FIVB 37th WORLD CONGRESS

5, 6, and 7 February 2021

Minutes and Appendices

37th World Congress

5,6 and 7 February 2021

AGENDA

Pages

FIVB 37th World Congress

1. Welcome by FIVB President 5

2. Approval of the minutes of the 36th World Congress in Cancun 2018 7

3. FIVB President's Report: "The Future of Volleyball" 7

4. Presentation: "The Volleyball Empowerment" 7

5. Legal Presentation 16
   a. FIVB Constitution .....
   b. Rules of the Procedure of the FIVB Congress... .....

6. FIVB Financial Reports 2018 -2019 18
   - Profit and Loss 2018 -2019 18
   - FIVB Controller's Report 18
   - FIVB Portfolio 19
   - Budgets 2021 -2022 19
   - External Audit by Deloitte 2018 - 2019 19
   - Discharge of the FIVB Board of Administration 2018 -2019 20
   - Finance Commission Proposals 20

7. Appointment of Members of the FIVB Ethics Panel 22

8. FIVB Gender in Minority Election 22

9. FIVB Board of Administration Election 25

10. FIVB Refereeing and Rules of the Game Commission's Proposals 26

11. FIVB Commissions' Reports 28

12. Continental Confederations' Report 36

13. FIVB Future Events Update 42

14. Affiliations, resignations, suspensions, and expulsions of NFs 43

15. Other Business 54

16. Place and date of the 38th FIVB World Congress 2022: Netherlands 2022 54

17. Closing of the Congress by FIVB President 55

37TH WORLD CONGRESS

5, 6 and 7 February 2021

REPORT

1. FIVB PRESIDENT'S WELCOME

PRESIDENT GRAÇA informed everyone that the FIVB Executive Committee had appointed Stephen Bock, FIVB Head of Legal as the Secretary of the FIVB World Congress 2021. He also introduced FIVB General Director Fabio Azevedo. He then passed the floor to Mr. Bock to present the report of the Credential Verification Commission.

Mr. BOCK stated that one of his roles as Secretary of the Congress was to act as President of the Credential Verification Commission and stated that he would first present the report of the credential verification commission. He stated that there were 111 National Federations connected by Zoom and as a quorum under the Rules of Procedure of the FIVB Congress is 30% of the accredited National Federations the quorum was attained. There were 216 National Federations that were accredited.

He explained that the delegates could ask for the floor through the chat on Zoom and the time limit for an intervention was limited to three minutes. He stated that the President was responsible for giving the floor.

He said that Swiss law allows for voting of motions in advance for virtual congresses in light of COVID-19 pandemic. He stated that three motions had been submitted in advance to the National Federations.

The first motion was to appoint PricewatersCooperhouse as scrutineers of the FIVB Congress. He requested that LUMI show the results and then announced that the motion had passed as more than a fifty percent majority had been attained.

DECISION

PricewatersCooperhouse was appointed as scrutineer with 151 votes in favor and 3 abstentions.

PRESIDENT GRAÇA welcomed everyone to the 37th FIVB World Congress.

He stated that the Congress was being hosted virtually for the first time and declared that four of the FIVB's Continental Confederations had already successfully held their elective General Assemblies online.

He then stated that the FIVB had assisted athletes via the FIVB Athletes' Relief Support fund. In total, 80 players from a wide range of countries in Europe, Asia, Oceania, and the Americas received financial support for basic needs. In addition, the FIVB supported the National Federations through the FIVB Development Projects Platform.

Since the launch of the Projects Platform in 2017 until 2019, the FIVB has supported a total of 276 approved projects from 158 National Federations. Even during the pandemic, the platform was open to offer support with coaches, equipment, and knowledge. In 2020, the FIVB received 142 applications and approved 131. From 2017 to 2020, 407 projects from 179 National Federations were approved, with a total investment of almost 7 million USD.

PRESIDENT GRAÇA stated that the FIVB has more than 8 million followers on social media across all platforms. He exclaimed that the FIVB's efforts have increasingly been recognised by renowned studies and rankings. He cited the IRIS digital study which found that the FIVB had the highest growth rate on social media among International Sports Federations, with a 45.8% increase in followers between August 2019 and August 2020. He gave a second example of the BCW 2020 International Sports Federation Social Media Ranking where the FIVB was ranked as the third most followed Olympic International Federation.

He said that he had communicated with the FIVB National Federations last year via a series of video messages and newsletters but that only 30-35% of FIVB National Federations watched these videos and read the newsletters. He asked the National Federations to proactively engage with these important communications and updates in the future.

He congratulated the five Continental Confederations on last year's successful Elective General Assemblies. He also welcomed and congratulated the FIVB's first-ever female Continental Confederation Presidents, Mrs. Bouchra Hajij from CAVB and Mrs. Rita Subowo from AVC.

He announced that despite the COVID-19 pandemic, the FIVB had been working hard to negotiate a new revolutionary idea. He declared that, earlier in the week, the FIVB had signed a huge partnership that would change the history of volleyball forever.

He explained that this partnership would open up a number of commercial opportunities, elevate volleyball to new professional standards and ensure its continued growth worldwide as well as allow the FIVB to make greater investments into volleyball to empower the National Federations.

He stated that the FIVB held the first-ever elections for the prestigious FIVB Athletes' Commission with 16 candidates from volleyball and beach volleyball competing for the votes and stressed that out of 16 candidates there were 11 female and 5 male.

He then congratulated the newly elected members of the FIVB Athletes' Commission:

- Jordan Quinn Larson, a volleyball player from the USA;
- Samuel Papi, a volleyball player from Italy;
- Madelein Meppelink, a beach volleyball player from the Netherlands;
- Joshua Binstock, a beach volleyball player from Canada and
- Anouk Vergé-Depré, a beach volleyball player from Switzerland.

PRESIDENT GRAÇA said that there would be the opportunity to approve the changes to the FIVB Constitution to improve governance, efficiency, and credibility during the Congress. He said that another important point on the agenda was the approval of the changes to the Rules of the Game. He stated that the financial reports would be

validated, and the new Board of Administration and Gender in Minority Members would be elected.

He offered his sincere thanks to everyone on the current Board for their hard work over the past few years.

2. APPROVAL OF THE MINUTES OF THE 36th FIVB WORLD CONGRESS IN CANCUN 2018

DECISION
The minutes of the 36th FIVB World Congress in Cancun 2018 were approved.

3. THE FIVB PRESIDENT'S REPORT: "THE FUTURE OF VOLLEYBALL"

PRESIDENT GRAÇA announced that the next point on the agenda was his report: The Future of Volleyball. He then introduced the FIVB General Secretary Fernando Lima.

He explained that, due to eight years of hard work, strong vision, and professional management, it was his honour and privilege to present the most important project in 73 years of the FIVB's history and 125 years of volleyball's history.

He announced that the FIVB, together with the CVC Capital Partners, one of the leading private equity companies in the world and former partner of Formula 1, had just launched Volleyball World, a new partnership which would drive innovation, growth, and investment in volleyball around the globe.

CVC Capital Partners has become the Global Commercial Partner of the FIVB in the newly launched Volleyball World, sharing the risks and successes of the volleyball and beach volleyball commercial assets through the next Olympic cycles.

The FIVB remains the sole, global volleyball governing body and retains 100% control of the sport, competition management and political

governance structure. The FIVB retains all rights related to the Olympic Games and remains the IOC partner for all Olympic matters.

Meanwhile, the newly created Swiss-based company called Volleyball World, in which the FIVB has 67% of shares and CVC 33%, will manage the commercial assets of international volleyball and beach volleyball events worldwide.

CVC, upon signature and closing of the contract has invested the incredible amount of 100 million USD in cash, directly into the FIVB's bank account, without any commission to any agency, to be used by the FIVB to invest in volleyball development.

PRESIDENT GRAÇA explained that if the financial performance of the FIVB in the last four years was taken into account, it would take 25 years to achieve this fantastic financial result of 100 million USD.

He passed the floor to the Head of Sports, Media & Entertainment at CVC Capital Partners, Nick Clarry.

Mr. CLARRY explained that it had taken many months to come to an agreement with the FIVB and said that volleyball is a universal sport, with strong demographics which can be practiced in two formats. He underlined the credibility and professionalism of the FIVB. He then outlined the competences and advantages that CVC bring to the partnership with the FIVB namely, managerial talent such as Finn Taylor from the Cirque de Soleil, the capacity to invest, experience investing in other sports and knowledge of brand, media as well as significant technological support. He explained that because of due diligence the contract had taken several months to negotiate and stated that it was fantastic that the FIVB and CVC had become partners. He announced that the objective was to build a 1-billion-dollar company in ten years and emphasized that this was an aligned partnership.

PRESIDENT GRAÇA thanked Mr. Clarry for his presentation.

He explained that in terms of governance, Volleyball World has its own Board of Administration composed of:

a) An independent Chairperson, chosen by the FIVB and approved by CVC Capital Partners.

b) An independent CEO, chosen by the CVC and approved by the FIVB

c) four independent members of the FIVB

d) and three independent members of CVC Capital Partners.

The FIVB will retain 100% of the sport, majority shares and a majority on the Board of the Volleyball World company.

He introduced the independent CEO of Volleyball World, chosen by CVC Capital Partners and approved by the FIVB, Finn Taylor and said he would address the Congress through a video message.

Mr. TAYLOR introduced himself as the CEO of Volleyball World and stated that for the past twenty years he worked at Cirque de Soleil where he oversaw the Global Touring Business where he took a business based in North America and Europe and achieved a massive global expansion. He explained he hoped to achieve the same at Volleyball World. He stated that he was excited about the opportunity that lies ahead and thanked President Ary, Fernando and Fabio for trusting him with this opportunity.

PRESIDENT GRAÇA thanked Mr. Taylor for his presentation and announced that the now former FIVB Secretary General Fernando Lima is taking up a new role as the Chairman of Volleyball World. He passed the floor to Mr. Lima.

MR. LIMA thanked President Graça and stated that he had been involved in volleyball since 1977. He explained how the FIVB had created something new for volleyball by making volleyball more exciting for the fans through choreographies, DJs, sports commentators, and special music. He stated that the research with CVC discovered a fan base of 800 million people interested in volleyball. With 9.3 million subscribers on the FIVB digital process Mr. Lima emphasized that the FIVB is reaching only 1 percent of its potential fan base. He explained that the FIVB wants to create a process to accelerate growth.

PRESIDENT GRAÇA thanked Mr. Lima and went on to say that in one shot, the FIVB will increase its assets from 112 million USD, a figure which took 73 years to achieve, to 212 million USD.

He declared his passionate belief that “money that comes from sport must go back into sport”. He promised that following this amazing financial achievement, which was twice unanimously approved by the FIVB Board of Administration, the FIVB could reinvest even more into volleyball. President Graça ensured everyone that this money would be reinvested to improve the quality of FIVB national teams in both women’s and men’s volleyball and beach volleyball.

He stated that was launching that very day a revolutionary programme called “Volleyball Empowerment”.

To underline the significance of the moment he reminded everyone that after his first 4-year mandate, in 2016, the year of the Rio Olympic Games, the FIVB was able to increase its annual income to 65 million USD.

However, its reserves were reduced to 86 million USD due to a wrong policy of investment directly into the Continental Confederations, without any return, as identified by the Ernst & Young study.

This Ernst & Young study-projection was presented at the Board of Administration meeting in December 2016 and announced that if the FIVB kept following this wrong policy, then its financial results in 2024 would be, without the Olympic revenues, NEGATIVE 31 million USD – meaning bankruptcy!

After the correct decision was taken by the current FIVB Board of Administration, the FIVB completely changed how it was investing and distributing money worldwide and started focusing on its main products and its events to turn things around.

He described the great success of the World Championships in 2014, the 2015 Beach Volleyball World Championships in the Netherlands, the 2016 Rio Olympic Games, the 2017 Beach Volleyball World Championships in Vienna, Austria, the 2018 Volleyball World Championships in Japan, Italy and Bulgaria, the Volleyball Nations League in 2018, and 2019 as well as the 2019 Beach Volleyball World Championships in Hamburg, Germany the World Tour Finals in Rome, Italy.

He emphasized that the FIVB had invested massively in the concept of sports presentation, started engaging volleyball fans around the globe, and put the athletes and fans at the center of its communications. He said

that the FIVB had greatly increased its content production and distribution, mainly in the digital world.

In the past there was no dialogue between the FIVB and the IOC until former FIVB President, Mr Wei, began the process of building a relationship with the IOC. Now, the FIVB has an excellent relationship with the IOC, and the FIVB Executive Committee was even invited to hold the first-ever International Federation joint meeting with the IOC Executive Board in the visionary Olympic House in 2019.

He explained to the Congress delegates that only three years after the correct decision was taken by the Board of Administration in December 2016, the FIVB was put back in the right direction. By investing correctly and improving its events, the revenues coming from sponsorship agreements, hosting fees, and mainly media rights distribution, have increased significantly and steadily.

As an example, the revenues from the VNL Media Rights in 2018 were four times higher than those of the World League and World Grand Prix in 2017.

The FIVB's annual profit before prize money was 27 million USD in the last Olympic cycle. The FIVB's annual income was 43 million USD in 2012 and the cash income in 2019 was 109 million USD! This is a demonstration of professional administration and solid management and made it possible for the FIVB to weather the storm of the COVID-19 pandemic in 2020.

Therefore, the famous Ernst & Young curve, which in 2016 projected NEGATIVE 31 million USD by 2024 – in other words, bankruptcy –now looks completely different. This is thanks to the FIVB's hard work with a professional administration. The FIVB management avoided this crash.

Despite the good job done, the FIVB realised it needed to do much more to accelerate the growth of volleyball: improve the FIVB calendar, reducing the number of events and increasing their quality and consistency - the famous "less is more", keep improving and consolidating its events and launch a new beach volleyball tour replacing the current World Tour. And ultimately, the most important and challenging task: to find a strong Global Commercial Partner that could bring a substantial investment into volleyball and help accelerate its successful growth worldwide.

He detailed various proposals he made to commercial partners which were not concluded for various reasons though there were positive responses from some of them and explained that the fact certain companies proposed such big offers to the FIVB after properly studying all areas of its operations gave proof of credibility.

He explained that by the end of 2019, the FIVB had put together a very solid group of professionals – people inside the FIVB and external service providers – to study volleyball as a business in depth, and to prepare a business plan to be presented, validated, and discussed with potential partners. This team, composed of lawyers, advisors, and an external audit company, has worked together with the FIVB team for almost a year, bringing the expertise of this new world and supporting the FIVB in conducting these negotiations in a proper manner.

He mentioned and thanked the companies of Baussan, Kellerhals Carrard, Lentze Stopper, PwC and JTA for their great work. He also offered his best compliments to the group of directors and employees at the FIVB who are held in high regard by CVC leadership for their professionalism and knowledge in different areas, including negotiations, contracts, Swiss law, business planning and more.

Finally, with the professional internal and external teams onboard, the FIVB received a strong and solid proposal from CVC Capital Partners to become the first ever Global Commercial Partner of the FIVB.

And following the approval of the FIVB Board of Administration in November 2020, the FIVB team of professionals held exhausting negotiations for over 3 months before recently signing the deal, following the final approval of the FIVB Board of Administration.

He thanked Mr. Azevedo, the FIVB General Director; Mr. Lima, former FIVB Secretary General, and Mr. Guido Betti, FIVB Business Strategy and Media Rights Director, along with their teams, for their extensive efforts during the COVID-19 pandemic. He declared that he hoped that everyone would join to celebrate this unique opportunity and historic achievement for volleyball.

He said he had the pleasure to present this project to the IOC President Thomas Bach, before signing the contract with CVC, who congratulated the FIVB and the whole Volleyball Family for this great achievement in the Olympic Movement.

He thanked everyone for their partnership, commitment and friendship and encouraged them to make sure that the next chapter of volleyball's history would be the greatest chapter of all and concluded his presentation by sharing a video message from the IOC President, Thomas Bach.

PRESIDENT BACH congratulated the FIVB on the new company Volleyball World and stated that it was important for the FIVB and for the entire Olympic Movement that the FIVB retains its role as regulator of volleyball. He underlined the excellent leadership of President Graça and the ability of the FIVB to innovate and to adapt to the changing landscape of sport. He stated that the opening ceremony would take place in Tokyo on 23 July and that extensive COVID-19 countermeasures had been decided upon. He explained that it would require solidarity and sacrifice to keep everyone and the Olympic Games safe. He wished the FIVB fruitful discussions and a successful World Congress.

4. PRESENTATION "THE VOLLEYBALL EMPOWERMENT"

PRESIDENT GRAÇA stated that it was his pleasure to present "The Volleyball Empowerment" project. He explained that Volleyball Empowerment is focused on volleyball and beach volleyball national teams and athletes. It will revolutionise volleyball and beach volleyball national teams around the world, in all the National Federations, categories 1 and 2, 3 and 4, and 5.

He emphasized that the FIVB must improve the technical level of its national teams and athletes to provide them with the skills to play at the highest technical level in order to participate in major events in the future: Zonal competitions, Continental events and ultimately the FIVB World Championships and the Olympic Games.

Through Volleyball Empowerment, the FIVB can help national teams and athletes reach their full potential and achieve their goals. The more volleyball is spread across the world, the more the number of national teams participating in FIVB main events will increase which will grow the relevance of volleyball worldwide making it more popular than ever before.

He explained that this is why the FIVB must invest in Volleyball Empowerment. He reiterated that money that comes from sport must go back into sport and that the financial investment received from the

partnership with CVC Capital Partners would be re-invested directly into transforming the reality of volleyball worldwide.

He then explained the importance of investing in national teams and athletes.

Based on his own experiences in Brazil and around the world, national teams inspire new generations of players and fans to engage with volleyball. He said that strong national teams which participate in, and win important competitions become role models for younger generations, creating volleyball fans for life. He also declared his belief that a National Federation with a strong national team would be more attractive to sponsors, media and TV, which provides additional resources to host more key events. This results in self-sustainable National Federations.

He explained the FIVB's plan to invest in National Teams by identifying and prioritising key countries in the world based on the Nucleus Plan where either: 1) the National Federations are proactive or 2) have huge potential and undiscovered talents. Human and technical resources will be provided to these National Federations to improve their national teams and help them professionalise their administration and operations.

Once the key countries are identified, the FIVB will send coaches, trainers, managers, and physiotherapists to work with the National Federations improving team performance and identifying new talents.

The FIVB will work together with National Federations, as our main stakeholders, along with National Olympic Committees, local sports authorities, and Olympic Solidarity.

The FIVB will also invest in improving the digital FIVB Projects Platform, a key tool in communications, monitoring and reporting. Key performance indicators will also be established, and the project results will be regularly checked against these and attested by recognised external audit companies to capture the success and ensure good governance.

For the next two or three Olympic cycles, Volleyball Empowerment will benefit all National Federations, volleyball and beach volleyball teams, athletes, and fans.

PRESIDENT GRAÇA then explained how the National Federations could get involved in Volleyball Empowerment.

He explained that the FIVB would soon launch the Volleyball Empowerment webinar conducted by the FIVB Technical and Development Department to explain the step-by-step process and provide more detailed information. He introduced Steve Tutton, head of the department in charge of this project.

He told everyone that the Digital Projects Platform would be open soon to complete the survey explaining the current situation and needs of their respective National Federation, teams, and athletes. He explained that the FIVB team of professionals would study the applications and get in touch with candidates for further discussion.

PRESIDENT GRAÇA thanked everyone and opened the floor to the Congress delegates for their comments. He asked that they use the chat to ask for the floor.

President GRACA introduced Steve Tutton and opened the floor for comments.

STEVE TUTTON encouraged each National Federation that was interested to establish a plan for the next 3 Olympic cycles.

Mr. AZEVEDO asked Steve Tutton how he felt about this program.

Mr. TUTTON said he had never seen such an opportunity and that he was very connected to this project. He told the National Federation the FIVB could help them identify gaps and raise the level of talent and national teams so that the level of volleyball would go up and create an attractive and competitive market.

Mr. MARTE HOFFIZ expressed the excitement at NORCECA about Volleyball Empowerment. He said that up to 24 national team projects approved would take volleyball at NORCECA to the next stage and that NORCECA is taking advantage of this strategy and would like to thank the FIVB for this opportunity on behalf of national teams and National Federations.

PRESIDENT GRAÇA thanked everyone for their comments and proceeded to the next point “Legal Presentation”.

5. LEGAL PRESENTATION

PRESIDENT GRAÇA stated that the delegates had received the Legal Presentation as part of the working file on 22 December 2020, and 8,15,19 and 29 January 2021.

Mr. BOCK stated that he would present the proposed changes to the FIVB Constitution and the FIVB Rules of Procedure of the Congress. He highlighted that the changes in the FIVB Constitution require a two thirds majority and the changes in the FIVB Rules of Procedure of the FIVB Congress only require a simple majority. He started with the proposed changes to the FIVB Constitution.

He then gave a summary of the proposed changes to the FIVB Constitution and stated that these track changes had been clearly marked in the working file which was sent to the delegates.

<u>FIVB Constitution</u>

For the FIVB Constitution the summary of the proposed changes is the following:

- that only affirmative votes in favor or against should be counted towards majorities. Four tiers of votes are to be created.
- four new seats would be created on the Board of Administration to be appointed by the President including an athlete, a gender in minority member, a seat for Director in Charge from the FIVB Secretariat, and one independent member.
- FIVB Board of Administration age limit to be reduced from 75 to 70 for candidates for FIVB President, 72 for candidates for FIVB Board of Administration member, and 72 for all officials in a position of responsibility at FIVB and at a continental level.
- proposal to remove co-opted members from the FIVB Executive Committee based on previous proposal to add appointed members to the FIVB Board of Administration.
- changes regarding the competence of the President to better reflect the “separation of powers” governance principle.
- Change updating the language of the Constitution regarding the FIVB President and signature of contracts to favor multiple signature procedure for contracts which has already been approved by the FIVB Board of Administration.

(For the language of the amendments to the Constitution see **Appendix ….**)

FIVB Rules of Procedure for the FIVB Congress

- Change which relates to the definition of majority for FIVB Congress change the language to be in line with the FIVB Constitution.

PRESIDENT GRAÇA opened the floor for any questions or comments. He gave the floor to Ms. Sabinah Clement from British Virgin Islands.

Ms. CLEMENT thanked the President and said she had two comments in relation to two of the proposed changes. The first was in relation to the change of composition of the FIVB Board of Administration. She stated that her fundamental challenge was with the fact that the four additional Board members would be appointed by the President and not the Congress. In her view, the Board of Administration is a representative body, elected by the 222 National Federations to represent their voices and therefore she found it objectionable that the President could appoint members to the Board not who had not been nominated and elected by the Congress. She pointed out that these non-elected members would have the same voting rights as elected members. She emphasized that these non-elected members would have an access route to becoming the FIVB President in the future without having been nominated by the National Federations that the Board of Administration is intended to represent.

She then presented a counter proposal to amend the article to increase the Board of Administration to 33 members, to include a member of the Athletes' Commission as a new member and increase the representation of the Gender in Minority.

Her second objection was to the new age limit proposal of 70 years and stated that there is no evidence to support the ability of person over the age of 70 or even 80 to serve on a Board. In addition, this proposal disenfranchises the current members of the FIVB Board of Administration who would have otherwise qualified to run for President or to be reappointed to the Board. These people have a legitimate reason to expect.

She proposed a grandfather proposal to allow current Board members to still qualify for the next running of the Board of Administration.

PRESIDENT GRAÇA asked that Mr. Bock opened the vote.

Mr. BOCK said that they had taken note of Ms. Clement's comments but that the current proposals were the ones that would be voted on.

6. FIVB FINANCIAL REPORTS 2018 – 2019

- Profit and Loss 2018 - 2019
- FIVB Controller's and Internal Report
- Portfolio
- External Audit by Deloitte 2018 – 2019
- Discharge of the FIVB Board of Administration 2018 -2019
- Budgets 2021 -2022
- Report on FIVB Investments
- Finance Commission Proposals

PRESIDENT GRAÇA invited Mr. Eymann to present the 2018-2019 Financial Report.

PROFIT AND LOSS 2018 – 2019

Mr. EYMANN, the FIVB Financial Director, reported on the main facts of profit and loss for 2018 and 2019 and was pleased to note the improved results in 2019 compared to 2018 with a profit of 3,939,397 (final result of the period) compared to a loss of 3,061,244. The FIVB portfolio increased by 10.2 % in 2019 to a total of 10,484,767 USD. The EBITDA was 5,944,567 USD due to a good portfolio performance.

He explained the main points regarding the operational income and costs. He stated that for 2018 and 2019 the operating results were positive. In addition, the budgets for 2018 and 2019 were under control. Finally, he emphasized that the excellent performance of the portfolio in 2019 contributed to the profit of 2019.

FIVB CONTROLLER'S REPORT

Mr. ZYSSET stated that the full report for 2018 and 2019 had been sent to all the National Federations and summarized the main points.

His concluded that the FIVB has appropriate internal control and a suitable risk management system. He also assured the delegates that the annual financial statement provides a true view, in accordance with Swiss law, of the financial position results operations and cash flows He confirmed 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.

His conclusion was that the existence of the internal control system had been validated and controlled. During his verification, he did not find anything causing him to conclude that the annual financial statements are not compliant with the law and the Articles of the Association.

Despite the pandemic the measures taken by FIVB management in 2020 and the large amount of equity are elements to ensure the functioning of the institution.

He recommended that the General Assembly approve the 2018 -2019 financial statement.

PORTFOLIO

PRESIDENT GRAÇA announced that he would present the results of the portfolio. He explained how the FIVB had been able to avoid losses in the portfolio and realize an increase of 10 million dollars by applying drawdown rules.

He emphasized that by taking the appropriate measures at the appropriate times the FIVB had avoided a great loss in the portfolio.

He invited Mr. Eymann to present the 2021 -2022 budget.

BUDGET 2021 – 2022

Mr. EYMANN presented the main points of the budget for 2021 and 2022 which the National Federations had already received.

He emphasized that the budgets would be closely monitored during the coming months due to COVID an explained that these projections had been made before COVID.

PRESIDENT GRAÇA passed the floor to Mrs. Annick Jaton to preset the results of the external audit by Deloitte.

EXTERNAL AUDIT BY DELOITTE 2018 – 2019

Mrs. JATON said that as statutory auditor Deloitte gave a clean opinion of the 2018 financial statements. In November 2020 Deloitte gave a clean

opinion of the 2019 financial statements. She showed slides of the reports the delegates had received.

FINANCE COMMISSION PROPOSALS

Mr. GUMEL presented the following proposals of the Finance Commission:

1. approve 2018 - 2019 Accounts, Profit and Loss and Balance sheet
2. approve the FIVB Controller's Report
3. approve the Internal Auditor's Report
4. approve the External Auditor's report
5. approve the 2021-2022 Budget
6. approve the FIVB Investment Portfolio Report

PRESIDENT GRAÇA asked if there were any questions. As there were none he proposed to take a vote.

DECISION

The following points from the Finance Business Presentation Report were approved:

- 2019 Accounts, Profit and Loss and Balance sheet
- FIVB Controller's Report
- Internal Auditor's Report
- External Auditor's Report
- 2021 – 2022 Budget
- FIVB Investment Portfolio Report

INTERNAL AUDITOR'S REPORT AND DISCHARGE OF THE FIVB BOARD OF ADMINISTRATION

PRESIDENT GRAÇA gave the floor to Mr. Zysset to present the internal auditor's report.

Mr. Zysset reminded the Assembly that the role of the internal auditors is to report on the balance sheet and profit and loss of the two previous years, the revenue and expense results of the two previous years, the budget, and any other matter that they deem necessary.

He presented the comment of the internal auditor's who stated that the review of the internal control system had improved, recommended revisiting and continuingly reviewing the question of risk due to COVID 19, and recommended approval for the 2018 and 2019 financial statements.

Mr. ZYSSET asked the General Assembly to give the discharge to all the members of the Board of Administration and the President.

PRESIDENT GRAÇA thanked Mr. Zysset and opened the floor for questions. As there were no questions, he passed the floor to Mr. Bock for voting.

As some National Federations were having trouble voting, the votes were left open overnight.

PRESIDENT GRAÇA opened the second day of the Congress and gave the floor to Mr. Bock.

Mr. BOCK confirmed that the quorum of the Congress had been attained and proceeded to confirm with LUMI that the results of the voting had been verified by PwC. He announced the results of the votes concerning the Legal Presentation.

DECISION

All of the proposed amendments to the FIVB Constitution were approved by a 2/3 majority.

DECISION

The change to the Rules of Procedure of the FIVB Congress was approved with 174 votes in favor and 6 against and 15 abstentions.

Mr. Bock asked if the results of the voting for the Financial Presentation had been verified by PwC and as they had not, he proposed to move to the following point on the agenda.

7. APPOINTMENT OF MEMBERS OF THE FIVB ETHICS PANEL AND INTERNAL AUDITORS

PRESIDENT GRAÇA explained that the current mandate of the FIVB Ethics Panel goes to 2022. He gave his regards and best wishes to Dr. José Joaquin Puello, Mr. Ruben Urrutia Guimaraes and Mr. Richard Callicott. He explained that due to personal and health reasons Mr. Abdelhadi Ghazli and Mr. Kalid Abu Rashid had not been able to attend the last activities of the Ethics Panel.

He stated that the mandate of the internal auditors came to an end in 2020 and thanked Mr. Wilbur Harrigan, Mr. Nasiwu Sadik and Mr. Rogerio Oliveira for their excellent work.

He proposed the following people as internal auditors: Majoré Louis Timba from Cameroon, Terry Sasser from the Marshall Islands, and Julio Perez Alfaro from Uruguay as substitute member.

8. FIVB GENDER IN MINORITY ELECTIONS

PRESIDENT GRAÇA gave the floor to Mrs. Margaret Fleming.

Mrs. FLEMING stated that she would present to the delegates who she was, what she offered and why she was the right candidate. First, she described various roles she held such as the FIVB Chair of Disciplinary Commission, CEV Vice-President, Scottish Commonwealth Board Director, British Volleyball Federation Finance Director and CEO and Director of Scottish Volleyball.

She went on to describe what she was offering and explained that she was strong in management and that she had an excellent understanding of governance and the responsibilities of Board and Directors. She also emphasized that she had developed her international influencing and lobbying skills.

Finally, she said she was the right candidate because she focused and determined to deliver quality and diversity, hugely motivated to promote

female representation, a voice from and for smaller category federations and that she would dedicate all her efforts to the promotion and success of world volleyball.

She concluded her presentation by thanking the FIVB and CEV for the opportunity to be candidate, giving her best wishes to the other two candidates and encouraging everyone to stay safe during the pandemic.

PRESIDENT GRAÇA thanked Mrs. Fleming for her presentation and gave the floor to Mrs. LUIS HERNANDEZ 3 times Olympic champion.

Mrs. LUIS HERNANDEZ thanked the FIVB President and NORCECA for giving her the opportunity to be Gender In Minority candidate. She explained that since the age of ten she has lived a dream thanks to volleyball. She was able to be part of her National Team and to go to the Olympic Games in Barcelona, Sydney, and Atlanta.

She said she has always tried to carry a positive message all over the world and that she recognised that this new opportunity is a real challenge and responsibility. She explained that she would like to send a message of peace to everyone who loves volleyball and a message to all the children and families who aspire to a better life.

She said that volleyball gives this opportunity and that she was an example of it. Thanks to her victories she can give help to those in need and because of this she would like to send a message of love and peace everywhere.

She said that the presence of a woman in any activity or governing body is something that is always particularly important because women can do beautiful things for others. She assured everyone that they could count on her human qualities and that she would be here to work in favor of volleyball all over the world.

Mr. AZEVEDO thanked Mrs. LUIZ HERNANDEZ for her presentation and gave the word to Mrs. Judith RODRIGUEZ.

Mrs. RODRIGUEZ thanked the FIVB Board of Administration and President Graça for giving her the opportunity to be a candidate. She congratulated Mrs. Luiz Hernandez and Mrs. Fleming.

She stated she had been leading volleyball for 42 years and that she has served 20 years as President of the Volleyball Federation of Venezuela

and been part of the Board of Administration for 22 years. She explained how difficult it was to be a woman leader in volleyball 20 years ago and how people often looked at her strangely.

She explained that she would like to work in favor of volleyball and in favor of her gender and send a message of peace all over the world thanks to volleyball.

She insisted that women are as strong as men and expressed her desire to use her strength and professional experience in favor of her gender. She said that she understood that volleyball is a business that needs to bear fruit.

She highlighted her commitment with the CSV and to the world. She offered her knowledge and experience as a professional and thanked everyone for their support.

PRESIDENT GRAÇA thanked Mrs. Rodriguez for her presentation passed the floor to Mr. Bock to conduct the vote.

Mr. BOCK announced the results of several votes that were pending from the previous day after PwC had been given sufficient time to verify the results.

DECISION

Alejandrina Mireya LUIS HERNANDEZ and Margaret Ann FLEMING were elected as Gender in Minority members.

DECISION

The proposals of the Finance Commission were approved with 151 votes in favor, 1 vote against and three abstentions.

DECISION

The discharge of the FIVB Board of Administration for the 2018 -2019 period was approved with 149 positive votes, 1 negative vote and 5 abstentions.

DECISION

The appointment of the following auditors: Majoré Louis TIMBA (CMR), Terry SASSER (MSH) and Julio PEREZ ALFAREZ (substitute auditor) was approved with 158 votes in favor, 2 votes against and 2 abstentions.

9. FIVB BOARD OF ADMINISTRATION ELECTION

PRESIDENT GRAÇA congratulated the newly elected Gender in Minority members and gave the floor to Mr. Bock.

Mr. BOCK first highlighted that all candidates for the FIVB Board of Administration had gone through and passed integrity checks. He explained that the Rules of Procedure for the FIVB Congress allow for a vote by acclamation and opened the floor for any potential objections. As there were no objections, he stated that the vote would be taken by acclamation. He announced the names of the candidates as follows:

AVC
Members (selected by Confederation)

Craig CARRACHER (AUS)
Cai YI (CHN)
Mohammed DAVARZANI (IRI)
Hugh GRAHAM (COK)
Kiattipong RADCHATGRIENGKA (THA)
Kenji SHIMAOKA (JPN)

CAVB
Members (selected by Confederation)

Habu Ahmed GUMEL (NGR)
Sanga Issouf KONE (CIV)

Daniel MOLAODI (BOT)

CEV
Members (Selected by Confederation)

Renato ARENA (ITA)
Zdeslav BARAC (CRO)
Geert DE DOBBELEER (BEL)
Michel EVERAERT (NED)
Lubor HALANDA (SVK)
Annie PEYTAVIN (FRA)
Miroslav PRZEDPELSKI (POL)
Stanislov SHEVCHENKO (RUS)

Substitutes (Selected by Confederation)
Vicente ARAUJO (POR)
Hanno PEVKUR (EST)

CSV
Members (Selected by Confederation)

Roberto W. ESCOBAR GONZALEZ
Juan Antonio GUTIERREZ (ARG)
Marco Tulio TEIXEIRA (BRA)

DECISION
The FIVB Board Members as selected by the Confederations in the seats selected by the Confederations were deemed approved by acclamation.

10. FIVB REFEREEING AND RULES OF THE GAMES COMMISSION PROPOSALS

PRESIDENT GRAÇA gave the word to Mr. Paredes to present the proposed changes to the rules of the game.

Mr. PAREDES stated that he would give the proposed changes to the rules of the game and give a report on the activities of the refereeing and rules of the game commission.

He listed the following proposed changes:

Rule 1.4 Zones and Areas
1.4.6 Penalty area – TO BE DELETED

Rule 1.6 lighting
should not be less than 300 lux (for local competitions)

For FIVB, World and Official Competitions lighting should not be less than 2000 lux.

Rule 5 Team Leaders
Allow the libero to be either team or game captain.

Rule 7.4 Positions

7.4.3 to consider that the last contact with the floor fixes the player's position instead of "feet contacting the ground."

7.4.3.1 and 7.4.3.2
At the moment of the service hit, it is proposed to look at the foot further from the lines instead of the foot closer to the lines.

Rule 9 Playing the ball

Allow that the ball can be retrieved over the scoring table in its complete extension.
BVB – rule 9 same proposal

Rule 14. 6 Blocking faults
14.6.1 Not to consider a fault if the block touches the ball simultaneously with an opponent's attack hit.
BVB 14.3 same rule

Rule 15.2 Sequence of regular game interruptions.

15.2.4 New Rule for clarification
It is not permitted to request any regular game interruption after having had a request rejected and sanctioned by a delay warning during the same interruption (i.e. before the end of the next completed rally)
BVB 15.2.4 same proposal

Rule 15.4 Time-outs

15.4.2 and 15.4.3 (Technical Time-outs)

TO BE DELETED

Rule 15.8 Substitution for expulsion or disqualification

Allow an Exceptional Substitution for an EXPELLED or DISQUALIFIED player.

Rule 22 Refereeing Teams and Procedures

22.1 To incorporate the Challenge Referee and the Reserve Referee in the composition of the refereeing team.
22.1 BVB same proposal adding where applicable.

Rule 25 Challenge referee
25. New Rule
Description of the Challenge Referee – location and responsibilities
BVB same proposal but under rule 24

Rule 26 Reserve Referee
26 New Rule
BVB same proposal under rule 25

Rule 29 Line Judges

29.1 to cancel the obligation of having 4 Line Judges in FIVB World and Official Competitions.

Mr. PAREDES presented the Talented Referee Project which he described as a
professional structure to train top-level referees. He stated that it is a consistent plan for consistent refereeing. The steps of this project are as follows:

Step 1 selection and recruitment
Step 2 preparation (Levelling courses, instructions, seminars, practical training and assessment.)
Step 3 Development/Officiating by insertion in Age Group World Championships
Step 4 Professional FIVB VB referee contract

Mr. PAREDES presented the Female Referee Project and stated that female referee development is a key objective for the FIVB. The first goal of this ambitious high-level project is to recruit, educate, train, and

develop female referees. The second goal is to optimize recruitment and retention of female referees. The third goal is to develop a Train the Trainers program with a focus on working with girls and women. The last goal is to provide a Resource Toolbox for each National Federations. He stated that the FIVB had discovered that a high percentage of National Federations so have programs to support and train female referees. He then concluded his presentation.

11. FIVB COMMISSIONS' REPORTS

PRESIDENT GRAÇA gave the floor to Mr. Mushtaque Mohammed, President of the FIVB Development Commission to present his report.

Mr. MOHAMMED said that the activities of the Development Commission included but were not limited to project platform, online learning partnerships with Olympic Solidarity, development centers, and support for other FIVB commissions where applicable.

He explained that the project platform opens once a year to all 222 National Federations and focuses on improving the standard of national teams. It provides direct support to encourage the growth of volleyball.

In 2020 the project platform was open despite the pandemic which sent a message of hope and commitment. He assured everyone that for certain projects that were approved in 2019 and not able to be carried out because of the pandemic, there would be an opportunity to complete them in 2021 provided the conditions are safe.

In 2020 a new initiative was announced for volleyball and beach volleyball and a record of 142 applications were received. 131 were approved which included 60 requests for coaching development programs, 65 requests for volleyball equipment and 6 requests for the Train the Trainers program.

Mr. MOHAMMED explained that they were able to approve so many projects because the proposals had been presented with a solid development plan. He highlighted that a total of 407 projects had been approved in the last four years representing an investment of 7 million USD from the FIVB.

Finally, he said that there were 3 development centers in Thailand, Argentina, and the Dominican Republic respectively that concentrate on

coaching education and developing national teams. Each center receives CHF 20,000 annually.

Mr. MOHAMMED expressed his confidence that new teams would qualify for the Olympic Games and that new champions would arise thanks to the investment of the FIVB in development.

He concluded his presentation by thanking the President for the opportunity to serve as President of the Development Commission.

PRESIDENT GRAÇA gave the floor to Dr. Annie Peytavin to present the Medical Commission report.

Medical Commission Report

Dr. PEYTAVIN explained that she would present four points and stated that the first point she would discuss would be the transgender regulation which was discussed in 2019. She explained that this is not an easy question because it requires balancing human rights and the right of the other players to have fair competitions.

She presented the regulation which states that its purpose is to determine the eligibility of a player to participate in a gender category by balancing 1) identification of an individual who feels better in another gender than his birth gender 2) the competitive balance of the competition category by taking into account the interests of other athletes competing in that category.

The first categorization should be attested by the National Federation in line with the birth certificate. Any gender change should be accepted by the gender eligibility committee if the player demonstrates there is no significant advantage.

The gender eligibility committee will be composed of a legal expert, a medical expert, and a representative of the player's commission. The analysis should be based on physiological aspects, medical criteria, sporting performance criteria and any other circumstance requested by the eligibility committee.

As concerns the applicability, for the avoidance of doubt this rule shall be limited to FIVB, World and Official competitions organized by the FIVB and its Confederations. For national club competitions each National Federation is responsible for the registration of players for the club

competition in its territory and it shall determine its own eligibility rules regarding gender.

The medical congress will take place in September 2022 in the Netherlands. Registration fees include entry to the Women's World Championships and to the Congress. Two subjects will be discussed. The first is medical aspects of volleyball and the second is health and prevention through movement and sport.

Dr. PEYTAVIN presented the evolution in anti-doping regulation. She explained that WADA had implemented a new code and new international standards for International Federations. The two main items were the following:

1) In case of adverse result in an anti-doping control, the hearing panel should be "operationally independent."
2) Compulsory provisional suspension in case of adverse results (except for specified substances)

Finally, she presented the new medical guidelines for competition regarding COVID. She stated that in collaboration with the FIVB events department and the beach volleyball department, the medical commission had prepared guidelines to authorize safe competition for players, teams, staff, and local organizers. The guidelines are based on a PCR test before travel to competition, an additional PCR test on arrival and each 4 days and finally 2 bubbles that should avoid contact.

She explained that the guidelines were evolving daily as more is learned about the virus and the development of vaccines.

PRESIDENT GRAÇA thanked Dr. Peytavin.

Mr. AZEVEDO presented some comments from delegates and reminded Afghanistan that there would be a webinar very soon about volleyball empowerment. Zambia asked about the vaccine before travel.

Mrs. PEYTAVIN explained that the players are requested to stay in the hotel if tested positive and that vaccinations had not yet been put in the guidelines because they are not available in all countries and the youngest ones cannot receive vaccination. Person vaccinated could fall ill but not have acute illness but could still transfer illness to another person. It protects the person vaccinated but does not stop transmission.

Mr. AZEVEDO told the Congress delegates to contact the FIVB secretariat or the FIVB medical commission if they needed support. Zimbabwe stated that COVID protocols were a big step forward to having a safe sport.

PRESIDENT GRAÇA gave the floor to Mr. Godoy de Filho to present the report of the athletes' commission.

Athletes' Commission Report

Mr. GODOY DE FILHO first presented the Athletes relief support fund which was initiated by President Graça and launched the end of May 2020. He showed a short video that explained 358 applications had been received and 80 had been approved. The athletes were required to be without national or international sanctions, to have no anti-doping rules violation, to meet an income threshold and have participated in a minimum number required of FIVB events during the 2018 – 2019.

Mr. GODOY DE FILHO highlighted that the FIVB was one of the few International Federations that offered direct support to its athletes to counteract the disadvantages caused by the COVID-19 pandemic and he thanked the President for his support.

He stated that 45 applications were received for support for beach volleyball teams and that these would be examined later after the World Tour schedule is determined.

He explained that the athletes' commission is composed of 10 members, 5 of which are elected and 5 which are appointed by President Graça and ratified by the FIVB Board of Administration.

He explained that an online voting platform had been open from 25 January to 31 January 2021 and that there were 16 candidates. He announced the athletes that had been elected to the athletes' commission for 2020- 2024 as follows: Madelin Meppelink from the Netherlands, Joshua Binstock from Canada, Samuele Papi from Italy, Jordan Larson from the USA and Anouk Vergé-Dépré from Switzerland.

He thanked President Graça and everyone and presented his new daughter.

PRESIDENT GRAÇA explained the importance of listening to the athletes and afterwards he gave the floor to Mr. Gutierrez to present the Sports Events Council report.

Mr. GUTIERREZ thanked the President and congratulated him on his achievement of finding a new investment partner for volleyball. He equally expressed his happiness at being elected FIVB Board of Administration member, stated that he was eager to work and thanked everyone who had voted for him.

He outlined four areas of future focus of the Sports Event Council which were capitalizing on the senior World Ranking system, building on technical and statistical data collection, evaluating the qualification system and competition formula for the future Senior World Championships, and finally assessing the volleyball calendar for the next Olympic cycle.

He explained that the first two points were important to give the National Delegates and the FIVB Board of Administration information to take good decisions. He went on to explain that statistics are important to tell the story of volleyball and should be able to be presented in a simple manner to the fans. The statistics should be standardized across all FIVB events and could be used to support the clear selection of the Dream Team.

As for the qualification and formula for the 2026 World Championships and beyond, he explained the importance of maintaining competitive excitement throughout the events. And finally, he explained the importance of establishing the volleyball calendar early to avoid overlap of national, continental, and international events.

PRESIDENT GRAÇA thanked Mr. Gutierrez gave the floor to Mr. Araujo to present the Beach Volleyball Commission Proposals.

Mr. ARAUJO stated that beach volleyball has become one of the most popular sports in the Olympic Games and that it has been growing quickly.

He described the success of the 2019 Beach Volleyball World Championship which took place in Hamburg which attracted 130,000 spectators in 10 days. In addition, 77 broadcasters showed the event in 112 countries to 158 million viewers worldwide.

He also described the phenomenal growth of the World Tour which held 32 events in 2017 and had tripled to 96 events in 2019 with a gender equal structure.

Afterwards, he described the success of beach volleyball in Oceania which organized a 1-star event in the Cook Islands and then in Guam with great success. He explained how beach volleyball could be a solution for many National Federations as it costs less and can also lead to being qualified for the Olympic Games.

He described the success of the World Tour Finals in Rome in 2019 which had 36 million impressions on social media.

In August, the Beach Volleyball Commission published medical guidelines for holding safe matches with the assistance of the FIVB Medical Commission. He explained how there 1-star tournaments in Slovenia, Austria, France, and Lithuania as beach volleyball can be played in a natural environment despite the pandemic.

Finally, he stated that the new Olympic qualification timeline had been approved by the IOC and that he was confident that beach volleyball would again be a great success at the Olympic Games in Tokyo.

To conclude his presentation, he thanked President Graça and everyone for their support.

PRESIDENT GRAÇA thanked Mr. Araujo for his presentation and said that he agreed with Mr. Araujo that people must understand to make a team of 14 players is more difficult to make than a team of 2 but any National Federation can create a beach volleyball team.

PRESIDENT GRAÇA passed the floor the to the President of CEV and Second Vice-president of the FIVB to present the Snow Volleyball Commission report.

Mr. BORICIC explained that at the 2018 Congress in Cancun they created snow volleyball as a discipline of the FIVB and planned a Snow Volleyball World Tour. In 2019 snow volleyball rules were introduced, the official logo was unveiled and the inaugural season with 3 events over 2 continents was realized with the investment of CEV and the FIVB. The first world tour took place in Italy, Argentina, and Austria with 44 women's and 45 men's team from every Continental Confederation taking part. It also had an enormous success on social media with 5.4 million

impressions on FIVB and CEV social media channels and reached over 60 million people worldwide.

He described the success of the Snow Volleyball Festival which was held in Bretaye Switzerland which offered many activities and a showcase match with Giba, Julius Brink, Elizaveta Bracht-Tichenko and Vladimir Grbic.

Unfortunately, the first Snow Volleyball World Tour planned for 2020 in Turkey and Argentina had to be cancelled due to the pandemic and further opportunities for 2021 and beyond are being evaluated.

The ultimate goal for snow volleyball for the future is to be accepted as a sport for the Winter Olympic Games and to encourage the National Federations to develop snow volleyball in their respective countries and host as many national, zonal, continental and world events as possible.

PRESIDENT GRAÇA congratulated Mr. Boricic for the real action in the CEV. He told him he had done a good job and proposed to call and encouraged him to continue working towards Snow Volleyball will become part of the Olympic Games.

PRESIDENT GRAÇA gave the floor to Steve Tutton to present the Technical and Coaching Commission report as Mr. McCutcheon was unable to attend the Congress.

Mr. TUTTON offered apologies on behalf of the President of the Technical and Coaching, Mr. Hugh McCutcheon who was unable to give his presentation due to an unexpected change in his schedule. He then gave the presentation on behalf of Mr. McCutcheon.

He provided certain explanations concerning the Olympic Solidarity Programme and stated that it is a stakeholder that the FIVB values greatly. He stated that over the last 4 years Olympic Solidarity supported and awarded 164 grants (athletes and coaching section) The coaching sections include courses, scholarships, and other grants.

He evoked the questions of certain delegates who were working with volunteers and how to move from a volunteer organisation to a professional one. He emphasized that the FIVB has an excellent relationship with Olympic Solidarity and can tap into the resources available through their programs.

To illustrate the significance of this stakeholder he explained that Olympic Solidarity had invested over 1 million USD in 20 countries in volleyball in National Team Grants and of those countries 4 National Teams, namely Kenya's Women National Team, Turkey Women's National Team and Argentina's Men and Women National Teams qualified for 2020 the Olympic Games.

He said that 16 National beach volleyball teams had received the Team Grant from Olympic Solidarity which represents an investment of approximately 500, 000 USD.

He said that as it was towards the end of the current Olympic Cycle Olympic Solidarity have prepared a new platform to apply for National Team Grants. He instructed any National Teams that had plans to contact the FIVB Technical and Development Department for support.

Mr. TUTTON went on to present an initiative of President Graça on the importance of preventing competition manipulations due to gambling. In the last two years 7,534 participants have been certified as completing this course and coaches provide leadership in this area by taking the course themselves and encouraging athletes to do so.

He detailed the technical input of the Technical and Coaching commission including contribution to monitoring the algorithms of the FIVB Volleyball World Ranking System, studying calendar scenarios, assisting the Development Department with Coach Support Programs for recruiting coaches and the Volleyball Department and Digital Department with relevant content for storytelling.

Afterwards he thanked the FIVB and other commissions for their collaboration and conversations about world ranking on behalf of Mr. McCutcheon.

PRESIDENT GRAÇA thanked Mr. Tutton and reminded everyone that in the new programs that more coaches will be needed. He then gave the floor to Mr. Bock.

Mr. BOCK stated the results of the vote for the Rules of the Game had been verified by PwC.

DECISION

The proposals from the FIVB Refereeing and Rules of the Game Commission were approved with 160 votes for, 3 votes against and one abstention.

PRESIDENT GRAÇA closed the meeting and thanked everyone for their time and congratulated the new Gender in Minority members and new Board Members.

DAY TWO

Mr. BOCK confirmed that the quorum was attained and passed the floor back to President Graça.

PRESIDENT GRAÇA offered his regards to the Continental Presidents and thanked them for their work in their respective Confederations. He offered his congratulation to Mrs. Rita Subowo and Mrs. Bouchra Hajij the first ever female Continental Presidents of the FIVB. He emphasized the necessity of keeping the focus on the development of the national teams. He then gave the floor to Mrs. Subowo.

12. CONTINENTAL CONFEDERATION'S REPORTS

Mrs. SUBOWO greeted everyone and stated that the AVC had held all meetings, development projects and volleyball and beach volleyball events scheduled in 2019.

In 2020, due to the pandemic all activities were cancelled from the end of March. The Asian Senior Men's and the Women's Beach Volleyball Championships were held in Thailand in February.

In 2019, eight technical meetings were held in February and the AVC Board of Administration meetings were held in Bangkok in June. In 2020, seven technical meetings were held in Bangkok in February and the Finance Committee meeting was held online in September. The AVC Board of Administration meeting on October 9 and the General Assembly on October 26 were held online.

She then announced the new AVC Board of Administration: President Mrs. Rita Subowo, Senior Executive Vice-President Mr. Cai Yi, Executive Vice-President Mr. Abdulaziz A. Albalool, and Secretary General Mr. Kiattipong Radchatagriengkai.

She said that only two Continental Olympic Qualification Tournaments had been held in 2020 due to the pandemic on Jan 7 – 12 in China for men and in Thailand for women.

Several Beach Volleyball tournaments were held in 2020 including seven FIVB World Tour 1-4 stars in Asia, Cambodia, Cook Islands, Guam, Iran, Malaysia, and Qatar. In addition, the 2020 Asian Senior Championships were held in Thailand and the AVC Continental Cup Phase 1 for Oceania Zone were held in New Zealand.

To conclude her presentation, she outlined Five steps to empower AVC Affiliated National Federations: organizing more high-level competitions, supporting all AVC National Federations in 5 zones for participating and organizing the AVC Championships, providing more equipment support to the organizers of AVC&FIVB events, promoting AVC brand to sponsors to get more income, and sending the experts for conducting Coaches Courses, Referees Courses, and VIS Courses in AVC regions.

PRESIDENT GRAÇA thanked Mrs. Subowo for her report and told her that he was confident that she would have a great success as President of the AVC. He then gave the floor to Mr. Aleksandar Boricic to present the report of the CEV.

Mr. BORICIC thanked President Graça and greeted everyone and offered his congratulations and best wishes to the new FIVB Board of Administration members. He then showed a video.

The video described the sustainable growth of volleyball, beach volleyball and snow volleyball since the previous Congress in 2018. Over 2,000 volleyball matches, 4,000 beach volleyball matches, and 500 snow volleyball matches were organized by the CEV.

EuroVolley 2019 offered record prize money of 1. 5 million Euros for the top three teams and was attended by 500, 000 spectators and hosted by 8 countries. For the first time EuroVolley was organized to include 24 men’s teams and 24 women’s teams.

The narrator of the video went on to explain that the progress of the CEV is founded on four key pillars: development, commercial, media and communication and good governance.

To ensure the future, the CEV must train coaches to teach children and has a school project. It has also established an EuroAsia Coaches Cooperation program.

For the commercial aspect, the CEV has established mutually beneficial partnerships with broadcasters and other stakeholders. It has equally improved its digital presence with the new EuroVolley.TV. The CEV has over 560,000 digital followers.

As for good governance, the CEV is committed to reliability, accountability, and transparency.

The CEV invested 11.5 million Euros to support the whole European volleyball family during the COVID-19 crisis. Over 200 online meetings were organized.

The CEV supports the FIVB in the vision of making snow volleyball an Olympic discipline.

Encouraging volleyball activities and participation remains the top priority of the CEV. It intends to continue to grow the school project to educate the new generation of future players and coaches.

Mr. BORICIC expressed his pleasure with the Euro Asia Coaches Cooperation program and his desire to continue cooperating with Asia. He equally expressed his desire to see snow volleyball established as an Olympic sport.

PRESIDENT GRAÇA thanked Mr. Boricic for his presentation and excellent work. He also expressed his wish to see snow volleyball established as an Olympic sport. He then gave the floor to Mrs. Hajij to present the report of the CAVB.

Mrs. HAJIJ thanked the President and went on to explain the importance of studying the past, assessing the past and building the future. She presented the strategic plan of the CAVB for 2021 to 2024 to develop a common vision, mission and values aligned with the FIVB.

The plan included several action steps. The first was to manage the Finances of the CAVB in a transparent way by respecting good accounting practices conforming to the International Financial Reporting Standards (IFRS).

The second was to put clean athletes at the heart of the actions of the CAVB and ensure that their voices are heard. The third was to continue to actively promote volleyball and beach volleyball among young people through mini volleyball, festivolley, cool volley, park volley, and Volleyball Your Way. The fourth step was to maintain harmonious relationships with the National, Continental, and International bodies and always align the CAVB with the FIVB vision. The fifth step was to organise highly attractive sports events to create opportunities of sponsorships at the Continental level. The sixth step was to defend, in all circumstances and above all personal considerations, the interests of the CAVB and FIVB and those of volleyball and beach volleyball through the sustaining of actions targeting the integrity of our discipline. The final action step was to promote volleyball in schools, universities, and the community.

She then outlined seven key objectives in seven key areas. The first was in the area of capacity building and the objective was to continuously educate, train and update the coaches, referees and officials. The second was in the area of governance and the objective was transparency will be the first guiding principle of the CAVB who will ensure that each National Federation shall always have access to updated and complete information. The third was in the area of empowerment and the objective was to set up an effective decisional process empowering each National Federation to act with conviction at its level. The fourth was in the area of assessment and the objective was the implementation of a performance assessment system to evaluate the progress of volleyball discipline and take corrective actions thereof. The fifth was in the area of value addition and the objective was to operate in an atmosphere of good governance and adopt good accounting principles through effective audit activities in view of adding value to the operations of the confederation in the long run. The sixth was in the area of credibility and the objective was to be credible in front of stakeholders including the FIVB, National Federations and financial partners, among others. The seventh was in the area of integrity and the objective was to promote a climate of integrity and mutual trust between the CAVB Management and National Federations in addition to all Partners.

She outlined the strategic goals for women's volleyball which was to improve the ranking by 2 places each year and to be in the top 20 in 4 years and in the top 15 in 8 years. As for men's volleyball the goal is to improve the ranking by 2 places every year and be in the top 12 in four years. Finally, for men and women's beach volleyball the strategic goal was to be in the top 50 in 4 years.

She outlined an action plan and how it would be assessed and presented the events that were planned for 2021.

To conclude her presentation, she expressed her confidence that the CAVB would succeed.

PRESIDENT GRAÇA gave the floor to Dr. Lloreda Currea to present the Confederation report for the CSV.

DR. LLOREDA CURREA first presented the excellent results of volleyball in 2019. In the VNL the women's team from Brazil finished 2nd and the Brazilian men's team placed 4th. The men's team from Argentina improved 7 places from 2018 to 2019. In the Pan American Games CSV earned 4 of the six possible medals. Argentina men's team took the gold medal. Brazil men's team won the bronze medal. The women's team from Colombia won the silver medal and the women's team from Brazil won the bronze medal. Four teams from CSV played the IOQT and 3 reached the Olympic ticket: the women's team from Brazil, and Argentina and Brazil.

In 2019 in the U19 Championships Argentina increased its ranking from 12th in 2017 to 3rd in 2019. In the U21 Argentina moved from 7th in 2017 to 5th in 2019.

The Venezuelan men's team and women's team from Argentina qualified for the Olympic Games.

In beach volleyball the men's team from Chile won the gold medal in the 2019 Pan American Games. The women's team from Argentina won the silver medal and the men's team from Argentina also won a silver medal.

The CSV participated in the FIVB World Tour and Colombia won the gold medal in the Belgium 1-star tournament and Chile won the bronze medal in the Vilnius 1-star tournament.

Brazil has won the last 3 U21 World Championships for men and women. Peru has made spectacular progress increasing its ranking from 25th (last place) in 2018 U19 World Championships and moving to 5th place in the U21 World Championship in 2019. This progress is due to the commitment of the CSV National Federations to increase the number and level of underage events.

In the last two years the CSV has organized 8 double gender events with participation of 70% of CSV countries.

As far as courses are concerned the CSV held its first seminar for referees of volleyball and beach volleyball in 2019 in Lima, Peru and it was attended by over 70 referees. Online referee courses are planned for 2021 and the CSV plans to continue to offer online courses for coaches and referees.

The 74th annual CSV Congress was held online for the first time. Mr. Lloreda was re-elected as President by acclamation. The Executive Committee is composed of the following members: Mr. Marco Tulio Teixeira from Brazil, Mrs. Judith Rodriguez from Venezuela, Mr. Roberto Escobar from Paraguay, Mr. Juan Antonio Gutierrez from Argentina, and finally Mrs. Renata Blauth from Brazil as General Secretary.

As regards social media the CSV aims to have over 100,000 followers on Facebook and Instagram by the end of 2022.

Mr. LLOREDA CURREA concluded his presentation with this statement: In South America the name of the game is commitment.

PRESIDENT GRAÇA thanked Dr. Lloreda Currea for his presentation and gave the floor to Mr. Marte Hoffiz to present the Confederation report for NORCECA.

Mr. MARTE HOFFIZ thanked President Graça and congratulated the newly elected FIVB Board of Administration members. He also congratulated the FIVB staff for the first online FIVB Congress.

He explained that due to COVID 19 all NORCECA activities had been cancelled from March 2020 to present. However, online seminars and courses were held through the FIVB/NORCECA Development Center. In addition, the Executive Committee meeting and the Commission meetings were held online so that everything is ready to restart when COVID restrictions are lifted.

Mr. MARTE HOFFIZ explained that NORCECA works closely with its National Federations of USA, Mexico, Canada, Puerto Rico, Cuba and the Dominican Republic to be able to host FIVB International World Events. These countries have the necessary infrastructure and financial capacity to do so. Mexico will be hosting the FIVB U18 World Championships in 2021.

Mr. MARTE HOFFIZ described the National Teams Program and expressed his satisfaction that 11 Caribbean countries had been able to obtain 11 Olympic Solidarity Grants. In addition, the FIVB Development Hub impacted 14 countries/National Federations with an unprecedented Volleyball and Beach Volleyball coaching support program.

He described NORCECA's efforts to develop beach volleyball within the zones of the Eastern Caribbean Volleyball Association (ECVA) and the Caribbean Volleyball Association (CAZOVA) by providing equipment and rotating beach volleyball instructors throughout these countries. He said that currently 10 – 12 events are hosted per year and that NORCECA aims to double this number to 24 events a year with a minimum of 2 events per month. They also plan to reach out to local authorities and potential sponsors.

Mr. MARTE HOFFIZ stated that NORCECA had strengthened its partnership with a TV and Internet Streaming Network based in Mexico and in the United States Flow, Inter TV to create NORCECA TV which is available to millions of fans and attracts sponsors and generates an income to sustain NORCECA's Development Plan.

He concluded his presentation by emphasizing the necessity of investing in youth as they will make up 68% of the world population by 2030. Through NORCECA TV the necessary income is provided to continue to host the NORCECA Beach Tour, the Pan-American Cups and Continental Competitions as well as Underage events. By investing in the youth, NORCECA will ensure the future of its National Teams.

He thanked President Graça and encouraged everyone to continue to make volleyball and beach volleyball even greater.

PRESIDENT GRAÇA thanked Mr. Marte Hoffiz for his presentation. He expressed the need to open the market for volleyball and to reach potential fans and to improve volleyball all around the world. He moved to the next point on the agenda the FIVB Future Events update. He introduced Mrs. Alise Kessler, Head of the FIVB Volleyball Department and Mr. Yu Cao, Head of the FIVB Beach Volleyball Department. He gave the floor to Mrs. Kessler to present the volleyball events update.

13. FIVB FUTURE EVENTS UPDATES

Mrs. KESSLER stated that last December the official events to be included on the volleyball calendar were approved by the Board of Administration. These events include Olympic Games/Qualification, World Championships/Qualification, VNL/Qualification, Continental Championships/Qualifications, and Club Season (International, Continental, National). She then presented the 2021- 2024 which had been sent to the Board of Administration members in the Working File.

PRESIDENT GRAÇA asked Mr. CAO to begin the presentation of the FIVB Future Events Update.

Mr. CAO presented the Beach Volleyball events for 2021 to 2024 which include the annual World Tour, the Tokyo 2020 Olympic Games, the U19 World Championships, the under 21 World Championships and from 2022 the New Beach Volleyball Tour which will take place in various cities.

He emphasized the need to be flexible in the planning due to the current COVID pandemic and the necessity of ensuring a safe environment for the events,

He presented a draft calendar for 2021 and said the goal was to publish a calendar the end of 2020 providing the environment becomes safer.

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

Mrs. KESSLER presented the volleyball events for 2021 to 2024. She highlighted that there would be 4 age group World Championships in 2021 and in 2023.

She stated that all the host nations for VNL 2021 have been confirmed.

She presented the other events for 2021. She explained that the deadline for the qualification process of the Volleyball Age World Championships was extended due to COVID and said that the teams would be confirmed in early March.

14. AFFILIATIONS, RESIGNATIONS, SUSPENSIONS, AND EXPULSIONS OF NATIONAL FEDERATIONS

PRESIDENT GRAÇA made his opening statements regarding the case of the Philippines. PRESIDENT GRAÇA stated that this issue has been preventing over one million players from playing volleyball in the Philippines for over ten years. PRESIDENT GRAÇA expressed his concerns about the necessity to resume volleyball in the Philippines and to put the focus back on the players. PRESIDENT GRAÇA highlighted that allegations of the FIVB's interventions in this case should be disregarded. The FIVB remains free of political influence and has been working hard to resume volleyball in the country. The outcome of this matter rests on the decision of the FIVB World Congress. PRESIDENT GRAÇA gave the floor to Mr. BOCK.

Mr. BOCK pointed out that the FIVB's role in this issue is to present the facts, as per the documentation sent to the Congress (which is attached to these minutes as **Appendix 14.A**), without bias in order to allow the Congress to take an informed decision. The FIVB understands that this is an important decision, and the matter will not be rushed during the presentation.

Mr. BOCK presented a timeline summarizing the main events regarding the case of the Philippines, starting from the FIVB World Congress 2018, in Cancún up to the present time.

First, he reminded the Congress that at the 2018 FIVB World Congress, the Congress voted against the expulsion of the Philippines Volleyball Federation (PVF). He then explained that the clear directive from the FIVB World Congress was to go to the Philippines and meet with the stakeholders. In May 2019, the FIVB Board of Administration approved the creation of a delegation to go to the Philippines and meet with the various stakeholders. The relevant members of this delegation were: Mr. Cristobal Marte Hoffiz, FIVB First Vice-President, Mr. Jizhong Wei, FIVB Honorary Life President, Mr. Fabio Azevedo, FIVB General Director, Mr. Jaime Lamboy, President of the FIVB Legal Commission and Mr. Stephen Bock, FIVB Head of Legal.

Between January and March 2020, the FIVB confirmed the status of the PVF and Larong, i.e. 1) PVF remained the member affiliated to the FIVB but was suspended as it was not recognised by the highest sporting authority in the country, and 2) Larong was provisionally affiliated by the FIVB Board of Administration who is competent to do so. Larong was not

fully affiliated given that the FIVB already had a member for the Philippines. This status was highlighted to the Congress in 2018, including the ramifications of a potential decision to refuse the expulsion of the PVF would mean. Thereafter, invitations were sent to the PVF, Larong and the Philippines Olympic Committee (POC) to meet with the FIVB on video. In February 2020, preparations were being made to send the delegation to the Philippines, but the spread of the COVID-19 pandemic prevented this from happening. However, multiple attempts were made to hold video meetings to discuss the matter with the relevant stakeholders in the Philippines. Mr. BOCK also made numerous attempts to speak to the PVF President. However, it appeared as though the PVF was reluctant to engage in discussions with the FIVB given how the matter had been handled in the past.

On 6 March 2020, the FIVB had an initial phone conversation with the POC to start the process of solving the matter. The agreed solution was to have a democratic process determine who would run volleyball in the Philippines, i.e. bring the stakeholders together to run an election.

On 11 June 2020, the FIVB held a meeting with the POC (detailed on pp. 32-38 of the documentation provided). Larong and the PVF were both invited to attend and they both declined. However, the outcome of the meeting was a decision to proceed with a general election, conducted through the PVF, allowing candidates from both entities to participate. The decision to conduct the elections through the PVF was due to the fact that the PVF had not run elections since 2015, and it was the FIVB's existing and affiliated member. However, the cooperation of the PVF was required namely to understand its statutes and its membership. Subsequently, the FIVB and the POC would have then recognised the elections of the PVF. An alternative was also foreseen in which a new entity could be created.

Thereafter, a working group was created composed of the FIVB delegation and the Secretary General of the POC. On 22 June 2020, the working group met to create an action plan for the elections (detailed on pp. 39-41 of the documentation provided) and shared the concept with the International Olympic Committee (IOC) and the Philippines Ministry of Sport in order to gain stakeholder buy-in. Subsequently, a letter was sent to PVF and Larong respectively requesting governance documentation in order to prepare for the elections.

In July 2020, the FIVB requested governance documentation from Larong and the PVF (pp. 42-43 of the documentation provided). The PVF sent an

email to the FIVB insisting on recognition and requesting a letter of affiliation (p. 45). The FIVB's response expressed its willingness to provide a letter of affiliation accurately reflecting the status of the PVF (pp. 46-48). Larong provided governance documentation (pp. 51-54) but no governance documentation was received from the PVF (pp. 55-57).

On 3 August 2020, the FIVB sent a letter to the POC (pp. 58-61) stating that i) the FIVB did not favour either the PVF or Larong, ii) the FIVB recommended that the POC submit this issue to the attention of its Executive Committee and General Assembly, and iii) the FIVB also strongly recommended that elections be conducted with the participation of all relevant stakeholders.

In parallel, the FIVB also communicated with the IOC regarding its proposed plan. On 4 September 2020, the IOC confirmed that the plan to unify the PVF and Larong into one entity through democratic elections was "*very fair and logical*" and "*fully aligned*" with the approach that the IOC would take under similar circumstances (p. 67).

On 17 September 2020, the FIVB sent a communication to the PVF (pp. 68-69) in which it confirmed that i) it did not want to "*get rid of the PVF at all costs*", ii) it desired to work with the PVF and the POC to resolve the ongoing dispute, iii) it was willing to provide an accurate affiliation letter to the PVF, and iv) clarified that it did not make a request for the POC to create a new federation but merely requested that fair and transparent elections be conducted in which candidates from both sides could run.

The FIVB also received a communication from the IOC requesting that the FIVB wait until the elections in the POC were completed prior to running the elections of the PVF as to not impact the elections of the POC.

In December 2020, Mr. Tolentino was elected as the President of the POC. Mr. BOCK also highlighted that Mr. Romasanta, who had previously favoured Larong, was no longer on the Executive Board of the POC.

On 27 January 2021, the POC sent a communication to the FIVB (pp. 72 -74) confirming that both its Executive Board and General Assembly decided to i) recognise the new entity, the Philippines National Volleyball Federation (PNVF), as the sole National Federation governing volleyball in the Philippines and ii) confirm the expulsion of the PVF from the POC. In the same communication, the POC stated that i) it recognised the elections conducted by the PNVF on 25 January 2021 and ii) Mr. Cantada

was invited to participate in these elections (p. 76) but he refused to participate in the elections as certified by the letter signed by the four members of the PVF (p. 86). In the same communication, the POC requested that i) the FIVB Board of Administration withdraw its provisional recognition of Larong as an affiliate, ii) the FIVB Board of Administration take notice of the expulsion of the PVF from the POC, and iii) the FIVB Board of Administration and the FIVB Congress expel the PVF and recognise the PNVF as the sole National Federation for volleyball in the Philippines.

On the same day (27 January 2021), members of the PVF sent a letter to the FIVB (pp. 97-98 of the documentation provided) in which they stated that they had convened an extraordinary General Assembly and removed Mr. Cantada as President for the following reasons: i) he failed to call for elections in 2019; ii) he held over the position of President despite the fact that his term allegedly ended on 25 January 2019 (he took office on 25 January 2015); iii) he held two board meetings since the 2015 elections; iv) since 2017, only two Board members remained as PVF officers; v) he removed the Secretary General without due process; vi) he appointed a chairman even though the position should have been filled by the General Assembly; and vii) he failed to call a General Assembly during his term.

On 4 February 2021, the PNVF submitted an application for affiliation to the FIVB (pp. 100-106) and provided the following documents as required by the FIVB Constitution and General Regulations: the PNVF By-Laws, a certificate of recognition from the POC (p. 102), a list of Executive Board members (p. 103), and a letter of guarantee regarding the annual fee.

As Mr. BOCK concluded his presentation and walking the Congress through the documentation provided, he highlighted three additional points:

1) While the FIVB understands that a lot of the focus of the discussion has been on the relationship between a National Federation its and its National Olympic Committee, specifically concerns about the NOC removing its elected officials, it is also important to focus on the relationship between the National Federation and the International Federation, and on the reciprocal responsibilities between the National Federation and International Federation. Just as the International Federation has a responsibility towards the National Federation, the National Federation has a responsibility to provide evidence of governance and of conducting elections, if so requested by the FIVB. Mr. BOCK emphasised that the FIVB simply

wanted to verify that elections had been conducted in accordance with its rules. He stated that the FIVB might have taken a different approach had they received this information from the PVF but, unfortunately, this was not the case.

2) He went on to make his second point that a lot of National Federations were troubled by how this issue was handled as it raised concerns for them that an Olympic Committee could come in and remove them without the FIVB listening to its member first. He emphasised that the FIVB had learned throughout this six-year process that before proceeding with any type of discussion regarding recognition of officials, etc., it was essential to make sure to speak to its members and the stakeholders in that territory.

   He proceeded to give the example of the Maldives where the government removed the officials of a National Federation. In this case, the FIVB told the government that it recognised the existing officials and would prepare a delegation to get more information with a plan to collect the statutes, understand the membership of the National Federation and conduct elections in which every stakeholder could submit its candidature and make sure that a democratic process would determine who runs the sport in that country.

3) His final point was the importance of not forgetting the athletes as per the point made by PRESIDENT GRAÇA in his opening speech on this issue. The athletes are confused as to who is responsible for registering them for events. Is it Larong? Is it PVF? This issue and confusion have led to the athletes being punished. It is the FIVB's duty to provide them with clarity.

Mr. BOCK presented the three questions that would be voted on and the possible scenarios depending on the results of the votes:

- Should the FIVB recognise the PNVF elections conducted on 25 January 2021 by the POC?
- If yes to the previous question, does the FIVB Congress approve the expulsion of the PVF?
- If yes to the previous question, does the FIVB Congress approve the affiliation of the PNVF?

Mr. BOCK highlighted that the first question relates to the recognition of the elections in order to get a clear indication from the Congress related

to these elections. After finishing his presentation of the vote to come, he gave the floor back to PRESIDENT GRAÇA.

PRESIDENT GRAÇA thanked Mr. BOCK for his presentation and opened the floor to the Congress delegates for their comments.

Mr. AZEVEDO proceeded to read comments that had been written in the chat. The first question was from the National Federation of Ireland who asked whether the FIVB is able to confirm that the members of the Olympic Committee in the Philippines are independent from the Board Committees of Larong and PVF.

Mr. BOCK answered that the POC had recently held elections and that Mr. Romasanta, who was a Board member of Larong, and, at one point, President of Larong, is no longer a member of the POC. Regarding PVF, it failed to provide the information about the composition of its Board despite the FIVB's requests. He added that all members from Larong and some members of PVF had moved to the new entity, the PNVF, and that to upon first glance there was no overlap of membership between the POC and the PNVF.

Mr. AZEVEDO read a second question from the National Federation of Ireland who asked whether this approach would be confirmed in the FIVB Constitution or by laws.

Mr. BOCK confirmed that this process is in line with the FIVB Constitution and FIVB regulations which state that an expulsion vote is subject to a two-thirds majority and that all other motions are subjected to a simple majority. He explained that the first vote put to the Congress would relate to the PNVF elections themselves, which requires a simple majority. The following step would be to vote on the expulsion of the PVF which would require a two-thirds majority. The final vote would require a simple majority. In this regard, the FIVB will take its time and clarification can also be requested while the floor is open as well as during the vote. The FIVB will also ensure that the vote remains open for a sufficient amount of time to allow the Congress to request and clarify all the necessary information.

Mr. AZEVEDO read a question from the National Federation of England who wanted to know whether the vote could be held back until after the delegation had visited the Philippines as per the original course of action from the last Congress. As COVID-19 restrictions lessen, this would allow for a more constructive face to face discussion around the table.

Mr. BOCK said that this was certainly possible but queried whether this would be for the benefit of everyone in the Philippines to wait on this process. He underlined that this confusion has lasted for six years in the Philippines and that this would delay bringing clarity to the athletes who are suffering from the confusion of who is the National Federation in the Philippines. In addition, there is no guarantee as to when COVID-19 restrictions will be lessened.

Mr. AZEVEDO read a question from the National Federation of Eritrea who asked whether the government of the Philippines approved the new elections held now with the help of the POC.

Mr. BOCK stated that it was his understanding that they had. He emphasised that the key thing was to bring all the stakeholders together and that the majority participated in the elections except for those who had refused, as is evidenced by the working file. He assured the delegates that Mr. Cantada, Mr. Suzara and Mr. Paredes of Larong had received invitation letters to the elections.

Mr. AZEVEDO read a question from the National Federation of Mexico who asked how the FIVB could have an affiliated National Federation if this federation does not have the recognition of the National Olympic Committee of their own government.

Mr. BOCK explained that, according to the FIVB Constitution and General Regulations, in order for a National Federation to maintain affiliation – and also at the point of affiliation – it requires recognition from the highest sporting authority in their country which is generally the Ministry of Sport ant the Olympic Committee. In this case the Olympic Committee recognizes the PNVF and the PVF is not recognized. This lack of recognition by the highest sporting authority is the exact reason why the PVF has been suspended since 2016.

Mr. AZEVEDO read a question from the National Federation of Ireland which was not clear, and Mr. BOCK invited Ireland to reform the question in the chat.

Mr. AZEVEDO read a question from Lithuania who asked which organisation has more support from sportsmen.

Mr. BOCK stated that, based on his understanding, most of the stakeholders in the Philippines have moved over to the new organisation.

The membership in the Philippines is on a regional basis (regional associations) and the membership of players, coaches, etc. have moved over with that entity to the new organisation.

Mr. AZEVEDO read a comment from General Idriss, from Chad, who advised the Congress to respect the recognition of the National Olympic Committee which is in accordance with the FIVB Constitution. He stated that if the POC approved the new federation and its officials then it was in the interest of the FIVB to do so as well.

Mr. AZEVEDO read a comment from the United Arab Emirates who suggested that the Congress should give the FIVB Board of Administration authorization to take any necessary actions in the Philippines case.

PRESIDENT GRAÇA gave the floor to Mr. LATHEEF from the Maldives.

Mr. LATHEEF stated that the most important thing was to finalize this case to protect the athletes in the Philippines. He explained that this matter had been discussed in the AVC General Assembly and the AVC Board of Administration, and that the FIVB has done a lot of hard work in this regard. The AVC and the FIVB have invested a lot of money and time in this case. He asked the delegates to expel the PVF for the following reasons: 1) the PVF and Larong cannot be unified and the PVF did not cooperate with the FIVB and other stakeholders, 2) the PVF did not cooperate with the FIVB to find a good resolution and there was no election conducted by the PVF, 3) the players must be protected, 4) the PNVF is a good solution as, with its President, Ramon Suzara, volleyball is in safe hands.

Mr. LATHEEF insisted on the importance that the decision not be left pending until the next Congress. He recommended that the Congress accept the FIVB's proposal and expressed his desire that Asia be made great again with their first ever elected female president, Mrs. Rita Subowo. He emphasized the importance of taking a decision and protecting the athletes. As a consequence, he asked the Congress to recognize the elections of the PNVF and approve its affiliation.

Finally, he expressed his full trust in the FIVB because they never intervened in any National Federation except to help.

PRESIDENT GRAÇA then gave the floor to Mr. Mushtaque MOHAMMED.

Mr. MOHAMMED thanked the President and stated that Mr. BOCK did an excellent job of giving a full analysis of the situation.

Mr. MOHAMMED said that he had done his own investigation into the situation by contacting a journalist and from the information he obtained he was convinced that all stakeholders who were involved in the process are those who are truly interested in volleyball. He consulted two articles and read an excerpt from one which stated that "*The election was held under strict COVID regulations. 32 members were registered to participate. Mr. Ramon Suzara, representing the Alliance of the Philippines Volleyball Incorporation, won the election unchallenged with 31 votes, while Arnel Hajan of the Philippines Volleyball Federation was elected as Vice President with 30 votes and Larong member, Ariel Paredes, was elected as General Secretary. Another member, Donaldo Caringal, also from the Alliance won as General Secretary with 31 votes.*" He assured everyone that there was an inclusion of all stakeholders.

Mr. MOHAMMED explained that, as the members of the PVF did not agree with the actions taken by Mr. Cantada, they decided not to continue with the PVF but to join the Alliance to have one group representing all stakeholders for the benefit of athletes, volleyball and the Philippines volleyball association.

Mr. MOHAMMED stated that Mr. Suzara is a person who has been involved in volleyball for a long time and was encouraged to join and lead this organization. He concluded by saying that the people of the Philippines had spoken and that the delegates of the Congress should respect that.

Mr. AZEVEDO read a question from Ms. Sabinah CLEMENT, from the British Virgin Islands who stated she required clarification on why the Congress was asked to vote on the effectiveness of the elections. She also stated that, in her view, all the Congress is authorised to validate is the membership/acceptancy of the new federation. If the Congress says yes to the validity of the election, it is essentially endorsing the elections.

Mr. BOCK explained that the reason the questions were posed in this order was very specific because the key aspect of the FIVB's plan was to conduct elections involving all the stakeholders within the Philippines Volleyball Federation. Since that was the crux of the plan, that question should be the first question presented to the Congress and, as the FIVB took the information from the Congress on how to proceed, it makes

sense to make sure the Congress agrees with the approach, especially before getting to a question like expulsion, which is a very important question with massive implications. If the Congress doesn't follow the mandate of the plan to recognise the elections, there is no need to ask this question that has very strong implications on the FIVB's current suspended member.

Mr. AZEVEDO read a comment from Brazil who stated that the decision was taken by the Olympic Committee and the government of the Philippines. The FIVB affiliates the legal representative of each country, and each country has the autonomy to organise its representations.

Mr. AZEVEDO explained that Mr. BOCK had already addressed this topic by stating that the FIVB was following the FIVB Constitution, which says that, for a National Federation member to be recognized by the FIVB, it must first be recognized by the highest authority in the country which means the National Olympic Committee.

Mr. AZEVEDO then read another question from Ireland who asked if the learnings gleaned from this process would be formalized.

Mr BOCK answered that this process is already in the FIVB regulatory framework. The distinction between this situation and subsequent situations referred to previously is that the FIVB took the approach to talk to the stakeholders earlier, before two different National Federations could be formed. Subsequently, the FIVB should liaise with the Olympic Committee and the government to address their concerns about the National Federation, in order to i) give the opportunity to the FIVB to create an ad-hoc commission, which is in the FIVB regulations, ii) find out information from the different stakeholders in that territory, and iii) decide, within the FIVB, about the membership of that organization. He explained that the more common situation is usually a dispute about officials within the National Federation. He highlighted that the goal is to prevent this situation where two National Federations are created by investigating a potential issue related to officials of a National Federation early on when it is discovered, and before there is a split.

Mr. BOCK explained that that is the key learning but it is already reflected in the FIVB regulations, as the FIVB Board of Administration has the power to create ad-hoc commissions to deal with this type of National Federation disputes.

Mr. AZEVEDO read a comment from the Dominican Republic National Federation who stated that as these elections were carried out under the FIVB regulations and as this new direction is recognized by the National Olympic Committee, these elections must be recognized.

PRESIDENT GRAÇA gave the floor to Ms. Sabinah CLEMENT from the British Virgin Islands.

Ms. CLEMENT stated that her question had already been addressed. Mr. BOCK queried whether her question had been addressed fully. Ms. CLEMENT replied in the affirmative.

PRESIDENT GRAÇA gave the floor to Mr. PERALES from Mexico.

Mr. PERALES stated that the Congress had discussed empowerment through good governance which was namely demonstrated in the new federation created by the Olympic Committee and through the Ministry of Sport and other governing entities. The Congress also discussed the question of leaders in which a federation also plays an important role. Additionally, this relates to creating idols. As such, the Congress cannot leave one million volleyball fans in the Philippines dependent upon having leaders in their federation. As such, the Congress should support the new project to ensure that volleyball continues in the Philippines. He congratulated the members of the FIVB who had worked so hard to resolve this situation.

Mr. AZEVEDO read a remark from Sudan who said that they agreed to the Philippines returning to the volleyball family as long as the Olympic Committee recognized it. Additionally, all this is to protect the players and their return to their activities.

PRESIDENT GRAÇA gave the floor to Mr. Herman ADA from Guam.

Mr. ADA stated that he had implored the Congress two years previously to take a decision and explained that it is the athletes who pay the ultimate price for the Congress' indecision. He highlighted the obvious hard work and efforts that had been made in the past two years to resolve the situation in the Philippines. He said that if the volleyball community in the Philippines, the Olympic Committee and the government recognize the new Federation, and they have submitted documentation showing good governance, the Congress should make the decision to recognize the new Federation and welcome it into our ranks.

Mr. ADA said that he understood the apprehension about the expulsion of a National Federation. However, he went on to point out that, as shown in the documentation provided, the members of the PVF had removed their President, unanimously endorsed the plan for the election and the creation of the PNVF. Therefore, the Congress should take a decision now to recognize the new federation to ensure that another generation of volleyball players is not punished and that the Philippines can enjoy the full benefits of being affiliated to the FIVB.

Mr. AZEVEDO read a comment from Hungary stating that the FIVB was established in 1947 to give the possibility to players to play at a high level and worldwide. They thought it was a great solution to welcome the PNVF as a new member.

Mr. AZEVEDO read a comment from Bulgaria stating that the FIVB should let the Congress vote on the proposals. Mr. AZEVEDO replied affirmatively but that the FIVB would first give the floor to all of its members.

Mr. AZEVEDO read a comment from Brazil who stated that the Congress was not being asked to recognise, or not, an electoral process, rather, it was being asked to decide on the institutional representation in the Philippines of the government and the Olympic Committee before the FIVB.

Mr. AZEVEDO read a comment from Belize who asked for the following four confirmations: 1) all volleyball and beach volleyball stakeholders, especially the members of the PVF and Larong, were invited to the election of the National Federation (PNVF) to represent the Philippines, 2) proper process was carried out to run the elections, 3) the PNVF is now recognized by the POC and the Philippines Ministry of Sport 4), the majority of the volleyball and beach volleyball stakeholders from the past PVF and Larong recognize the PNVF as their new National Federation.

Mr. BOCK referred to pp. 76-78 of the Working File and affirmed that invitations were sent to Mr. Edgar Cantada, PVF President (p. 76), to Jose Romasanta from Larong (p. 77), to Ramon Suzara (p. 78). Mr. BOCK also read the content of the invitation sent to Mr. Cantada and confirmed that the other invitations had the same content.

For the second question, Mr. BOCK referred to annex 5, the letter sent by the POC to the FIVB (starting at page 79 of the Working File), which outlines the terms of reference for the election, i.e. how the election is

conducted, who the relevant stakeholders are and how they would proceed. He then underlined that the elections were conducted by the POC under the new leadership of Mr. Tolentino, after Mr. Romasanta was no longer on the Board of the POC.

Mr. BOCK replied affirmatively to the third question and referred to p. 102 of the Working File which shows a certificate of recognition from the POC. In addition, he said that the FIVB's understanding is that the Philippines Ministry of Sport had likewise recognized the PNVF.

Finally, Mr. BOCK stated that, based on the information provided by Mr. Mushtaque MOHAMMED, 32 members had participated in the elections which included all of Larong, some members of the PVF – with some officials being elected to the Board of the PNVF – as well as additional stakeholders.

Mr. AZEVEDO read a comment from Mr. Ali Ghanim AL-KUWARI from Qatar who stated that it is not good for the volleyball family to lose a nation like the Philippines. He stated that the PNVF had the support of the AVC and the West Asia Zone.

Mr. AZEVEDO then read a comment from Mr. Marte Hoffiz, FIVB First Vice-President and President of NORCECA, who assured the Congress that he had known Mr. Ramon Suzara since 1995 and had worked together with him at many FIVB international events, and that Mr. Suzara is an authentic volleyball person. He said that it was his understanding that Mr. Suzara had unified the Philippines volleyball family.

Mr. AZEVEDO read a comment from Uganda stating that six years was a long time and a volleyball generation is being lost in the Philippines.

Mr. AZEVEDO read a comment from Zimbabwe saying they believed a decision should be taken to allow the resumption of volleyball in the Philippines for the sake of the athletes.

Mr. AZEVEDO read a question from Somalia who asked if the National Olympic Committee illegally interferes in the election of a National Federation to promote its own interests, what would the decision of the FIVB be?

Mr. BOCK explained that this was similar to the case in the Maldives whereby a third party comes in and interferes in the elections of a National Federation. He said that in this context the FIVB General

Regulations allow the FIVB not to recognize those officials because of interference. The FIVB would first try to understand the situation in that territory and send a commission to talk to all the stakeholders.

Mr. BOCK emphasized the key point that it should be the membership of the National Federation that decides who runs the National Federation and not a third party. The General Assembly should elect the President and Board Members of the National Federation. He insisted that the FIVB sticks by this fundamental principle of democracy and good governance.

Mr. AZEVEDO read a comment from Namibia stating that there has been very good progress made so far with the issue at hand and that it is up to the Congress to take the best decision possible for the sake of the athletes and the beautiful game in the Philippines.

Mr. AZEVEDO read a comment from Mr. MOLAODI, new FIVB Board of Administration member from the CAVB, stating that if the Philippines government and the POC committee both endorsed the PNVF, the FIVB must do so as well, as it is an inherent condition under the FIVB Constitution and regulations for acceptance of membership.

Mr. AZEVEDO said there were no further comments.

PRESIDENT GRAÇA asked to go to the vote.

Mr. BOCK requested an update from the FIVB Headquarters regarding the number of accredited delegates connected to Zoom and provided further explanations about the vote process and the support available in the event of any issues or further questions. He stated that the number of accredited delegates connected to Zoom was 190, including four (4) proxies.

Mr. BOCK clarified that the Congress would vote on the first question. If the first question passed with the relevant majority, the second question (expulsion of the PVF) would be submitted to a vote. If the necessary two-thirds majority is obtained on the second vote, the result of the third question (affiliation of the PNVF) would be submitted to a vote. Mr. BOCK instructed Lumi to open the vote on the platform.

Mr. BOCK provided an update to the Congress on the number of votes received and read a comment received, in the meantime, from Greenland. The comment stated that if the Congress votes in favour of the PNVF, it should demand the FIVB management to closely follow the

work of the PNVF until the next Congress in order to secure that everything is as expected and to produce a report of everything that has been achieved.

Mr. BOCK thanked Greenland for its comment and stated that the FIVB could certainly produce a report if that is the Congress' request.

Mr. BOCK requested an update from Lumi as to the number of votes received, which was 172, and instructed Lumi to close the vote.

Mr. BOCK requested verification of the results by PwC, and explained the applicable process for the following votes in the event that the first question was approved by the Congress, i.e. that the second and third questions would only be voted on if the first vote passed with the required majority but the result of the third question would only be revealed in the event that the second question was approved with the required two-thirds majority.

Lumi confirmed that they were ready to present the results of the vote which had been confirmed by PwC.

DECISION

The elections of the Philippine National Volleyball Federation (PNVF) held on 25 January 2021 were recognized with 151 votes in favour, 5 votes against, 15 abstentions and 18 votes not received.

Mr. BOCK stated that, in light of the Congress' recognition of the elections of the PNVF, the Congress could proceed to vote on the second and third questions. Mr. BOCK reiterated that the second and third questions would be voted on simultaneously. However, the results of the third question would only be presented if the second question passes with the required two-thirds majority.

Mr. BOCK requested an update from the FIVB Headquarters regarding the number of accredited delegates connected to Zoom and confirmed that this number was 191. He instructed Lumi to open the vote on the second and third questions.

Mr. BOCK requested an update from Lumi as to the number of votes received, which was 169, and instructed Lumi to close the vote in order to proceed to the verification of the result by the Scrutineers, PwC.

Lumi confirmed that they were ready to present the results of the vote which had been confirmed by PwC.

DECISION

The expulsion from the FIVB membership of the Philippines Volleyball Federation (PVF) as the National Federation of the sport of volleyball in the Philippines was approved with 138 votes in favour, 16 votes against, 15 abstentions and 22 votes not received.

Lumi confirmed that they were ready to present the results of the vote which had been confirmed by PwC.

DECISION

The affiliation to the FIVB of the Philippine National Volleyball Federation (PNVF) as the National Federation of the sport of volleyball in the Philippines was approved with 155 votes in favour, 3 votes against, 13 abstentions and 20 votes not received.

15. OTHER BUSINESS

PRESIDENT GRAÇA stated that the next item on the agenda was other business but as there was no other business to discuss he would move to the next point on the agenda: the place and date of the 38th FIVB World Congress in 2022.

16. PLACE AND DATE OF THE 38TH FIVB WORLD CONGRESS 2022: NETHERLANDS 2022

PRESIDENT GRAÇA passed the floor to Mr. Everaert to present the venue of the 2022 FIVB World Congress.

Mr. EVERAERT congratulated President Graça and the FIVB staff on the agreement reached with CVC.

He presented the Hotel and Conference Center Papendal where the 2022 FIVB World Congress will be held and said that it was the national training center of the National Olympic Committee.

He stated that the Netherlands would be hosting the Women's World Championship during the Congress. He also described the surroundings that could be visited during the Congress.

He concluded that he hoped that everyone would be there and enjoy themselves.

PRESIDENT GRAÇA thanked Mr. Everaert and said he it was wonderful that the Congress delegates would be able to attend one of the FIVB's flagship events. He then asked Mr. Bock to proceed to the voting.

Mr. BOCK proposed to proceed with a voting by acclamation as there was only one candidate for one location providing there were no objections from the floor.

DECISION

It was decided following a vote by acclamation that the 2022 FIVB World Congress will be held in the Netherlands during the FIVB Women's Volleyball World Championship.

PRESIDENT GRAÇA gave the floor to Mr. Teixeira.

Mr. TEIXEIRA stated that there were three things very important to the future of volleyball. The first was that the relationship between the IOC and the FIVB was reconnected. The second was that the whole volleyball family was connected on ta digital platform for the first ever online Congress and had been able to take many important decisions in a democratic way for the future of volleyball. And finally, he stated that the FIVB had found an opportunity in a time of crisis through the partnership

with CVC. He congratulated President Graça and everyone else involved in these negotiations.

PRESIDENT GRAÇA then gave the floor to Mr. Khalid from Mozambique.

Mr. KHALID congratulated President Graça and his team for the online Congress. He expressed the desire for change in Africa led by Mrs Bouchra and said he had developed beach volleyball in Mozambique through the African Dreams project and asked the President if he could try to bring this project back.

PRESIDENT GRAÇA thanked Mr. Khalid for his speech.

17. CLOSING OF THE CONGRESS BY FIVB PRESIDENT

PRESIDENT GRAÇA thanked the Swiss based company Illumination for their protection and management of the FIVB World Congress and the team at the FIVB Headquarters for their hard work in organizing and carrying a successful and first ever online Congress.

He then evoked the historic partnership formed with CVC Capital Partners and the creation of Volleyball World as well as the new Volleyball Empowerment Program which help National Federations to become more self-sustainable by improving the quality of their national teams.

He congratulated the newly elected FIVB Board of Administration and Gender in Minority members as well as the new Internal Auditors.

He thanked all the FIVB Commission and Council Presidents for their reports and presentations.

He gave his best regards to the Continental Confederation Presidents for their vision and commitment towards the united vision with the FIVB.

He said he was looking forward to seeing everyone in person next year at the 38th FIVB World Congress and thanked the National Federation of the Netherlands who will host the FIVB for this meeting during the FIVB World Women's Volleyball Championship.

To conclude he asked everyone to accept his deepest gratitude for their dedication to volleyball and assured them that the future of volleyball is bright. He encouraged everyone to stay healthy, active, and safe.