

- To the
- Members of the FIS Council
 - Honorary President
 - National Ski Associations
 - Committee Chairs

**INTERNATIONAL SKI AND
SNOWBOARD FEDERATION**
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Oberhofen, XXX July 2022

Minutes of the FIS Council Meeting 5th July 2022 – Zurich (SUI)

Dear Council Members,
Dear President,
Dear Honorary President,
Dear Members and Friends,

In accordance with article 32.2 of the FIS Statutes we have pleasure in sending you the Summary and Minutes of the FIS Council Meeting which took place on 5th July 2022.

Agenda

1. Opening of the Meeting
2. Members present
3. Approval of the Agenda
4. Approval of the Minutes from the last Council Meeting
5. Information and Update from the President
6. Council Appointments
 - 6.1) Election of the four Vice-Presidents
 - 6.2) Election of the FIS Treasurer
 - 6.3) One additional member of the Executive Board
 - 6.4) One Athletes' Representative of the Executive Board
 - 6.5) Secretary General
 - 6.6) Standing Committees
 - 6.6.1) Chair and Members of the Finance Committee
 - 6.6.2) Chair and Members of the Audit Committee
 - 6.6.3) Independent FIS Ethics and Compliance Officer
 - 6.6.4) Chair and Members of the Ethics Committee

- 6.6.5) Chair and Members of the Nomination and Remuneration Committee
- 6.6.6) Chair and Members of the ESG Committee
- 6.6.7) Chair and Members of the Strategic Planning Committee
- 6.6.8) Chair and Member of the Appeals Commission

- 7. Appointment of the FIS Committees and Sub-Committees 2022 – 2024
- 8. Marc Hodler Foundation
- 9. Any other business
- 10. Next FIS Council Meeting
- 11. Closing of the Meeting

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1. Opening of the Meeting / President's Report

Johan Eliasch opened the meeting of the newly elected FIS Council welcoming the new members. He looks forward to the new members bringing added value and new ideas to the FIS Council. He went on saying that FIS is a family and like every family it is important that we have discussions. But most important is that we find solutions, even if we disagree on some points. The Council needs to work constructively.

He noted that the FIS Legal advisors see no merit to the CAS appeal put forward by four member nations.

The Council is here to work in the interest of all National Ski Associations and everyone on the Council is here to work in the interest of FIS.

There are choices to be made and these choices might call for change. While change can be scary, it is always necessary to improve.

We need to trust each other. To that end all discussions within the Council are confidential. We should not read about any Council proceedings in the media. These meetings are a safe haven where people should be free to discuss, question and even disagree. But everyone in this room should be assured that what they say will stay with this group.

2. Members present

The following elected Council Members were attended the meeting on Tuesday 5th July 2022 in Zurich. A * denotes members that attended online

President: Johan Eliasch

Council Members: Mats Arjes, Deidra Dionne, Dean Gosper, Martti Jylhä, Magdalena Kast, Hannah Kearney, Roman Kumpost, Urs Lehmann, Tzeko Minev, Aki Murasato, Patrick Ortlieb, Anne-Chantal Pigelet, Flavio Roda, Erik Roeste, Enzo Smrekar, Franz Steinle, Fiona Stevens, Patrick Toussaint, Martti Uusitalo, Moses Liangcheng Zhang*

Secretary General: Michel Vion

Director: Philippe Gueisbuhler

Observers: Sven Schaeffner, Annette Braun, Amanda Schieren

3. Approval of the Agenda

The Council approved the agenda for today's meeting.

4. Approval of the Minutes from the previous Council Meeting

The Council approved the minutes from the previous Council meeting.

5. Information and Update from the President

International Paralympic Committee:

Johan Eliasch reported that there were some last-minute negotiations between FIS and the IPC that had to be resolved, but it appears that everything is now ready to be signed for FIS to take over the governance of Para Snowsports. The work to integrate the three IPC sports will begin as early as mid-July.

Michel Vion noted that the Statutes will need to be adapted to include the three new Para Snowsports. The Council will be notified, but the Statutes will need to be approved at the next Congress.

Enzo Smrekar asked how the IPC integration would impact the National Ski Associations and how they should be integrated.

Michel Vion replied that Para Snowsports will be treated like an additional FIS discipline, with the corresponding committee structure. There will be one Para Snowsports committee to govern the Para disciplines.

Michel Vion also informed that the planned 2023 Para Snowsports World Championships have lost their planned host of Oestersund due to contractual problems before FIS took over the governance. FIS is looking for a solution to stage a Nordic Para World Championship.

Martti Uusitalo asked about the financial obligations of FIS when taking over Para Snowsports. Johan Eliasch said that in the short term, FIS will take a loss on the integration, but the goal is to build a sponsorship structure to generate revenue. The World Championship will be the primary revenue source.

Sven Schaeffner noted that the management of Para Biathlon will also fall under the FIS umbrella as there is an agreement between FIS and the IBU.

Milano-Cortina 2026 Olympic Programme

The IOC made its decision for the Milano-Cortina 2026 programme two weeks ago. Michel Vion reported that FIS asked for 11 new events. The IOC approved three: Ski Jumping large hill women and the dual moguls men and women.

A big disappointment was that the IOC did not add women's Nordic Combined. As part of their decision, the IOC expressed concern over the development of men's Nordic Combined, which came as a surprise.

The IOC also informed FIS that the quotas would remain the same in 2026 despite adding Ski Mountaineering. The IOC asked that FIS give back 24 quota spots across all of its disciplines. FIS proposed six Alpine, four Cross Country, Nine Ski Jumping and five Nordic Combined quotas be handed back. Without any discussion, the IOC cut 19 quota spots from Nordic Combined, leaving the discipline with only 36, which leaves the discipline in a very bad position.

Meanwhile the format of the Alpine Combined on the 2026 programme will be discussed and developed and presented to the IOC no later than June 2023. The Alpine Team Parallel event will not be on the 2026 programme due to the travel logistics. This could open the door for a second, all-new, Alpine Combined event.

FIS will have meetings with the IOC to discuss how to best move forward with the Alpine programme for the 2026 Games and the future of Nordic Combined, with the aim of increasing the Nordic Combined quota to a minimum of 45. Depending on those discussions, FIS will need to include any proposed events on the World Cup and World Championship calendars.

The Council expressed its disappointment of the IOC's decision in regards to the future of Nordic Combined and the current direction that the IOC is moving with the discipline. The FIS Council fully stands behind Nordic Combined.

Prize Money 2022-2023

Johan Eliasch reported that last season FIS paid 20% of the prize money as part of Covid-19 relief for the Organisers. Next season is looking like it will be without Covid, but the Organisers have asked that FIS continue to contribute 20% of the prize money.

After internal discussions, FIS believes the best path ahead would be if the prize money increased by 10% across all World Cup events. FIS would contribute 20% of this new prize money sum. Therefore, the Organisers will pay 90% of what they paid previously. It would send a clear signal to the athletes that FIS is vested in increasing their income.

A discussion ensued regarding the proposed 10% increase and how to address the gender prize money discrepancy in some disciplines.

It was agreed that the gender discrepancy, specifically in the Nordic disciplines, needs to be addressed in the upcoming seasons, but the immediate prize money increase is a good first step.

The Council approved increasing the athlete prize money by 10%. Of the new 110% prize money sum, FIS will contribute 20% and the LOCs will pay 90%.

Russia and Belarus Participation in FIS Events

Johan Eliasch reminded that the current FIS policy in place is that Russian and Belarussian athletes may not take part in any FIS competition outside of their home nations.

It was suggested that since this is a developing situation, this topic will be monitored on an ongoing basis.

The Council agreed to keep the current policy in place in regards to Russia and Belarus participation. It will be revisited once there is a change in circumstances.

Fluoride Wax Ban

Roman Kumpost reported that the testing sessions during the summer have been informative and successful. A working group is gathering all of the information from the sessions to determine if testing will be ready for the upcoming season. FIS, in conjunction with the IBU, plan on gathering all of the data to determine if the testing will be ready to be fully operational in time for the 2022-23 season.

Roman Kumpost asked the Council to allow the Executive Board to make the final decision in the last summer if the testing will be implemented for the 2022-23 season, or if it will be postponed.

A brief discussion followed where many Council members supported postponing the Fluor Wax ban implementation based on several factors, including the cost and availability of the testing devices. Ultimately, it was agreed to wait on all of the test results and see the findings in the report from the working group.

The Council agreed to allow the Executive Board to make decision in late summer regarding Fluor Wax Ban implementation for the 2022-23 season.

Per Diem Judges and Technical Delegates

Michel Vion reported that after the decision at the last meeting to increase the per diem for Judges, it is also necessary and fair to increase the per diem for Technical Delegates as well.

The proposal was made to make the per diem increase for the World Cup and Continental Cup levels only. This would apply to all Judges and Technical Delegates.

The Council agreed to increase the per diem for all Judges and Technical Delegates for World Cup and Continental Cup competitions.

Ukraine Financial Support

The Ski Federation of Ukraine received financial support starting in March. when the Russian invasion began, for various athletes through the end of the season, which officially concluded 30th June. With the start of July, the new season has started and there is question of how best to extend FIS support to Ukraine.

Enzo Smrekar said that several individual nations are providing separate support and that all the contributions from all parties should be tracked.

Various financial proposals were suggested including a blanket amount to invest or paying a certain amount per athlete. Additionally, the IOC has a fund that it is contributing to Ukrainian athletes.

It was suggested to ask the Ukrainian Ski Federation what funds they are seeking and to make a final decision once their proposal is received.

Cancelled Europa Cup race in Serbia

The previous season a planned Europa Cup race in Serbia was cancelled a few days before the event due to unforeseen circumstances in relation to COVID. The Council was asked if they would support a financial contribution from FIS to help the Serbian Ski Association recover its losses.

The Council agreed to contribute 120,000 Euros to the Serbian Ski Association to allow them to recover a part of their losses.

Sponsorship Update:

Johan Eliasch informed the Council regarding new sponsorship arrangements.

Ski Cross is not included in the new Audi agreement. The 11 World Cup Ski Cross organisers have traditionally received some of the Audi sponsorship money to stage events. They have asked for financial support from FIS to offset the costs without the money from Audi.

It was proposed that FIS provide support the organisers in the short term, providing financial support for this season only.

The Council approved providing a financial guarantee to the World Cup Ski Cross organisers. Each of the 11 organisers will receive 27,000 CHF.

Management Appointments:

Johan Eliasch informed that with the increased activity within FIS, it is necessary to increase the staff and management to successfully deliver. In the role of Secretary General, there are too many facets to the job for one individual to manage.

Johan Eliasch praised Michel Vion for the exceptional work he has done in the last year wearing so many hats and juggling many balls.

It was proposed that for FIS to be successful, it is necessary to divide this role into more parts focusing on specific areas including General Administration, Projects and Sport Strategic, to name a few.

Johan Eliasch informed that Niklas Carlsson will join FIS as the Deputy Secretary General. He will take over the general administration tasks and given his strong background will be able to have a major impact immediately. His appointment will allow Michel Vion to focus fully on the Sport and Strategic duties.

Michel Vion said he is ready to enter the new chapter working together with Niklas and believes there will be much added value with the new structure.

A Strategic Plan will be distributed to the Council shortly after the meeting.

Update on Rights Centralization

Johan Eliasch informed the Council that the consultation process with the National Ski Associations is underway. There should be more to report in regards to centralization at the next Council meeting.

World Championship Hosting Agreements

Johan Eliasch informed the Council that meetings have been held with future World Championship hosts. It is proposed that the financing of events without TV or sponsorship revenue guarantee will be covered by FIS, namely those taking place in 2027. FIS will ascertain the level of the financial guarantee that is appropriate for the given situation of the impacted host agreements.

The Council agreed to provide the financial guarantee for those World Championships without TV or sponsorship revenue.

Legal Update

FIS Marketing:

Following the court decision in favor of FIS, Tridem has initiated litigation against FIS.

FIS 2021 WSC claim against Infront:

FIS has made a claim against Infront in regard to the Alpine World Ski Championships in Cortina 2021. Infront has thus far refused to pay what it is owing to FIS.

Leak of confidential FIS documents sent to Council member Franz Steinle:

Confidential FIS documents have continuously been leaked to the media and to Infront. It has been found, beyond any doubt, that confidential FIS documents sent to Council Member Franz Steinle were in the possession of members of the media. Franz Steinle denies any wrongdoing. This is a serious matter, which is currently under an independent investigation. The outcome will be shared in due course with the Council.

Allegations of coercion, vote manipulation, and violation of the FIS Ethics Code in connection with the 2022 FIS Council Election in Milan:

There have been complaints from two parties concerning an alleged violation of the FIS Ethics Code in connection with the 2022 FIS Council Election in Milan. It has been alleged that delegates of nations with Council candidates were coerced to boycott the presidential vote by several countries. An investigation is currently underway and an update from the investigation will be provided at the next Council meeting.

The CAS appeal from four Member National Ski Associations regarding the FIS Presidential election in Milan has been made.

6. Appointments made by the FIS Council

6.1 Election of the four Vice-Presidents

The following individuals were elected as FIS Vice-Presidents:
Roman Kumpost, Martti Uusitalo, Flavio Roda, Aki Murasato

- 6.2 Election of the FIS Treasurer
Enzo Smrekar was elected as the FIS Treasurer
- 6.3 One additional member of the Executive Board
Dean Gosper was named the additional member of the Executive Board
- 6.4. One Athletes' Representative of the Executive Board
Hannah Kearney was named the Athletes' Rep. of the Executive Board
- 6.5. Secretary General
As discussed previously, Michel Vion will continue to serve as the FIS Secretary General. Niklas Carlsson will be the Deputy Secretary General.
- 6.6. Standing Committees
 - 6.6.1. Chair and Members of the Finance Committee
Chair, Tzecko Minev; Anne-Chantal Pigelet, Patrick Ortlieb, Erik Roeste
 - 6.6.2 Chair and Members of the Audit Committee
Chair, Mats Arjes, Patrick Toussaint, Martti Jylhä
 - 6.6.3 Independent FIS Ethics and Compliance Officer
Sarah Fusseck
 - 6.6.4 Chair and Members of the Ethics Committee
TBA It was agreed to be appointed as soon as possible.
 - 6.6.5 Chair and Members of the Nomination and Remuneration Committee
Chair, Rory Tapner, Jacques Pastor, Fiona Stevens
 - 6.6.6 Chair and Members of the ESG Committee
Chair, Rory Tapner; Stefano Arnhold, Pedro Farromba
 - 6.6.7 Chair and Members of the Strategic Planning Committee
Chair, Fiona Stevens; Rory Tapner, Diedra Dionne, Dean Gosper, Magdalena Kast
 - 6.6.8 Chair and Member of the Appeals Commission
Carry over the last Appeals Commission made up of the Chairs and Vice Chairs of the main discipline committees.

7. Appointment of the FIS Committees and Sub-Committees 2022 – 2024

Michel Vion informed that the document “FIS Committee Nominations 2022 – 2024” will be updated and sent to the Council.

It was proposed that the committee Chairs be appointed today. Each committee Chair will then appoint the Executive Committee. These smaller Executive Committee will handle the bulk of the committee work. Additionally, in the future it is proposed the committees will propose the chairmen of their committees.

Michel Vion added that for today, the FIS Council will approve the proposed Committee Chairs. Three of those will need to be voted, due to multiple nominations for the given post.

It was noted that gender equality should continue to be a priority in Committee membership and for the various Chairs. A list of committee members by gender and nationality will be distributed following the meeting.

The Council approved the proposed Committee Chairs as per the submitted list. Additionally, there were three committees with more than one Chair proposed. In those cases, the Council appointed:

- Massimo Rinaldi, Alpine Committee
- Stefan Knirsch, Snowboard Cross Committee
- Hubert Hörterer, Medical Committee

8. Marc Hodler Foundation:

There were no updates to report.

9. Any other business

No other business was raised.

10. Next Meeting with the FIS Council

It was proposed that the next meeting of the FIS Council take place in Soelden on 21st October, depending on room availability.

11. Closing of the Meeting