

EUROPEAN HOCKEY FEDERATION

STATUTES

With effect from January 1, 2020



**STATUTES OF THE
EUROPEAN HOCKEY FEDERATION**

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ARTICLE 1 INTRODUCTION

- 1.1.** The Organisation has been incorporated as an international non-profit organisation (“internationale vereniging zonder winstoogmerk”/“association internationale sans but lucratif”) in accordance with the laws of Belgium, governed by the provisions of Title III of the Law of 27 June 1921 on non-profit organizations, international non-profit organisations and foundations, as modified (the “NPO-Law”).

All deeds, invoices, announcements, publications and other documents originating from the Organisation shall contain the Organisation’s name, immediately preceded or followed by the words “international non-profit organization” (“*internationale vereniging zonder winstoogmerk*”/“*association internationale sans but lucratif*”) or the abbreviation “INPO” as well as the address of the Organization’s registered office.

- 1.2.** The name of the Organisation is “European Hockey Federation” (the “Organization”). The Organisation may also use the abbreviation “EHF”. These *Statutes*, together with the regulations issued under them, form the applicable rules and principles of the European Hockey Federation.
- 1.3.** The registered office of the European Hockey Federation is at 1210 Brussels (Saint-Josse-Ten Noode), Avenue des Arts 1-2, in the legal arrondissement of Brussels.
- 1.4.** The official language of the EHF is French. The working languages of the EHF are French and English. Any communications to the EHF must be in one of those two working languages. Where there may be any conflict between the English wording and the French of any document produced in both languages, then the French shall prevail.
- 1.5.** The Organization is formed for an unlimited duration.
- 1.6.** Words and terms appearing in the *Statutes* in italicised text bear the defined meanings given to them in Article 11 of these *Statutes*.

ARTICLE 2 COMMITMENT AND PURPOSE

- 2.1.** *EHF* is recognised by the *FIH* as the sole continental authority for the governance and regulation of hockey in Europe. As such it:
- 2.1.1. recognises the sole ultimate authority of the *FIH* as the International governing body for the sport of *Hockey* worldwide;
 - 2.1.2. formally undertakes to be bound by and to comply at all times with the *FIH’s* Statutes and regulations, and with the decisions taken by the *FIH* and its constituent bodies (including the *FIH* Congress, the *FIH* Executive Board, and other duly appointed officials and bodies of the *FIH*) pursuant to and in application of the *FIH* Statutes and regulations;
 - 2.1.3. agrees not to become a member of or recognise or otherwise support any organisation with similar objects to the *FIH* unless that organisation is recognised by the *FIH*;

- 2.1.4. agrees not to bring any proposed amendments to these *Statutes* into effect, or to adopt any regulations, or to adopt any fundamental initiative or change in its operations, without the prior approval of the *FIH's Executive Board*;
- 2.1.5. commits itself to the ideals and objects of the Olympic Movement;
- 2.1.6. declares its opposition to discrimination on the grounds of race, gender, politics, religion or creed;
- 2.1.7. declares the independence and autonomy of the *FIH*, the *Continental Federations* and the *National Associations* to govern and regulate the sport of *Hockey*, including exercising the right of democratic elections free of any outside influence; and
- 2.1.8. submits to the jurisdiction of the *FIH Disciplinary Commissioner*, the *FIH Judicial Commission*, and the *CAS* to hear and determine disputes and appeals as set out in Article 12 of the *FIH Statutes*, to the exclusion of all other courts, tribunals and arbitration bodies of any *Country* or organisation whatsoever.

2.2. By delegated authority from the *FIH*, the *EHF* shall take responsibility for the following:

- 2.2.1. administering, promoting and developing *Hockey* for both men and women within Europe pursuant to a strategic plan that is developed and maintained in consultation with *FIH* and is consistent with the *FIH's* own strategic plan;
- 2.2.2. governing and regulating *Hockey* at a continental level within Europe, recognising the authority of *National Associations* to govern and regulate the sport at a national level, all in accordance with and subject to the *FIH's* ultimate authority over the sport;
- 2.2.3. maintaining the ideals and objects of the Olympic Movement;
- 2.2.4. preserving the integrity of the sport as it is practised within Europe, including (without limitation) implementing within Europe anti-doping regulations that are compliant with the World Anti-Doping Code and the *FIH's* Anti-Doping regulations, and anti-corruption regulations that are compliant with the *FIH* Integrity Code, and other appropriate codes of conduct, and ensuring that such regulations and codes are enforced at all *Hockey* events played in Europe which are sanctioned by the *FIH*, the *EHF* and/or a *Member* (as applicable);
- 2.2.5. maintaining good relations with the *FIH* and with the other *Continental Federations*;
- 2.2.6. organising such *International Events* as are delegated to *EHF* by *FIH*, on such terms and conditions as the *FIH* may specify;

- 2.2.7. organising and/or sanctioning *Continental Events* and matches (whether between countries or clubs) within Europe in accordance with *EHF's Statutes* and regulations on Sanctioned and Unsanctioned Events (provided that the proposed dates for such tournaments, events and matches must be approved in advance by the *FIH*);
- 2.2.8. establishing and enforcing appropriate disciplinary measures for all tournaments, events and matches that it organises;
- 2.2.9. exercising such other powers and responsibilities as are delegated to it by the *FIH*; and
- 2.2.10. establishing and maintaining an efficient administration to control, regulate and direct its affairs.

ARTICLE 3 POWERS

3.1. In furtherance of its purposes, *EHF* may:

- 3.1.1 (subject always to the approval of the *FIH* and in accordance to the rules set forth in the *Statutes* and the NPO-law) amend these *Statutes*, and/or establish and enforce regulations, to make further provision for the management, regulation and control of the sport of *Hockey* in Europe and/or the affairs of *EHF*, its *Members* and for the resolution of disputes relating thereto;
- 3.1.2 apply and enforce the *Statutes* and regulations and/or ensure their application and enforcement by *Members* throughout Europe;
- 3.1.3 organise and/or sanction the organisation of *Continental Events*;
- 3.1.4 raise funds to finance its activities by all appropriate means, including by levying subscriptions and other fees from *Members*, by exploiting the commercial assets of *EHF*, including its intellectual property rights and any sponsorship, broadcasting and/or other commercial rights that it controls, including in relation to *Continental Events*, and by receiving donations;
- 3.1.5 invest any funds not immediately required to fund the *EHF's* activities in such manner as the *Executive Board* thinks fit;
- 3.1.6 employ and pay any person(s) to supervise, organise and carry out the work of *EHF*;
- 3.1.7 purchase, lease or otherwise acquire any property or other rights and privileges, construct, maintain and alter any buildings or premises, and/or sell, let, mortgage, dispose of or turn to account all or any of the property or assets of *EHF*;
- 3.1.8 establish, participate, collaborate with, grant loans to, invest in the capital of, or, in any manner, directly or indirectly, take participations in other legal

entities, associations and companies of private or public nature, governed by Belgian or foreign laws.

- 3.1.9 develop any activity that contributes directly or indirectly to the realisation of above mentioned idealistic non-profit purposes, including the subordinate commercial and profitable activities within the scope of what is legally allowed and the proceeds of which are at all times destined for the realisation of the idealistic non-profitable purposes.
- 3.1.10 impose such penalties (including penalties of a financial nature) as it shall deem fit for failure to respect the *Statutes* or regulations or for conduct prejudicial to the interest of the game of hockey or to one or more of *EHF's National Associations* or to one of its clubs, whether caused by a *Member* or by a club or individual belonging to or under the jurisdiction of that *National Association*. (*EHF* will devolve to the extent it sees fit its disciplinary functions to the Independent *EHF Disciplinary Commissioner*.)
- 3.1.11 The assets and funds of *EHF* shall be administered by the Honorary Treasurer of *EHF* under the control of the *Executive Board*. Each financial period shall cover one calendar year starting on 1st January and terminating on 31st December the same year. The Honorary Treasurer shall annually prepare accounts for the previous financial period and a budget for the following financial period. After the confirmation of the budget and the accounts by the *Executive Board*, the budget and accounts will be submitted to the *General Assembly* for approval. The accounts shall be audited by the *Auditor* appointed in accordance to Article 5.1.4.
- 3.1.12 exercise all such other rights, powers and authorities and take such other lawful actions as may be considered necessary or desirable to achieve its purposes.

3.2. *EHF* will exercise its powers through its constituent bodies and officials, i.e., *the General Assembly, the Executive Board, the President, the Director General, and/or other bodies or committees or persons appointed by and representing EHF.*

ARTICLE 4 MEMBERSHIP AND AUTHORITY

4.1. *EHF* is composed of at least three (3) *Members*. The organisation may also admit *Adherent Organisations* who have rights and obligations, which are granted to them by the present *Statutes*.

Where a body in a Europe becomes an *Adherent Organisation* of FIH, it shall also become an *Adherent Organisation* of *EHF*, and *Adherent Organisation* shall be granted provisional recognition by the *Executive Board* of *EHF* on such terms and subject to such conditions as the latter shall lay down in each case.

In no circumstances shall an *Adherent Organisation* have any voting rights, nor shall *Adherent Organisations* be included in the calculation of the "Absolute Majority", "Simple Majority" or "Special Majority" referred to in Article 13. At the first *General Assembly* to be held following

the grant of provisional recognition of an *Adherent Organisation*, a motion shall be proposed to confirm this.

4.2. The *Members* shall be the organisations recognised by the *FIH* as the *National Associations* for *Countries* located within Europe except that in exceptional circumstances, a *National Association* of a *Country* that is located within another continent may be admitted to membership, provided that it is not a member of another *Continental Federation* and the *FIH* approves its membership of the *EHF*. The present *Members* of *EHF* are listed in Appendix A to these *Statutes*.

4.3. Without prejudice to the powers of suspension set out in these *Statutes* (see Article 4.6), membership of the *EHF* is coterminous with membership of the *FIH*, and therefore:

4.3.1. a *National Association* that is recognized as a member of the *FIH* shall automatically be deemed recognized as a member of the *EHF*;

4.3.2. a *National Association* that is suspended from membership of the *FIH* shall automatically be deemed suspended from membership of *EHF*

4.3.3. a *National Association* that withdraws from or is removed from membership of the *FIH* shall automatically be deemed to have withdrawn from or to have been removed from membership of the *EHF*.

4.4. All *Members* and *Adherent Organisations*, as well as all of the *EHF's* constituent bodies, officers, employees and appointees (including, without limitation, any person holding any *EHF* appointment or sitting on a board or committee), and all persons participating in any way in activities controlled and/or sanctioned by the *EHF* (including, without limitation, any person who is involved in organising and/or participates as an *Athlete*, umpire, tournament official or team official in any *Continental Event*), shall be deemed to have agreed and acknowledged that:

4.4.1. subject only to the *FIH's* ultimate authority, the *EHF* has authority over the governance, regulation, and playing of *Hockey* in Europe;

4.4.2. they shall not become a member of or recognise or otherwise support any organisation with similar objects to *EHF* unless that organisation is recognised by *EHF*;

4.4.3. they are bound by and must comply with the *Statutes* and the regulations, and with the decisions taken by the *EHF* and its constituent bodies (including the *General Assembly*, the *Executive Board*, and other duly appointed officials and bodies of *EHF*) pursuant to and in application and enforcement of the *Statutes* and the regulations; and

4.4.4. they submit to the jurisdiction of the *Disciplinary Commissioners of the FIH and of the EHF* (as the case may be), and of the *FIH* Judicial Commission and the *CAS*, to hear and determine disputes and appeals as set out in Article 12 of these *Statutes*, to the exclusion of all other courts, tribunals and arbitration bodies of any *Country* or organisation whatsoever.

The *EHF* may from time to time require any of them to execute a written agreement (in a form to be determined by the *Executive Board*) confirming that acknowledgement and agreement, but they shall be deemed to have made such agreement and acknowledgement whether or not such a written agreement is in place.

4.5. Rights and obligations of *Members, Provisional Members and Adherent Organisations*:

4.5.1. Unless suspended from membership:

4.5.1.1. Only the *Members* shall enjoy all of the rights and benefits conferred on *Members* by the NPO-law, *Statutes* and regulations, including (without limitation) recognition as the sole national governing body for *Hockey* in that *Member's Country* and the right to participate in meetings of the *General Assembly* and to cast a vote on resolutions put to the *General Assembly*; and

4.5.1.2. a *Provisional Member* and *Adherent Organisation* may attend and speak but may not vote at meetings of the *General Assembly*. In all other respects, *Provisional Members* and *Adherent Organisations* shall enjoy the same rights and benefits as *Members*.

4.5.2. Each *Member, Provisional Member and Adherent Organisation*:

4.5.2.1. must respect and further the commitment and purpose of *EHF* set out in Article 2;

4.5.3. Each *Member* and *Provisional Member*:

4.5.3.1. must pay when due all membership fees decided upon by the *General Assembly* and any other monies due and owing to *EHF*. Any *Member* that has failed to pay any part of any fees or other debt when due for payment to *EHF*: (A) may not enter any team in a *Continental Event* without the approval of *EHF*, unless it settles all such debts at least three (3) months before the start of the *Continental Event* in question; and (B) may attend but not vote at a meeting of the *General Assembly* unless the full amount owing is paid (in fully cleared funds) at least 24 hours before the start of the meeting;

4.5.3.2. must comply with the requirements of these *Statutes* and the regulations issued hereunder, as well as the *Statutes* and regulations of the *FIH*, including (without limitation) submitting to the authority and jurisdiction of *EHF* and its constituent bodies as set out at Article 4.4 and ensuring that its constitution or rules and regulations provide for a transparent procedure that guarantees the complete independence of this election(s) and appointment(s);

- 4.5.3.3. must declare its opposition to discrimination of any kind, such as race, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status;
- 4.5.3.4. must adopt and implement and enforce within its *Country* statutes and regulations that are consistent with these *Statutes* and regulations, including (without limitation): anti-doping regulations that are compliant with the World Anti-Doping Code and the *FIH* Anti-Doping Rules; regulations that are compliant with (a) the *FIH*'s Anti-Corruption Regulations and (b) the *FIH* Regulations on Sanctioned and Unsanctioned Events, each as amended from time to time;
- 4.5.3.5. must recognise and enforce within its *Country*: (A) all decisions of *EHF*'s constituent bodies and/or officials made under the *Statutes* and regulations; (B) periods of ineligibility and other disciplinary sanctions imposed under the *Statutes* and regulations; and (C) periods of ineligibility and other disciplinary sanctions imposed by the *FIH*, *EHF*, other *Continental Federations*, and/or other *National Associations*;
- 4.5.3.6. must provide in its statutes (in a form approved by the *Executive Board*) that each of its members and all persons under its jurisdiction acknowledges and agrees on his/its own part to each of the matters set out in Article 4.4; and
- 4.5.3.7. should file an annual report with the *Executive Board* within the first three (3) months of each year, reporting on the *Member's* activities (including major domestic championships and international competitions staged, and drug-testing conducted) in the previous year.

4.6. Suspension of members

- 4.6.1. Upon the proposal of the *Executive Board*, the *General Assembly* may (by resolution supported by a *Special Majority*) suspend any *Member* from membership of *EHF* if:
 - 4.6.1.1. the *Member* is in arrear of more than two (2) years of membership fees; or

4.6.1.2. the *Member* has committed a serious or persistent breach of its obligations as a *Member*, or has neglected or compromised the interests of *EHF*; or

4.6.1.3. there is other just cause to suspend the *Member*;

PROVIDED ALWAYS THAT the *Member* shall be given due notice of any such proposal for suspension, as well as of the grounds for that proposal, and shall be given the opportunity to be heard by the *General Assembly* before any final decision is made in respect of such proposal. Furthermore, any such decision shall be subject to challenge by the *Member*, such challenge to be heard by the *FIH* Judicial Commission in accordance with Article 12.2 of these *Statutes*.

4.6.2. In cases where action short of suspension is warranted against a *Member*, the *General Assembly* has the power to caution or censure the *Member*, withhold from the *Member* grants or subsidies, exclude the *Member's* teams from one or more *Continental Event(s)*, remove or deny accreditation to officers or other representatives of the *Member*, or take such other action against the *Member* as it deems appropriate, provided that the *Member* shall be given due notice and an opportunity to be heard before any final decision is made. Furthermore, any such decision shall be subject to challenge by the *Member*, such challenge to be heard by the *FIH* Judicial Commission in accordance with Article 12.2 of these *Statutes*.

4.6.3. Where a *Member* has been suspended, or after ceasing to be a *Member* for any reason, that *National Association* (or its replacement, where there has been any change of it) shall, before being admitted or re-admitted, fulfil all its (or the previous *National Association's*) financial obligations to *EHF*, that have accumulated before or during such suspension or cessation.

4.6.4. A *Member* which has been suspended (see Articles 4.6.1, 4.6.2 and 4.6.5) may not exercise any of the rights or benefits of membership of *EHF* during the period of such suspension. In particular, a suspended *Member* may not attend meetings of the *General Assembly* other than to be heard in accordance with Article 4.6.1 or 4.6.2. Other *Members* may not maintain sporting contact with a suspended *Member*.

4.6.5. The *Executive Board* may at any time (by resolution supported by a *Special Majority*) (i) suspend, (ii) propose to suspend a *Member* on any of the grounds set out in Article 4.6.1, or (iii) exercise any of the powers given to the *General Assembly* in Article 4.6.2, pending ratification or

consideration by the *General Assembly* at its next meeting of the *Executive Board's* (i) suspension of, (ii) proposal for suspension of or (iii) other action in respect of that *Member*. The *Executive Board* shall give the *Member* due notice and an opportunity to be heard (by means of written submission, unless otherwise specified by the *Executive Board*) before it makes any such decision.

4.6.6. For the meeting of the *Executive Board* during which the (proposal) for the suspension or other actions in accordance to Article 4.6.2 *juncto* 4.6.5, will be discussed, a notice of at least six (6) weeks is given to the *Executive Board's* Officers and ordinary members. Furthermore, any such decision shall be subject to the right of appeal by the *Member* to the *FIH* Judicial Commission in accordance with Article 12.2 of these *Statutes*, made within two months of the *General Assembly* which ratified the suspension.

4.7. *EHF* recognises that each *Member* has sole authority for the governance and regulation of the sport in its *Country*. *EHF* agrees not to recognise any body that makes any claim that is inconsistent with that authority.

4.8. Neither these *Statutes* nor membership of *EHF* shall create a partnership or agency relationship between the *EHF* and its *Members*. *Members* are not liable for the debts or obligations of *EHF*, and the *EHF* is not liable for the debts or obligations of *Members*.

ARTICLE 5 GENERAL ASSEMBLY

5.1 Composition and authority

5.1.1. The *General Assembly* represents the *Members* of *EHF* in general meetings.

5.1.2. Subject always to Article 2.1, the *General Assembly* holds ultimate and supreme authority in relation to the affairs of *EHF*, including sole and exclusive authority (i) to elect the *Officers* and other members of the *Executive Board*; (ii) to agree to dissolve *EHF*, (iii) to approve the budget and the accounts and (iv) grant discharge of liability to the *Officers* and other members of the *Executive Board*.

5.1.3. Each *Member* shall be entitled to one vote.

5.1.4. At each Ordinary *General Assembly*, an Auditor shall be appointed to be responsible for the Audit of the accounts of *EHF*, and it shall produce a report thereon. The Auditor's Report shall be presented to the *Members* at the next Ordinary *General Assembly*.

5.1.5. The *General Assembly* may delegate any of its other powers to the *Executive Board*, and/or may refer items to the *Executive Board* for consideration and report.

5.2. Election to the Executive Board

- 5.2.1. Nomination of candidates for *Officers* or ordinary members of the *Executive Board* of *EHF* shall be sent to the *Director General* by registered mail or by facsimile transmission or by email at least two months before an *Ordinary General Assembly*, and details of those standing for re-election and new candidatures shall be notified by the *Director General* to the *Members* at least one month before the meeting.
- 5.2.2. A candidate for election or re-election (as the case may be) as an *Officer* or ordinary member of the *Executive Board* must be nominated or re-nominated (as the case may be) by his or her country's *National Association* and must be a citizen of that country. By making the nomination or re-nomination that *Member* shall thereby be deemed to give to *EHF* an undertaking to support financially such person or persons, so that they can attend meetings of the *Executive Board*.
- 5.2.3. Elections for President, Vice Presidents, Hon. Treasurer and ordinary members of the *Executive Board* of *EHF* together with the Commissioner of the Appeals Panel shall be taken in this order and shall be by ballot.
- 5.2.4. Where the number of candidates (new or standing for re-election) validly nominated for any position or positions does not exceed the number of vacancies, then the candidate or candidates validly nominated shall be declared elected without a formal vote.
- 5.2.5. Where the number of candidates for any position or positions exceeds the number of vacancies, then there shall be a ballot, and the candidate(s) receiving the most votes shall be declared elected (notwithstanding that the Simple Majority may not be obtained).
- 5.2.6. If two or more candidates for the last available vacancy or vacancies receive an equal number of votes, then, where there are more candidates than vacancies, there shall be a re-ballot between those candidates only. In the event that there is again an equality of votes, then there shall be a final ballot. In the event that there is still an equality of votes then, following the completion of all other elections, the members of the *Executive Board* present at *General Assembly*, regardless the number of them present, shall, deciding by Simple Majority, select the winner.
- 5.2.7. When, in electing the members of the *Executive Board* of *EHF*, it is necessary to elect one or two or three male members or one or two or three female members, in order to satisfy Article 6.1.1 below, there shall first be a ballot among the male or female candidates (as the case may be) in order to fulfil the condition imposed by Article 6.1.1. In such a case, the required number of male or female members shall be elected by ballot, with the vacancy or vacancies being filled by the candidates receiving the most votes. Any candidates who have not been elected in this ballot may stand again in the subsequent ballot (involving both male and female candidates) for the remaining positions on the *Executive Board*.

5.3. Meetings

- 5.3.1. Ordinary meetings of the *General Assembly* shall be held once every year. The *Executive Board* shall determine the date, the venue and the agenda for each such meeting. Any item that a *Member* wishes to be considered for inclusion on the agenda must be sent to the *Director General* in writing, with a brief explanation, at least two (2) months before the date of the meeting.
- 5.3.2. Extraordinary meetings of the *General Assembly* shall be held (i) on the request of the *Executive Board* or the President; (ii) within three (3) months of the death, resignation or permanent incapacity of the President; or (iii) within three (3) months of receipt by the Director General of a request signed by at least one third (1/3) of all *Members*, stating the matters to be discussed at the meeting. The *Executive Board* shall determine the date, the venue and the agenda for each such meeting, except that the business of an extraordinary meeting that is requested by *Members* shall be as specified in that request.
- 5.3.3. *Members* shall be given no less than three (3) months' notice of the date and venue of any ordinary meeting of the *General Assembly* and no less than two (2) months' notice of the date and venue of any extraordinary meeting of the *General Assembly*. The formal convocation of *Members* shall be made in writing at least one (1) month before the date of the meeting, and shall include an agenda stating the nature of the business to be transacted at such meeting, as well as (in the case of an ordinary meeting) copies of the President's report and the audited financial statements of *EHF* for the period since the last ordinary meeting of the *General Assembly*, and a list of the persons who have been nominated to stand in any election(s) to be conducted at the meeting.
- 5.3.4. Any matter that is not included on the agenda sent to *Members* at least one (1) month before the date of the meeting of the *General Assembly* may only be discussed at the meeting if the *Members* present at the meeting agree by a *Special Majority* to do so.
- 5.3.5. Meetings of the *General Assembly* may be attended by the following persons:
 - 5.3.5.1. Each *Member*, *Provisional Member* and *Adherent Organisation* that is not in arrears (see Article 4.5.3.1) or suspended from membership (see Article 4.6) may send up to two (2) delegates to the meeting, each of whom must be 18 years of age or over and show written authorisation from that *Member/Adherent Organisation*. FIH strongly encourage delegates to be one of each gender. One of those two delegates (who must possess a valid passport from the relevant Country) shall be designated the head of the delegation, with exclusive authority to speak for and (in the case of a *Member*) to cast the vote of that *Member* on each resolution put to the *General Assembly* at the meeting.
 - 5.3.5.2. A *Member* whose suspension is on the agenda may send up to two (2) delegates (aged 18 years or over) to that part of the meeting where such suspension is considered, one of whom must possess a valid passport from that relevant Country and shall be designated the head of the delegation. He may speak to but may not vote on the resolution

for suspension. If the resolution is not passed, from that point the delegation may remain in the meeting and may speak to and vote (exclusively through the head of its delegation) on all subsequent resolutions put to the *General Assembly* at the meeting.

5.3.5.3. Members of the *Executive Board*, who may speak at meetings of the *General Assembly* in their own right but may not vote on resolutions put to the General Assembly.

5.3.5.4. Members of Honour of *EHF* and other observers, at the discretion of the President.

5.3.6. No business (save for adjournment of the meeting) may be conducted at a meeting of the General Assembly that is not quorate. For a meeting of the General Assembly to be quorate, one-third (1/3) of all *Members* must be in attendance at the opening of the meeting. If such quorum is not reached, the *Executive Board* may convene another meeting of the *General Assembly* with the same agenda within thirty (30) days by written notice to all *Members*. Such meeting will be validly convened even if no quorum is then reached.

5.4. Decision-making

5.4.1. The *General Assembly* shall make decisions by voting on resolutions put to it at a meeting convened in accordance with Article 5.3. Such decisions shall come into effect immediately, unless the *General Assembly* specifies another effective date. Resolutions for the suspension of any *Members* shall be considered before any other resolutions.

5.4.2. Save where these *Statutes* provide to the contrary, each *Member* is entitled to one (1) vote on each resolution put to the *General Assembly*, provided it has a delegation present at the meeting. Voting by proxy or by letter is not permitted.

5.4.3. Voting shall not be secret unless the *General Assembly* decides otherwise. The *Member's* vote on the resolution shall be exercised by the head of that *Member's* delegation to the *General Assembly*, provided that a person may only be head of one *Member's* delegation and so may only vote on behalf of one (1) *Member*.

5.4.4. A resolution shall be considered passed by the *General Assembly* if it receives the requisite majority of votes in favour, as follows:

5.4.4.1. Alterations to these *Statutes* require the support of a *Special Majority*, as does the suspension or expulsion of a *Member*.

5.4.4.2. Unless otherwise stated in these *Statutes*, all other resolutions require a *Simple Majority*.

ARTICLE 6 THE EXECUTIVE BOARD

6.1 Composition and authority

6.1.1 The *Executive Board* shall consist of:

- (a) The Officers of *EHF* (as defined below)
- (b) Seven (7) ordinary members elected by the *General Assembly* in accordance with Articles 5.2 PROVIDED ALWAYS THAT at least three (3) of those members are male and at least three (3) members are female
- (c) The Director General.
- (d) Any (non-voting) members (subject to a maximum of three (3) co-opted onto the Executive Board pursuant to Article 6.1.6 of these Statutes and additionally one co-opted ordinary member for special projects.

6.1.2 The officers and ordinary members of the *Executive Board* shall be elected by the *General Assembly* in accordance with Article 5.2 and shall hold office for a term set forth in Article 6.2. 1..

6.1.3 All members of the *Executive Board* shall hold such office in their personal capacity and not as representatives of any *Member* or any other organisation. They shall be required at all times to discharge their responsibilities as *Executive Board* members not on behalf of any individual *Member* or *Members* but rather in the best interests of *EHF* and its *Members* as a whole.

6.1.4 Subject to the exclusive powers and the authority of the *General Assembly* and the *FIH* (where applicable), the *Executive Board* shall have full power and authority to manage the affairs of *EHF* and to exercise all of its powers, including (without limitation) the power to implement the decisions of the *General Assembly*, to issue, amend and rescind regulations, to fix the strategy and policies of *EHF*, to supervise the *Director General* and his staff in the administration of the affairs of *EHF* and in the implementation of such strategy and policies, to oversee legal compliance and risk management, and to appoint committees and/or working parties to advise the *General Assembly*, the *Executive Board*, or the *President* and/or *Director General* .

6.1.5 The *Executive Board* may create such committees, sub-committees and commissions as it shall deem necessary, and shall appoint members thereof having considered any nominations from *Members*. Prior to appointment or re-appointment, a proposed member shall first be supported by his *Member*. By supporting the appointment or re-appointment that *Member* shall thereby be deemed to give *EHF* an undertaking to financially support such person so that they can attend meetings of that committee, sub-committee or commission. Committee members shall normally hold office until the first meeting of the *Executive Board* following the next Ordinary *General Assembly*, when they shall be eligible for re-appointment. The *Executive Board* may dissolve any committee, sub-committee or commission and may remove any member.

6.1.6 The Executive Board may co-opt members of the Olympic Movement and/or relevant public authorities responsible for sport, integrity or social responsibility issues (such as a hockey leader with an exceptional background and high profile career outside the

sport) who can add value to Hockey onto the Executive Board at any time, for such periods as it sees fit. The Executive Board may also through the President invite an individual member of the EOC (European Olympic Committee) to attend some or all meetings of the Executive Board. In neither case shall such member have a vote on resolutions put to the Executive Board. Not more than four (4) such appointments in total should be in force at any one time as indicated in 6.1.1(d)

6.1.7 In general, all matters not otherwise reserved to another body by these *Statutes* or by a mandatory provision of the laws of Belgium shall be decided by the *Executive Board*.

6.1.8 The *Executive Board* is the sole authority for the granting of titles for *Continental Events*.

6.2 Terms of Office

6.2.1 The President and Honorary Treasure each hold office for a term of four (4) years expiring at the close of the ordinary meeting of the *General Assembly* at which the position falls vacant for election. The ordinary members of the *Executive Board* hold office for a term of four (4) years (one half retiring every two years) expiring at the close of the ordinary meeting of the *General Assembly* at which their position falls vacant for election.

6.2.2 The President, Honorary Treasurer and ordinary members of the *Executive Board* are eligible for re-election at the end of any term of office, save that:

6.2.2.1. They may not hold the same office for more than twelve (12) consecutive years;

6.2.2.2. They are not eligible for election if they have reached the Age Limit of 70 at the date of the *General Assembly* at which they stand for election or if they will have reached the Age Limit within six (6) months thereafter;

6.2.2.3. A one-time extension term of office for a maximum of four (4) years beyond the Age Limit as mentioned above to one Executive Board Member can be granted by the *General Assembly* upon recommendation of the *Executive Board*;

6.2.2.4. There may be no more than one such *Executive Board* Member for whom the Age Limit is extended at any time;

6.2.2.5. Article 5.2.2 will apply regarding nomination and citizenship.

6.2.3 The Commissioner of the Appeals Panel, (who is not a member of the Executive Board), shall hold office for a term of four (4) years expiring at the close of the Ordinary General Assembly at which the position falls vacant for election and is eligible for re-election at the end of any term of office.

6.3 Vacancies

- 6.3.1 If the President dies, resigns, is expelled or becomes permanently incapacitated during his term of office, or if there is no eligible or elected candidate for the position of President at the time of an election, the *Executive Board* shall appoint an acting President to hold office until the *General Assembly* appoints a person to fill the vacancy. A *General Assembly* meeting must be held within three (3) months for that purpose, unless the vacancy arises less than six (6) months before the next meeting of the *General Assembly*, in which case, the acting President shall continue to hold office until the *General Assembly* elects a new President. The acting President shall be entitled to all privileges and responsible for all duties of the President.
- 6.3.2 Should an ordinary member of the *Executive Board* die, resign, be expelled or become permanently incapacitated during his term of office, the *Executive Board* may appoint to serve on the *Executive Board* until the next Ordinary Meeting of the *General Assembly* a replacement of the same gender who shall have been nominated by that member's *National Association*.
- 6.3.3 The *Executive Board* has the right to end the mandate of any of its members who has been absent without valid reason for two (2) consecutive meetings. In such event, that member's seat shall remain vacant until the next ordinary meeting of the *General Assembly*.
- 6.3.4 An *Executive Board* member may be expelled by decision of the *General Assembly* if such member has breached the Integrity Code or if the *General Assembly* considers that such member has neglected or knowingly jeopardized the interests of the EHF or acted in a way which is unworthy of the EHF.
- 6.3.4.1 The decision to expel an *Executive Board* member is taken by the *General Assembly* upon the proposal of the *Executive Board*. The decision of the *General Assembly* requires a Special Majority. The concerned *Executive Board* member has the right to be heard; such right includes the right to be acquainted with the charges and the right to appear personally and/or submit a defense in writing.
- 6.3.4.2 Until the *General Assembly* decides on an expulsion proposal, the *Executive Board* may provisionally suspend the concerned *Executive Board* member of all or part of the rights, prerogatives and functions deriving from his/her membership.

6.4 Meetings of the *Executive Board*

- 6.4.1 The *Executive Board* shall meet in person at least two (2) times each calendar year on such dates and at such times and places as the President and/or the Director General consider necessary. Notice of such a meeting must be issued at least thirty (30) days before it is held. Where urgent action is required between such meetings, the President may convene an emergency meeting at short notice, to be attended by members in

person or by telephone, and/or may ask for votes on urgent business to be cast by electronic communication. If one third of the Executive Board members request an emergency meeting of the *Executive Board*, the *President* must convene such a meeting. The request must be sent to the Director General and state the matters to be discussed at the meeting.

6.4.2 The quorum at a meeting of the *Executive Board* (and for any resolution on urgent business that is cast by electronic communication) shall be one half (1/2) of the total membership of the *Executive Board*. If such quorum is not reached, the *President* may convene another meeting of the *Executive Board* with the same agenda within thirty (30) days. Such meeting will be validly convened even if no quorum is then reached.

6.5 Decision-making

6.5.1 The *Executive Board* shall make decisions by voting on resolutions put to it at a meeting convened (or on an urgent resolution circulated by electronic communication) in accordance with Article 6.4. Such decisions shall come into effect immediately, unless the *Executive Board* specifies another effective date.

6.5.2 Each member of the *Executive Board* present at the meeting shall be entitled to one (1) vote on each resolution. The resolution shall be considered passed by the *Executive Board* if it receives the requisite majority of votes in favour, as follows:

6.5.2.1 Approval of regulations and any amendments, additions or alterations to them requires the support of a *Special Majority*.

6.5.2.2 Suspension of a *Member* requires the support of a *Special Majority*.

6.5.2.3 Unless otherwise specified in these *Statutes* or agreed by the *Executive Board*, other resolutions require a *Simple Majority*.

6.5.2.4 In the event of a tie in voting, the *President* shall not have a casting vote.

6.6 Honours

The *Executive Board* may nominate "European Members of Honour" and may confer any other awards and distinctions that it shall consider appropriate, to pay tribute to those who have given outstanding service and or have contributed substantially to the game of hockey and its development in Europe.

ARTICLE 7 THE PRESIDENT AND THE DIRECTOR GENERAL

7.1 The President

7.1.1 The *President* is the principal elected officer of *EHF*, and represents it in all official functions, including as a member of the *FIH's* Executive Board. He is responsible for ensuring the integrity of the governance processes followed by the *General Assembly*

and the *Executive Board*. Unless otherwise agreed, he chairs all meetings of the *EHF's General Assembly* and of the *Executive Board*.

7.1.2 The President may take any urgent action or decision within the powers of the *Executive Board* when circumstances prevent the *Executive Board* taking such action or decision sufficiently quickly. Such action or decision must be consistent with the agreed policies of the *Executive Board* and must be submitted promptly for ratification by the *Executive Board*.

7.1.3 The President may delegate specific duties as he deems appropriate.

7.1.4 In circumstances where the President is reasonably considered, provisionally or temporarily unable to perform his duties, the *Executive Board* may appoint an acting President until such time as the President is able to resume his duties.

7.2 The Director General

7.2.1 The *Executive Board* may appoint a Director General on such terms and conditions as to remuneration, period of employment (and termination thereof) and duties as the *Executive Board* deems fit.

7.2.2 The *Director General* shall be a member of the *Executive Board*. He shall be responsible for managing the staff and the day-to-day operations of *EHF*, for administering its affairs (including managing day-to-day relations with the *FIH*), and for implementing the decisions and policies of the *General Assembly* and the *Executive Board*.

7.3 Official statements and acts

7.3.1 All official announcements, statements and correspondence (in all forms) on behalf of *EHF* may only be made by the President, the Director General or any other person duly authorised by them.

7.3.2 Only the President and/or the Director General (or another person holding a specific written mandate of the President) has authority to enter into contracts, make legally binding commitments on behalf of *EHF* and/or represent *EHF* towards third parties and in justice.

7.4 Indemnity

Every member of the *Executive Board*, every member of a committee or working group, the *Disciplinary Commissioner* and *Appeal Commissioner*, every person appointed by *EHF* to perform a special assignment, the *Director General* and every employee, every official and every officer of *EHF* shall be indemnified by *EHF* in respect of any claim (whether civil or criminal) that is made against him and/or any liability that he incurs as a result of his office or the exercise of his powers or the execution of his duties, whether or not judgment is given in his favour or he is acquitted, provided that he/she has acted at all times in good faith

ARTICLE 8 COMMERCIAL RIGHTS

8.1.

EHF is the absolute and outright legal and beneficial owner of all commercial rights, including the use of the *EHF* title and logo, title and logo of all *EHF*-named *International Events*, including, without limitation, on a worldwide basis:

- (a) media and digital rights;
- (b) sponsorship, advertising, merchandising and other similar rights;
- (c) ticketing, hospitality and other concession rights; and
- (d) any other commercial rights that may come into existence.

The *EHF* has the exclusive right to exploit all the properties mentioned above, including assigning the rights and/or granting licenses in respect of such rights (or part thereof) to Members or other third parties.

EHF is the absolute and outright legal and beneficial owner of any and all intellectual property rights which may now or at any time in the future subsist anywhere in Europe in respect of any data or information relating to *EHF* events, including (but not limited to) all such rights in match data.

ARTICLE 9 RECOGNISED ORGANISATIONS

9.1. General Provisions

9.1.1. With the object of promoting Hockey, the *Executive Board* may in its entire discretion recognise certain organisations as *Recognised Organisation*

9.1.2. *Recognised Organisations*:

9.1.2.1. Have the freedom to operate in accordance with their constitutions. The *Executive Board* must have confirmed that its constitution (including any amendments thereto from time to time) is compliant and consistent with these *Statutes* or the regulations

9.1.2.2. May attend, but not vote at the *General Assembly*. *Recognised Organisations* shall not be included in the calculation of the “*Absolute Majority*”, “*Simple Majority*” or “*Special Majority*”, referred to in Article 13.

9.1.2.3. Cannot represent *EHF* before third parties

9.1.2.4. Shall be given recognition without fee or other payment

9.1.2.5. Must send detailed reports on each of their activities on at least one (1) occasion per year to the *EHF* Director General. *The Executive Board* reserves the right in its entire discretion to

withdraw its recognition if the activities are not satisfactory in the opinion of the Executive Board.

ARTICLE 10 SAVINGS CLAUSE

- 10.1. The *Executive Board* shall have the power to decide on any matter not provided for in these *Statutes* or the regulations, or in cases of force majeure.
- 10.2. If any provision of these *Statutes* is determined to be unlawful or unenforceable for any reason, the remainder of these *Statutes* will remain intact and enforceable.
- 10.3. Departures from the requirements of these *Statutes* (including but not limited to departures from procedural requirements) may be cured by the *General Assembly* at its next meeting by ratifying the act(s) and/or decision(s) in issue.

ARTICLE 11 DISSOLUTION

- 11.1. *EHF* may only be dissolved by a resolution supported by a *Special Majority* at a meeting of the *General Assembly* convened for the purpose.
- 11.2. If *EHF* is dissolved, all debts and liabilities legally incurred on behalf of *EHF* shall be fully discharged and its remaining assets, if any, shall be paid to *FIH* with a direction that they should be used for the benefit of hockey in Europe.

ARTICLE 12 DISPUTE RESOLUTION

12.1. Disciplinary matters

- 12.1.1. The Executive Board shall appoint from time to time a Disciplinary Commissioner and the General Assembly shall appoint from time to time a Commissioner of the Appeals Panel (hereinafter referred to as the "Appeals Commissioner"), to handle, hear and determine allegations of breach of the regulations.
- 12.1.2. Each of the *Disciplinary Commissioner* and the *Appeals Commissioner* shall be independent of *EHF*. The *Appeals Commissioner* shall hold office for four (4) years before retiring. During their terms of office, the *Disciplinary Commissioner* and/or *Appeal Commissioner* may be removed from office only by a resolution of the *General Assembly* passed by an *Absolute Majority*.
- 12.1.3. The *Executive Board* shall issue regulations setting out the procedures to be followed in matters referred to the *Disciplinary Commissioner* and *Appeals Commissioner*, or else the *Disciplinary Commissioner* or *Appeals Commissioner* (as applicable) shall determine the procedures to be followed in such matters. In either case, such procedures (i) are subject to any overriding provisions in the regulations at issue; and (ii) **must respect the parties' rights to a fair and impartial process.**

12.2. Disputes between EHF and one or more *Members*

- 12.2.1. In accordance with Article 14.2(b)(ii) of the *FIH* Statutes, the *FIH* Judicial Commission shall have exclusive jurisdiction to resolve any dispute between the EHF and any one or more of its *Members*, subject to the parties' right to appeal the final decision of the *FIH* Judicial Commission to the *CAS* in accordance with Article 14.3(b)(ii) of the *FIH* Statutes.
- 12.2.2. Save where expressly provided to the contrary in these Statutes or by applicable law, no complaint, claim or challenge of any kind may be commenced before the *FIH* Judicial Commission or any other body based on any alleged act or omission of EHF or of any constituent body, official, employee or representative of EHF more than thirty (30) days after the aggrieved party acquires actual or constructive knowledge of such act or omission. Any complaint or challenge brought after this deadline shall be summarily dismissed.

ARTICLE 13 DEFINITIONS AND INTERPRETATION

- 13.1. In these *Statutes*, the following words and expressions have the meanings set out opposite them:

| | |
|--|---|
| <i>Absolute Majority</i> | More than ½ of those present in the room at the time of the vote and entitled to vote (including any abstentions or blank or invalid votes) |
| <i>Adherent Organisation</i> | A body which has become an Adherent Organisation of <i>FIH</i> , due to geographical or historical circumstances, which is not eligible to become a Provisional or a <i>Member</i> but who has an interest in hockey in Europe and supports EHF and which has been recognised as an Adherent Organisation in accordance with Article 4.1. |
| <i>Athlete</i> | A natural person competing in a <i>Hockey</i> event sanctioned in accordance with the <i>FIH</i> regulations on Sanctioned and Unsanctioned Events. |
| <i>CAS</i> | The Court of Arbitration for Sport, in Lausanne, Switzerland. |
| <i>Commissioner of the Appeals Panel</i> | The official appointed by EHF pursuant to Article 12.1.1 |
| <i>Continental Event</i> | A <i>Hockey</i> tournament, competition or match organised or sanctioned or recognised by EHF that is: (a) open only to teams that are representatives of or affiliated to different <i>Members</i> of EHF; <u>and</u> (b) staged within Europe. |
| <i>Continental Federation</i> | A continental federation established in accordance with Article 5 of the <i>FIH's</i> Statutes. |
| <i>Country</i> | The whole <i>Country</i> , state, territory or part of a territory under the jurisdiction of a <i>National Association</i> , as recognised by the <i>FIH</i> . |

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|----------------------------------|--|
| <i>Disciplinary Commissioner</i> | The <i>Disciplinary Commissioner</i> appointed in accordance with Article 12.1.1 of these <i>Statutes</i> . |
| <i>EHF</i> | The European Hockey Federation |
| <i>Executive Board</i> | The <i>Executive Board</i> of <i>EHF</i> referred to in Article 6 of these <i>Statutes</i> . |
| <i>FIH</i> | The International Hockey Federation. |
| <i>General Assembly</i> | The <i>General Assembly</i> of <i>EHF</i> referred to in Article 5 of these <i>Statutes</i> . |
| <i>Hockey</i> | The game of <i>Hockey</i> , including both field and indoor <i>Hockey</i> and other derivatives of the game as decided from time to time by the <i>FIH</i> . |
| <i>International Event</i> | A match or event contested by national representative teams and sanctioned by the <i>FIH</i> . |
| <i>Member</i> | A <i>National Association</i> that has been admitted as a full member of <i>EHF</i> . |
| <i>National Associations</i> | A national governing body of Hockey. |
| <i>Officer(s)</i> | President, Vice-Presidents or Honorary Treasurer. |
| <i>Provisional Member</i> | A <i>National Association</i> that has provisionally been admitted by the Executive Board of the <i>FIH</i> pending the meeting of the Congress of the <i>FIH</i> where it appears from the application that the <i>National Association</i> meets all of the relevant requirements for membership of <i>FIH</i> |
| <i>Recognised Organisation</i> | An organisation recognised by <i>EHF</i> referred to in Article 9 of these <i>Statutes</i> |
| <i>Simple Majority</i> | More than $\frac{1}{2}$ of the votes validly cast (disregarding any abstentions or blank or invalid votes). |
| <i>Special Majority</i> | More than $\frac{3}{4}$ of those present in the room at the time of the vote and entitled to vote (including any abstentions or blank or invalid votes). |
| <i>Statutes</i> | These <i>Statutes</i> of <i>EHF</i> . |

13.2. These *Statutes* shall be interpreted and applied in the manner most consistent with the commitment and purpose of the *EHF* set out at Article 2 of these *Statutes*.

13.3. Conflicts:

13.3.1. In the case of conflict between (1) these *Statutes* and any regulations or any document issued by *EHF* and (2) the *FIH* *Statutes* or any regulations or documents issued by the *FIH*, the *FIH* *Statutes*, regulations or document shall prevail.

13.3.2. In the case of conflict between (1) these *Statutes* and any regulations or any document issued by *EHF*, and (2) the statutes, regulations or documents issued by a *Member*, these *Statutes* and any regulations or other document issued by the *EHF* shall prevail.

13.4. For convenience and clarity in these *Statutes*, the masculine gender is used and shall be interpreted to include the feminine gender as appropriate. Words importing the singular shall include the plural and vice versa.

APPENDIX A

Members of EHF

| | | |
|-----|-------|---------------------------------------|
| 1. | ARM | Armenia |
| 2. | AUT | Austria |
| 3. | AZE | Azerbaijan |
| 4. | BLR | Belarus |
| 5. | BEL | Belgium |
| 6. | BUL | Bulgaria |
| 7. | CRO | Croatia |
| 8. | CYP | Cyprus |
| 9. | CZE | Czech Republic |
| 10. | DEN | Denmark |
| 11. | ENG | England |
| 12. | EST | Estonia |
| 13. | FIN | Finland |
| 14. | FYROM | Former Yugoslav Republic of Macedonia |
| 15. | FRA | France |
| 16. | GEO | Georgia |
| 17. | GER | Germany |
| 18. | GIB | Gibraltar |
| 19. | GRE | Greece |
| 20. | HUN | Hungary |
| 21. | IRL | Ireland |
| 22. | ISL | Israel |
| 23. | ITA | Italy |
| 24. | LTU | Lithuania |
| 25. | LUX | Luxembourg |
| 26. | MLT | Malta |
| 27. | MDA | Moldova |
| 28. | NED | Netherlands |
| 29. | NOR | Norway |
| 30. | POL | Poland |
| 31. | POR | Portugal |
| 32. | ROU | Romania |
| 33. | RUS | Russia |
| 34. | SRB | Serbia |
| 35. | SCO | Scotland |
| 36. | SVK | Slovakia |
| 37. | SLO | Slovenia |
| 38. | ESP | Spain |
| 39. | SUI | Switzerland |
| 40. | SWE | Sweden |
| 41. | TUR | Turkey |
| 42. | UKR | Ukraine |
| 43. | WAL | Wales |

ADHERENT ORGANISATIONS

| | |
|----|---------------|
| GB | Great Britain |
|----|---------------|