of the proposals.

DECISION

The proposed language changes in the Medical and Anti-Doping Regulations with regard to Health Certificate for International Referees were approved.

Mr. BOCK presented the third proposal of the Medical Commission which is a reminder to all Confederations related to anti-doping activities. He stated that the anti-doping programmes of certain Confederations are not as robust as others. He said that the Medical Commission would like to re-emphasize the importance of anti-doping activities. He stated that the Medical Commission specifically encourages the CAVB to have a Medical Commission or a Medical Working Group and to make sure that a link for anti-doping is created on the Confederation website.

PRESIDENT GRAÇA proceeded to conduct a vote. The members of the FIVB Board of Administration unanimously voted in favour of the proposal.

DECISION

The proposal of the Medical Commission to remind the Confederations to strongly engage in anti-doping activities was approved.

10.4 Athletes' Commission

PRESIDENT GRAÇA asked Mr. Tutton to present the proposals of the Athletes' Commission.

Mr. TUTTON discussed the Athlete's fund issue and explained that, due to COVID-19 and the focus on the Athletes' Relief Support Fund the Commission, was unable to make progress with this proposal. He stated that they should be able to start developing a framework in early December. He further stated that the proposal will focus on active players, transitioning players and retired players. He explained that the proposed fund would support activities, such as education programmes, legal support, mental health and well-being, etc.

PRESIDENT GRAÇA mentioned that there is no vote required as there is no proposal being presented.

10.5 Technical and Coaching Commission

PRESIDENT GRAÇA asked Mr. Tutton to present the Technical and Coaching Commission proposal.

Mr. TUTTON presented the proposals of the Technical and Coaching Commission. He said that the proposal before the Commission was to contribute towards the look of the game, the tactics behind the game and the future of the game. One issue that was considered was "free substitutions". He said that the proposal was to have free substitutions with a cap of 6 substitutions per set for each team and to allow the free interchange of players like basketball or field hockey. He said that this is to ensure more opportunities for players, to speed up the game and improve the flow of the game.

PRESIDENT GRAÇA said that this idea is to be tested in an FIVB event. He also invited the members to express their opinions as he is not sure how the public will accept this. He said that this proposal would give more opportunities to players.

Mr. BORICIC said that this should be tested in several events to check the consequences of such a change. He said that this proposal has the potential to

completely change the game. He said that he would not reject the proposal but would suggest that there should be more test events.

Mr. EVERAERT said that in the Netherlands they had been applying this rule for the last five years in the lower classes. He said that because of this, they already have a big testing pool already available for the FIVB. He said that they observed that there have been no specific adverse consequences. He suggested if this proposed change is going to be made, the FIVB should also simplify the administration of the substitutions by stating that only the number of substitutions should be counted. He said that the administration of substitution takes a really long time currently. He proposed that the FIVB use the data from the Netherlands.

Mr. MARTE HOFFIZ said that this proposal had been discussed and rejected last year. He said that this was rejected because it will change the game completely.

PRESIDENT GRAÇA proposed that the test should be done to see how the change affects the game.

Mr. TEIXEIRA said they should recommend avoiding putting three big guys in the front and three small guys in the back. This has already been tested in USA in the 1970s and it did not work. He said that no one is against having free substitutions, but certain recommendations could be made to ensure it does not affect the game.

PRESIDENT GRAÇA said he would send this proposal to the Rules of the Game and Refereeing Commission to study the tests during one of the FIVB events and then come back to the Board.

10.6 Sports Events Council

He then asked Mrs. Kessler to present the proposals of the Sports Events Council.

Mrs. KESSLER presented the proposal with regard to the World Ranking for Senior National Teams. She said that the priority of results considered needs to be defined. She proposed that if two events involving the same team overlap, the one with the higher match factor will prevail. She said that this means that all events played with the smaller match weight factor will not count towards the World Ranking. She also proposed that, as an exception, inactive teams will not be penalized with a deduction of 50 points in 2020, due to the global pandemic crisis.

Mrs. KESSLER then moved on to the next proposal regarding the VCC 2021 Qualification which was ratified by the Executive Committee for the 2020 edition. She presented the qualification criteria already ratified by the Executive Committee for the 2020 edition which states that AVC-CAVB-CSV-NORCECA will fill the qualification vacancy quota by selecting the top ranked teams per Continent not yet participating in the current edition of the VNL as per the FIVB

World Ranking as of 31 March 2021. She stated that, with these criteria, the CEV would select two top teams per gender of the CEV Volleyball European Golden League to qualify. She stated that since the 2020 event was cancelled, they would like to apply the same qualification criteria for the 2021 edition.

Mrs. KESSLER then presented the proposal for the qualification criteria for the VCC 2022 and onwards. She proposed the same criteria to be applied as for 2020 and 2021 editions, with the exception that NORCECA would hold a qualifying event with the participation of four teams the year before the corresponding edition of the VCC.

Mrs. KESSLER then explained that, for the VCC, the hosting rights have been extended to 2021. She said that the Women's event will be held in Zadar, Croatia and the Men's Event in Gondomar, Portugal.

Mrs. KESSLER then presented the proposal to replace the prize money of the VCC 2021 with international travel tickets (economy class) for the top five qualified team delegations. She said that this proposal is being made considering that this competition is a gateway to the VNL for many teams and the financial challenges due the pandemic.

Mrs. KESSLER then moved on to the proposal relating to the Qualification Formula that was already ratified by the Executive Committee. She said that this proposal replaces the last step of qualification. She said that as per this, the last spot (11 for men and 12 for women) will be granted through the World Ranking system. She then presented the Seeding & Drawing of Lots Principle proposal for the World Championship 2022 in Russia with the sole change of drawing line by line the teams in position two to four. She explained that the same principles will be used for World Championship 2022 in Netherlands-Poland except that the top ranked host team will be placed at the top of Pool A and the second ranked host team will be placed at the top of Pool B.

Mrs. KESSLER then presented the qualification formula for the 2024 Olympic Games, which was already ratified by the Executive Committee. She stated that this formula proposes how the 12 qualifying spots are to be granted. She explained that, as per the formula, one place will be given to the host, six places through the Olympic Qualification Tournament and five places will be granted as per the World Ranking.

Mrs. KESSLER then presented the bidding timeline for the Olympic Qualifying Tournament from 20 September 2021 to the end of October 2022.

Mrs. KESSLER presented the Seeding and Drawing of Lots principle for the Olympic Qualifying Tournament. She said that as per this principle, the hosts will be seeded at the head of the pools based on the World Ranking and then the remaining teams will be drawn line by line to ensure fairness.

PRESIDENT GRAÇA proposed to vote on these proposals one by one. The members of the FIVB Board of Administration unanimously voted in favour of all the proposals.

DECISIONS

The proposal regarding World Ranking for Senior National Teams was approved.

The proposal regarding the VCC 2021 Qualification was approved.

The proposal regarding the qualification formula of the FIVB Volleyball World Championships 2022 was approved.

The proposal regarding the Olympic Games qualification formula and timeline was approved.

10.7 Beach Volleyball Commission

PRESIDENT GRAÇA asked Mr. Cao to present the proposal from the Beach Volleyball Commission.

Mr. CAO presented the proposal from the Beach Volleyball Commission regarding the qualification system for the 2026 Dakar Youth Olympic Games (under 19 age category). He said that these games were originally scheduled for 2022 but were delayed due to the ongoing pandemic. He stated that the proposed qualification system is very similar to the system used for previous editions of the games, but it highlights the importance of the performance of the teams. He then explained the system wherein a total of 32 teams per gender will be selected with a maximum of one team per country per gender. He said that one spot will be given to the host country as always, 25 spots to the Confederations, three spots to the top three ranked teams in the FIVB U19 World Championship and three spots to be allocated by the IOC as Universality Places.

Mr. CAO explained that the qualification system will feature a minimum participation criteria and also a rewarding system. He explained that each Confederation is guaranteed a minimum of three teams per gender providing that a minimum of 12 National Federations participate in its Continental Qualification pathway per gender. He also mentioned that, for the CSV, the requirement is 50% of their National Federations, which is six. He mentioned that this criteria is the same as what was implemented for the Olympic Games Tokyo 2020. He then explained the rewarding system for Confederations, which have more National Federations participating in their respective qualifications. He said that if they can secure more National Federations to participate, they can secure more quota places. He said that the same principle was already implemented in the previous edition of the games in Argentina. He mentioned that many Confederations were able to secure 60% and even 70% of affiliated National Federations. He expressed hope that this rewarding system will ensure an increase in participation from all Confederations.

Mr. MARTE HOFFIZ said that he has an issue regarding the second and third stage of the qualification tournament for the Olympic Games, which was supposed to happen this year. He asked what would happen if they are not able to conduct it as per the timeline presented. He asked whether they could still use the ranking or whether they will lose their place.

Mr. CAO clarified that this question does not relate to the proposal he presented but relates to the qualification system for the Olympic Games Tokyo 2020. He said that it is not compulsory to conduct the second phase in the year 2020 if the environment is not safe enough. He said that it is possible to conduct the second phase in 2021 before the final phase. He added that, in case it is not possible to conduct this, a solution of combining both phases can be considered. He said that, if the COVID-19 situation does not improve, then they will discuss with the IOC how to solve this.

PRESIDENT GRAÇA proposed to vote on the proposal. The members of the FIVB Board of Administration unanimously voted in favour of the proposal.

DECISION

The proposal for the Beach Volleyball qualification system for the 2026 Youth Olympic Games in Dakar was approved.

11. FIVB FUTURE EVENTS UPDATE

11.1 Beach Volleyball

PRESIDENT GRAÇA asked Mr. Cao to begin the presentation regarding the FIVB Future Events Update for Beach Volleyball.

Mr. CAO presented the Beach Volleyball events for 2021 which include the annual World Tour, the Olympic Games Tokyo 2020, the U19 World Championships and the U21 World Championships which will take place in various cities. He mentioned that the U19 World Championships were postponed from 2020 to 2021 due to the pandemic. He said that in the event that it is still not safe to conduct the event on the proposed dates, they will consider postponing the event to later in the year.

Mr. CAO then presented the events for the year 2022, which include the New Beach Volleyball Tour, the World Championships and the U19 World Championships. He said that the dates for the World Championships in Italy are yet to be confirmed and that they are working with the organizers in Italy to fix suitable dates. He said that, in 2022, they will be launching the New Beach Volleyball Tour trying to replicate the success of the VNL by creating a consistent competition with a reliable calendar. He said that the goal will be to showcase not only the beauty of the beach volleyball but also the lifestyle that

is beyond the sport. He said that, in this event, there will be many tiers of competition. He added that each Confederation and National Federation will be empowered to manage certain criteria in accordance with the FIVB Beach Volleyball Sports Regulations and FIVB Handbook. He said that the FIVB are still working on the details and will share further information at a later stage.

Mr. CAO then presented the events for the year 2023 which include the New Beach Volleyball Tour, the World Championships, the Paris 2024 Olympic Games Qualification Tournament and the U21 World Championships.

Mr. CAO proceeded to present the events for the year 2024, which include the New Beach Volleyball Tour, the Paris 2024 Olympic Games, and the U19 World Championships. He mentioned that beach volleyball at the Olympic Games will be conducted in the heart of Paris under the Eiffel Tower. He said that they have already been approached by the Organizing Committee and the IOC to build this as an iconic location with a legacy that they can continue for the future.

Mr. CAO presented the status quo of the 2021 season for the beach volleyball calendar. He said that the 2021 World Tour application was launched in June 2020 and, despite the pandemic, the process has been progressing smoothly. He said that, with respect to this, they are already in the final phase of signing the agreement with each organizer. He said that there is a draft calendar prepared based on the applications received in writing. He said that the goal is to publish the calendar by the end of 2020 while remaining flexible in relation to the pandemic. He emphasized the need to ensure a safe environment for the sport to return.

Mr. CAO then presented the draft calendar for 2021. He said that it looks very promising, and this is only based on the written applications received so far. He said that almost every week from March to June has a major competition scheduled until the Olympic qualification. He added that there might be many additions and deletions from this draft calendar depending on how the pandemic develops. He said that they aim to publish a calendar by the end of 2020 providing the environment becomes safer.

PRESIDENT GRAÇA thanked Mr. CAO and gave the floor to Mrs. KESSLER.

11.2 Volleyball

Mrs. KESSLER presented the volleyball events for 2021 to 2024 which mirror the proposal presented earlier with respect to the calendar. She highlighted that there would be four age group World Championships in 2021 and in 2023.

Mrs. KESSLER then stated that all the host nations for VNL 2021 have been confirmed to set up the pool distribution and to confirm the schedules. She said that all of this is available online. She said that there are still a few host countries left to confirm but that this is understandable given that National Federations are having difficulties to secure these contracts. She highlighted that, as Mr. Azevedo previously noted, they are working on several plans for the VNL

considering the pandemic. She then presented the women's schedule and the men's schedule.

Mrs. KESSLER presented the details of the four FIVB Volleyball age group World Championships to be conducted in 2021. She said that a Board decision was taken to extend the timeline for qualification because the Continental qualification was supposed to be completed by the end of December, which became impossible in many Confederations. She said that an extension to this was granted until the end of February.

Mrs. KESSLER then presented the details of the FIVB Volleyball Club World Championships 2021. She explained that the 2020 edition was cancelled and that the last Board of Administration also approved the running of the bidding process that will be launched shortly. She said that they are bound to test the market to define the format and the number of teams.

PRESIDENT GRAÇA mentioned that this section was just for information, and there was no voting to be done and asked if there are any questions.

PRESIDENT GRAÇA made a short statement about how beach volleyball needs to be encouraged among countries that are not very well developed in volleyball. He said that this will encourage more people to follow, get interested in volleyball and will stimulate the growth of volleyball in those regions. He mentioned the Caribbean as a region that can benefit from this. He gave various examples including that of Oceania. He encouraged every Confederation and country to develop beach volleyball.

Mr. MOHAMMED agreed with and endorsed what the President said. He said that being from the Caribbean, he understands the importance of beach volleyball. He said that a team from the region qualifying for the Olympics or the World Championships will bring many benefits. He also mentioned that countries like Uruguay, Paraguay, Costa Rica and Nicaragua are doing well in this context. He said that the Olympic dream for these countries could be through beach volleyball.

Mr. MARTE HOFFIZ said that NORCECA was able to complete ten tournaments in their tour, including one in one of the smallest islands that they have, which was extraordinary. He said that they are developing beach volleyball in the Caribbean as they have the best beaches in the world. He said that, in the last four years, they had an average of 12 to 14 competitions per year. He said that this goes on all year round and that they are following the instructions of the President on beach volleyball. He said that the details of all the tournaments can be found on their website.

Mr. ESCOBAR GONZALEZ said that he wanted to highlight that Paraguay is a very small country but with a lot of beaches. As such, Paraguay has been working in accordance with the directives provided by the FIVB. He emphasised that, nowadays, the amount of support from the fans is amazing. He added that it is one of the only sports that was ongoing during the pandemic for the training of the elite National Teams. He stated that the coaches that have arrived in

Paraguay have been well integrated, namely as Paraguay has a very good strategy. He explained that abroad, people always want to steal your coaches when they are working well. He highlighted that Paraguay is working very well. He explained that, as per President Graça's instructions five years ago, Paraguay has benefited permanently from the FIVB with the programmes that were presented and the permanent reports. The most important thing is the results. They have been very favourable, and we are very satisfied.

Mr. LLOREDA said the CSV is also working on this topic following the FIVB's guidelines, similarly to when President Graça was President of the CSV. He stated that President Graça had correctly highlighted the possibility that some countries have produced important results namely through the relevant support and beach volleyball. He added that it is very interesting. He explained that the CSV has been doing a series of events which highlight not only what was said about Paraguay, but Guyana was also present in one of these events. He mentioned that, due to some agreements concluded with Guyana and Brazil and to the resulting closeness, productive exchanges were achieved, and they are working in that direction. He concluded that this is very important, and that Paraguay is following these guidelines established by the FIVB.

PRESIDENT GRAÇA said that he is not criticizing anyone but encouraging everyone to take up beach volleyball. He clarified that the FIVB is unified in its three disciplines.

12. NATIONAL FEDERATIONS DISPUTES

PRESIDENT GRAÇA passed the floor to Mr. Azevedo to open the discussion on National Federation disputes.

12.1 Philippines

Mr. AZEVEDO started by discussing the dispute in the Philippines. He stated that they had been working for several months with all stakeholders involved and that two members of the Board of Administration, Mr. Marte Hoffiz and Mr. Wei, are part of this Commission. He said that they now wish to update the Board of Administration and discuss the next steps. He explained that the conflict started when the National Olympic Committee (NOC) of the Philippines removed its recognition of the Philippines Volleyball Federation (PVF). He stated that the FIVB has also suspended the membership of the PVF. Subsequently, the NOC affiliated another National Federation called Larong and the FIVB also provisionally affiliated Larong as a member. He then explained that the FIVB is in contact with the new leadership of the NOC. He said that the FIVB has to recognize the National Federation recognized by the NOC, and the NOC is saying that they will recognize the Federation recognized by the FIVB. He explained that the FIVB proposed to the NOC to run an open and transparent national election that includes all stakeholders including Larong and the PVF with the view that the FIVB recognising the Federation that wins this election and thereby gets the votes of the Philippine volleyball family. He said that, surprisingly, the stakeholders were not happy with this proposal.

He said that the NOC is conducting its elections on 15 November 2020, and the FIVB is in touch with the IOC member in the Philippines and the NOC.

Mr. AZEVEDO then put forward the proposal of the Ad Hoc Commission. He said that the proposal is that the FIVB will wait for the results of the elections of the NOC and will get in touch with both the new leadership of the NOC and the IOC member in the Philippines. He proposed that the FIVB will then circulate a letter to the Board of Administration to be approved and presented to the Congress. He said that the proposal in that letter would be for the FIVB World Congress to declare the PVF as the volleyball Federation recognised by the FIVB with the condition that a transparent and democratic election will be run immediately involving all stakeholders including Larong and the PVF.

PRESIDENT GRAÇA asked if there were any questions and stated that the situation should have been resolved four years ago.

Mr. MARTE HOFFIZ pointed out that the working group created to resolve this situation gave all the opportunities to solve problem, but they just don't want to cooperate. He said that the existing members of the Olympic Committee have conflicts of interest. He explained that the only solution is elections but that they refuse to cooperate with any of the proposals because there is a big conflict of interest. They refused to send their updated Constitution and the General Assembly of the FIVB must solve the problem.

Mr. GRAHAM pointed out to Mr. Azevedo that this issue was first raised at the Congress in Cancun, and that it has gone on long enough and needs to be resolved. He said that if the NOC does not recognize the National Federation then it shouldn't have gone to the vote. He offered his full support to what had been proposed.

Mr. TIMBA agreed that the only solution to solve this problem is to conduct elections where everybody participates. He then stated that there may be a problem with the name chosen (PVF or Larong) after the elections.

Mr. AZEVEDO explained that the PVF is a National Federation member of the FIVB that was suspended because it is not recognised by the NOC. He said that the proposal to the FIVB General Assembly is that the General Assembly should recognize the PVF with the sole condition that an election must be conducted immediately, and that the new leadership will lead the National Federation. He said that Larong was not actually recognized as an FIVB member but received a provisional recognition. He said that PVF is a National Federation member of the FIVB, though currently without rights because they are not recognised by the NOC.

Mr. QUINLAN expressed his complete agreement with the presentation but had questions regarding logistics and constitutionality. He asked who will be eligible to run for office and who will be eligible to vote in such an election. He asked whether all this has been clearly laid out.

Mr MARTE HOFFIZ explained that this is why they asked them to send the documents, but they had refused to do so. He said that, as a result of this, the Commission was unable to determine the answers to the questions raised by Mr. Quinlan.

Mr. AZEVEDO thanked Mr. Quinlan for his questions and explained that they planned to work together with the NOC to determine who are the members of volleyball in the Philippines and who will have the right to vote. He said that the elections will also be conducted as per the constitution of the FIVB and the regulations of the National Federation.

12.2 Maldives

PRESIDENT GRAÇA proposed to discuss the problem in the Maldives.

Mr. BOCK thanked Mr. Quinlan for his question because it relates to the situation in the Maldives. He said that in the Maldives, the Minister of Sport removed the President of the National Federation and barred him from his offices. He said that this happened shortly after the last Board of Administration meeting in May 2019. He stated that after discussions with the Ministry of Sport, the NOC and the National Federation, the FIVB Executive Committee set up an Ad-Hoc Commission in December 2019 in order to hold elections. He said that all parties involved agreed to conduct fair and transparent elections. The Ad-Hoc Commission is composed of four members, i.e., Mr. Luis Alexandre from the FIVB Asia offices, Mr. Essa Hamza who is an FIVB Board Member and an AVC Board member, one member from the National Federation and a member appointed by the NOC. He said that after the Commission was created, the idea was to set up these elections. He explained that the statutes were analysed to see which statutes were correct. He said that the next step is to verify the membership which is complicated and requires considerable paperwork and documentation. He said that the pandemic has also affected this process due to lack of access to offices. He added that the subsequent step after determining the membership will be to call and hold elections. He said that the pandemic has prevented the Ad-Hoc Commission from travelling to the Maldives and this has delayed the process.

PRESIDENT GRAÇA asked if there were any questions.

Mr. AL FAILAKAWI explained that this situation will take a long time to resolve because of COVID-19 and because of the internal situation in Maldives. He explained that the Minister of Sport in the Maldives has also caused problems with the Football Association in Maldives and that this has resulted in a conflict with FIFA. He said that this situation has also created problems in the AVC because it is not clear who is to be invited to the General Assembly from Maldives and which teams can be accepted. He said that it is not desirable to lose the power over activity of the players especially in beach volleyball. He proposed that the Maldives Volleyball Association elected in 2015 must be recognized officially in the AVC and the FIVB until the election is held.

PRESIDENT GRAÇA proposed to study the situation more closely. He explained that no one, including the Minister of Sport or the President of the NOC, has the right to interfere in FIVB memberships. He said that the Ad-Hoc Commission will review the matter and come back to the Board of Administration if there is a further proposal.

12.3 Liberia

PRESIDENT GRAÇA asked Mr. Azevedo to present the situation in Liberia.

Mr. AZEVEDO said that this issue had come up very recently i.e., about one month ago and was being dealt with by two Board of Administration members, Mrs. Hajij and Mr. Timba. He then explained that there are two factions who claim to be in charge of the Liberian Federation and that there is a dispute between the NOC and the National Federation. He said that the Liberian Olympic Committee claims that the National Federation President has been suspended since 2012. He said that the FIVB Ethics Panel sent a letter directly to the NOC asking them to hold on and not to run elections before the elections of the CAVB.

Mr. AZEVEDO said that, in September 2020, the Liberian Olympic Committee conducted elections against the FIVB's request. He said that they then asked the FIVB for these newly elected persons to be the delegates in the CAVB Congress last week. He said that this issue was raised before the FIVB Ethics Panel, and the request was refused. He said that the current National Federation is not suspended, and the current leadership is recognised by the FIVB and the CAVB. He said that they participated and voted in the CAVB Congress. He said that the proposal is to create an Ad-Hoc Commission to go to Liberia, study the issue in greater detail and make a proposal to the FIVB Board of Administration

Mr. TIMBA explained that this situation had been pushed by the former CAVB President and that it was important that an Ad-Hoc Commission investigates the matter.

Mrs. HAJIJ stated that the Ministry of Youth and the Olympic Committee should not interfere in the affairs of volleyball. She said that it is curious that a couple of weeks before the CAVB elections, they told the President of the National Federation that he is not eligible. She expressed her agreement with Mr. Azevedo and said they will create a commission to go there and study this matter. She said that they will keep contact with Minister of Youth and the NOC. She emphasised the importance of elections and said that only an elected President should be recognised.

Mr. QUINLAN said that the FIVB needs to recognise that, often, the National Federations, especially the smaller ones, are not at fault. He explained that, often, such Federations are subject to political interference. He said that it is important for National Federations to know that in such a situation where it has not done anything wrong, the FIVB will have its back.

Mr. GUMEL expressed his support for Mr. Azevedo's proposal.

PRESIDENT GRAÇA explained that the FIVB must be sure that the government and the Olympic Committee cannot interfere in the affairs of the FIVB.

He stated that the FIVB must defend its National Federations but that it must also know the accusations and what is going on. He said that free elections should be held without the interference of the Olympic Committee as quickly as possible and said it is up to President Hajij. He offered to support her and send lawyers.

12.4 Egypt

PRESIDENT GRAÇA proposed to discuss the situation of Egypt.

Mr. BOCK stated that an update had been provided at the last Board of Administration meeting regarding the situation with respect to Egypt. He explained that elections were conducted by the Egyptian Volleyball Federation in 2017, which was invalidated by a court order. He explained that the FIVB has received information that a final decision has been made, but no confirmation has been received from the Egyptian NOC. He said that the FIVB has also received evidence that someone related to the Egyptian National Federation has forged documents bearing the signature of the FIVB General Director and stamps and initials of FIVB Legal. He said that the FIVB has instructed its Swiss Counsel to file a criminal complaint related to this forgery and to create an international investigation. He then asked if there were any questions.

Mr. TIMBA stated that as far as he knew the NOC of Egypt took a decision to nominate a provisional Executive Committee with the agreement of the Ministry of Sports. He said that they also decided to postpone elections of the National Federations until after the Olympic Games. He said that there is an official document circulating and that he will send it to the FIVB Legal Commission to assess the validity of the document.

PRESIDENT GRAÇA said that, in this case, the CAVB must decide and the FIVB would support them. He offered to send lawyers and recommended that President Hajij go immediately to Cairo to take all necessary measures to solve the problem immediately. He offered to put them in contact with Deloitte to audit the accounts.

Mrs. HAJIJ informed President Graça that a handover with the former President has been planned for the following week. She said that the Minister of Youth informed her by phone that they decided to have a free election at the end of December. She then explained she would have a meeting with him and would ask for the date and the place of the elections.

Mr. TIMBA expressed the necessity of someone from the FIVB, along with the CAVB, to look into the matters discussed.

12.5 India

PRESIDENT GRAÇA asked Mr. Azevedo to present the situation in India.

Mr. AZEVEDO explained that the Volleyball Federation of India (VFI) refused to move forward with the Pro Volleyball League despite the support the FIVB and a successful first season. He said that there was a big dispute between the VFI, the NOC and the company that organised the league. He said that the FIVB went there personally to mediate and help the parties negotiate. He said that this issue was then solved but there was another fight between the NOC and the VFI. He said that two elections were run in parallel, and there are now two groups of people asking to be recognised as leaders of the National Federation. He said that the National Federation is not suspended, and the FIVB is in touch with the NOC and the National Federation. He said that there is a Court decision due on that day in India. He said that, if this decision does not come, a proposal will be made to the Board of Administration to suspend the National Federation and to start the process again for elections. He said that they are in touch with the AVC and keeping them updated. He said that they hoped the Court decision would make things simpler and, if not, action can be taken such as forming a group to study the matter further.

PRESIDENT GRAÇA asked if there were any questions.

Mr. AL FAILAKAWI thanked Mr. Azevedo for his presentation. He then proposed to set a deadline given that the court might take a long time to take a final decision.

Mr. AZEVEDO stated that the hearing was happening the same day, and he agreed that there needs to be a deadline. He said that he expected this decision to be taken by the end of the year.

Mrs. SUBOWO stated that the AVC would work hard to communicate to all that as per the FIVB regulations, there cannot have interference from the government or NOCs. She agreed with Mr. Azevedo they must hear and accept the result from the Indian Court and immediately take action. She then stated that the AVC would communicate with the Maldives and the Philippines NOC and Ministry of Sport regarding how to solve these problems and would make a report to the FIVB as soon as possible.

Mr. WONGPRASERT stated that the situation in India and the Philippines made him worried about the national team that will participate in the continental championships. He asked if the National Federation needed NOC approval for this or will the FIVB pick one team. He specifically mentioned the case of Philippines.

PRESIDENT GRAÇA thanked Mr. Wongprasert for his years of service in the FIVB. He explained that the FIVB made several efforts in India to develop volleyball. He said that the FIVB also collaborated with a company to conduct an excellent profitable national championship. He said that the FIVB also sent a Serbian coach to India for one year, and this brought India to the eighth

position in the Asian championships. He said that when it became clear that there was money to be made, disruptions were caused by the VFI as they claimed that they will conduct the competition by themselves henceforth. He said that eventually no competition was conducted finally after this disruption. He said that, since the issue is in Court, the FIVB cannot solve it. He said that this example shows how success can also be a problem. He said India should be treated carefully because they have enormous potential.

13. FIVB WORLD CONGRESS 2020 UPDATE

PRESIDENT GRAÇA stated that everyone was aware that it had been planned to hold the next World Congress in Thailand. He said that due to the significant rise in the number of COVID-19 cases and the travel restrictions in place, they believed that the first priority should be to ensure the health and well-being of the global volleyball family. He proposed that the FIVB World Congress should be conducted online because following the successfully conducted virtual General Assemblies in Asia, Africa, South America and NORCECA, they know that they can ensure a world class event with a robust and secure voting system. He said that hosting a Congress online would be extremely beneficial financially. He asked the Board of Administration if they had any questions.

PRESIDENT GRAÇA called for a vote and it was approved.

DECISION

The 2020 FIVB World Congress will be held virtually in February 2021.

14. OTHER BUSINESS

PRESIDENT GRAÇA asked if anyone had any other business.

Mr MARTE HOFFIZ said that they had not answered Mr. Wongprasert's questions regarding picking the teams for AVC competitions from the Philippines.

PRESIDENT GRAÇA explained they must respect Mrs. Subowo's opinion but he felt that he should maintain Larong because at present the National Federation is suspended.

Mrs. SUBOWO explained that the Philippines NOC always has a lot of disputes with National Federations, even in other sports. She said she would try to

communicate with the Philippines NOC for the sake of the teams and the athletes.

PRESIDENT GRAÇA expressed the need to protect the players.

Mr. MARTE HOFFIZ stated that he did not agree with allowing the Larong team to participate and said that it was better to not let any teams compete. He said that it would create more problems if one team was allowed to play over the others. He expressed his opinion that it would be better if nobody plays until the situation is settled. He said that if Larong has a benefit, the PVF will create problems and vice versa, and all should be suspended until the elections. He said that there is a big conflict of interest between the NOC and the Volleyball Federation.

PRESIDENT GRAÇA reminded everyone that this problem should have been solved four years ago and then said that the FIVB would have a meeting with the AVC. He said a whole generation of players should not be put out for a conflict of interest and proposed that the team could play under the FIVB flag.

15. DATE AND PLACE OF NEXT BOARD OF ADMINISTRATION

PRESIDENT GRAÇA asked if the next meeting of the Board of Administration must be held before the Congress.

Mr. BOCK explained that it was not compulsory but that it was usual practice. He pointed out that, at the first Board of Administration meeting after the Congress, the Executive Committee, the Commissions and Judicial Bodies will be appointed.

PRESIDENT GRAÇA called for a vote to decide on the date for the next Board of Administration meeting. He proposed two options i.e., to conduct it one day before the Congress or to conduct it in May after the Congress.

Mr. TIMBA said that, traditionally during the Congress, after the new members of the Board of Administration have been elected, there is a Board of Administration meeting to define the positions of Vice Presidents and so on. He wanted to know if that will also be postponed to April. The Executive Committee members are nominated just during the Congress.

PRESIDENT GRAÇA clarified that the Executive Committee members are nominated after the Congress, so there should be no problem. He said that he does not see why another two days should be wasted just to repeat everything in the Congress.

Mr. TIMBA clarified that he was suggesting that there should be a Board of Administration meeting during the Congress and not before it.

PRESIDENT GRAÇA said that the proposal is being made for convenience as there is no obligation and called for the vote. The members of the FIVB Board

of Administration unanimously voted in favour of the proposal to conduct the next meeting after the Congress.

DECISION

The next FIVB Board of Administration meeting will be held after the FIVB World Congress.

16. PRESIDENT'S CLOSING REMARKS

PRESIDENT GRAÇA asked if anyone had anything further to say.

Mr. GRAHAM acknowledged the historical meeting which took place with Oceania and the FIVB President in Hawaii last year. He stated that under President Graça's leadership they were no longer a lost and forgotten tribe. He congratulated Mrs. Subowo on her election as the first female President of the AVC. He also thanked Mr. Al Failakawi for all the work he has done over the last twenty odd years for the AVC and also for Oceania.

Mrs. LUIS HERNANDEZ congratulated Mrs SUBOWO and Mrs. HAJIJ on being elected as Confederation Presidents. She said that this was an important step for the FIVB to have two women presiding continental Confederations. Secondly, she expressed her full support regarding the project to help and support volleyball players worldwide. She thanked everyone for the wonderful meeting.

Mrs. SUBOWO thanked Mrs. Hernandez.

Mr. TEIXEIRA offered his congratulations to the new Presidents. He said he was really happy with the new deal and would like to remind everyone they are under a confidentiality agreement. He expressed his conviction that volleyball would now become one of the top sports in the world. He congratulated President Graça, Mr. Azevedo and Mr. Lima.

PRESIDENT GRAÇA reminded everyone that it is not only the FIVB or a Confederation that benefits, but CEV, AVC, NORCECA all have good contracts in place. He said that the positive developments happening now are the result of the good work done by the people working in volleyball across the world. He congratulated everyone for this.

Mr. GUMEL thanked President Graça and his colleagues and offered his congratulations to Mrs. Subowo and Mrs. Hajij on their successful elections. He said that with the leadership of Mrs. Hajij, Africa will move forward in volleyball to be equal to other Confederations. He also congratulated the President for his leadership and conducting this meeting smoothly.

Mr. TIMBA also congratulated all the Confederation Presidents and specifically Mrs. Hajij and said that the change in the CAVB is not going to be only a gender

change but will be a leadership change. He mentioned that, most probably, he will not be part of the next Board of Administration. He said that it was a big honour for him to be on the FIVB Board of Administration for the last eight years. He said that with the new changes announced yesterday, the FIVB will gain a new dimension and become more successful.

PRESIDENT GRAÇA thanked Mr. Timba for all the years he had served on the Board of Administration. He also thanked Mr. Mavromatis as he is also leaving the Board of Administration.

Mr. MAVROMATIS said that it was a difficult moment for him as he has served volleyball in Greece since 1995 and in the FIVB since 2002. He said that, unfortunately, the Greek Federation did not nominate him as a candidate this time. He thanked everyone and Mr. Boricic for his support and said that he was honoured and proud to have been part of this family.

Mr. MARTE HOFFIZ told President Graça he would like to value and appreciate his leadership and said that the joint venture with CVC is simply extraordinary. He wished all his colleagues a very merry Christmas and happy New Year. He expressed his hope that the problems related to the pandemic will be resolved soon and that volleyball can progress once again.

PRESIDENT GRAÇA mentioned that he will make an homage to the people leaving the Board of Administration, at the World Congress.

Mr. PEREZ ALFARO said that he will also be leaving the Board of Administration after having worked and shared with his colleagues for eight years, always thinking of volleyball. He said that he will continue to work within the sport. He extensively thanked President Graça and all of his friends and colleagues and mentioned that he will, in any case, always remain available.

PRESIDENT GRAÇA thanked Mr. Perez Alfaro.

Mr. MUTLUGIL congratulated President Graça and the FIVB team for the great developments and said he has changed the business model of the FIVB. He said that the FIVB will have more synergy for the future. He said that he is also leaving the Board of Administration and thanked everyone while wishing them all the best.

PRESIDENT GRAÇA thanked Mr. Mutlugil for all the years of excellent work.

Mr. BORICIC congratulated everyone on the positive developments. He thanked everyone and wished everyone the best.

PRESIDENT GRAÇA said that he will not be making the final speech.

Mr. LLOREDA congratulated President Graça for the important meeting and for the significant information that he has shared about the joint venture which will guarantee the future of volleyball. He highlighted the work of the Confederations and congratulated all his colleagues who have been ratified and appointed on

their positions, wishing them all the best in their endeavours. Mr. Lloreda wished everyone pleasant Christmas holidays.

PRESIDENT GRAÇA thanked Mr. Lloreda for his intervention.

PRESIDENT GRAÇA thanked Mr. Al Failakawi and said that he would be wrong to think that he is leaving the FIVB.

Mr. AL FAILAKAWI expressed his sadness and the difficulty of what he was about to say. He said he had worked in the FIVB since 1984 and had enjoyed this time with everyone. He then said that FIVB is his home and that the AVC is his home. He said his wish was to work but he was happy. He said that Mrs. Subowo is his sister. He offered his support for anything at the AVC or the FIVB. He bid everyone goodbye and promised to always be available if they need advice or help until the last moment of his life.

Mr. PEVKUR thanked everyone for the past five years. He said that even though he is leaving his responsibilities at the Board, he is not leaving volleyball. He thanked everyone and congratulated Mr. Boricic for being re-elected as CEV President. He invited everyone to visit Estonia.

PRESIDENT GRAÇA thanked Mr. Pevkur for his work and contribution. He thanked everyone and said it was a good decision to go fast as this enabled them to finish on time. He thanked all his friends and said he loved them.