

To the

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

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Oberhofen, 22nd June 2021

Minutes of the FIS Council Conference Call Meeting 22nd June 2021

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 Conference Call Meeting which took place on 22nd June 2021.

Agenda

1. Opening of the Meeting
2. Members present and approval of the agenda
3. Extraordinary Congress to approve changes to the FIS Statutes
4. Constitution of the Council
 - a) Election of the four Vice-Presidents
 - b) Election of the FIS Treasurer
 - c) Executive Committee
(President, Vice-Presidents and Chairman of the Finance Commission)
 - d) Election of Finance Commission Chair and Members
 - e) Secretary General
5. Renewal of Committees and Working Groups and establishment of New Committees and Working Groups
 - a) Working Group for Honorary Membership
 - b) FIS Development Programme Working Group

- c) FIS representatives FIS Marketing AG

 - d) FIS representative for the FIS Anti-Doping Advisory Group
 - e) FIS Strategic Planning Group
 - f) Environment Sustainability Governance Committee: Environmental.
 - g) Nominations and Remuneration Committee
 - h) Audit Committee
 - i) Ethics Commission:
 - j) China Working Group
 - k) Nordic Future Vision Working Group
 - l) Snowboard & Freestyle Future Vision Working Group
 - m) Alpine Future Vision Working Group
 - n) Advisory Group
6. Appointment of the FIS Committees and Sub-Committees 2021 – 2022
 7. Junior WSC Freestyle and Snowboard 2022 in Chiesa in Valmalenco (ITA)
 8. Questions submitted to the new Council by the Congress or by the former Council
 9. Finalising the Alpine Calendar
 10. Marc Hodler Foundation
 11. Next Meeting with the FIS Council
 12. Any other business
 13. 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 Council members. He made the following Introductory remarks at Council:

Welcome to our first Council meeting for what I hope will be a new era of growth and excitement. I want to build on the strong heritage of FIS, whilst also recognising the strong mandate for change given by the Congress vote.

My ambition is to significantly widen interest in, and participation in, all our sports. It is too easy to think Alpine - and yet we need to encourage a younger audience and have other disciplines to promote. But we must also ensure that, as we look at new formats and new ideas, we don't get carried away and forget that we have our existing competitions and events to run, manage and deliver a quality package.

And I want to ensure that we also deliver on the commitments to improve and deliver a more transparent organisation. If we want more nations to become more engaged, we need to find better ways to encouraged discussion and engagement.

Whilst an annual strategic plan will be a critical tool in how we manage a gradual change programme, it needs to be set in context of a longer 4-year, and perhaps even 8-year, set of goals.

To deliver on all of this, we are each going to need to share and help with working groups looking at specific projects. I have spoken to many of you about this already and very much look forward to working with each of you as we start to craft our future together.

My early observation of our executive team is that we will need to bring in some additional skill sets, but also upgrade in some areas. Our next Secretary General is going to need strong operational support if we are going to add to an already busy agenda.

And whilst some hiring will be necessary, in the early phase of review and assessment, we may need some additional external advice. EG Lawyers to help with Statutes, Marketing to helps us think through alternative routes to expand.

Some decisions will be easy and quick. Others will take time and resources. We are about to discuss holding an extraordinary Congress meeting and it would be good to have made plenty of progress towards setting goals and being able to give our member Nations a glimpse into the future as we collectively see it.

And finally, our athletes and fans rely on us to deliver for them. We need to put energy and commitment into making a step change in the performance of FIS whilst doing so in an open and transparent environment. That's my ambition - to create a buzz around the place, a willingness to generate new ideas, and an eagerness to work hard and fast.

2. **Members present**

The following elected Council Members were present at the online meeting on Tuesday 22nd June 2021:

President: Johan Eliasch

Council Members: Mats Arjes, Dean Gosper, Hannah Kearney, Martti Jylha, Urs Lehmann, Tzeko Minev, Aki Murasato, Dexter Paine, Flavio Roda, Erik Roeste, Peter Schröcksnadel, Enzo Smrekar, Franz Steinle, Martti Uusitalo, Michel Vion, Elena Vyalbe, Moses Liang-Cheng Zheng

Director: Philippe Gueisbuhler

Observer: Stephan Netzle, FIS Legal Counsel

3. **Extraordinary Congress to approve changes to the FIS Statutes**

An Extraordinary Congress is allowed under Section 15 of the FIS Statutes, which was included in the agenda. The Agenda of the Congress will be an approval request for an updated set of Statutes incorporating the newly elected President's election manifesto proposals.

A law firm will be instructed to draw up draft Statutes. A Governance Working Group (GWG) will be formed consisting of Franz Steinle as the Chairman, Stephan Netzle and Rory Tapner (Chairman Great Britain Snowsport), to review the FIS Statutes in draft form, and return to Council with recommendations for change in time for the Extraordinary Congress. An interim report will be provided by the Working Party to update the Council on their deliberations and seek guidance on any issues which may require additional input.

- No fundamental change to the principals of the current Statutes is proposed. If during the GWG work significant new ideas emerge, or it becomes clear there are some principals which required discussion at, and guidance from, Council, GWG will consult with the ESG Committee in the first instance and follow up with Council.
- The main purpose of the review is to ensure FIS' Statutes conform to modern Governance expectations of a representative organisation. But it will also seek to clarify and then document areas in Statutes which are too open to interpretation EG Simple Majority
- An additional purpose will be to permanently establish the proposed new Committee structure, to include the formation of an Audit Committee, a Nominations and Remuneration Committee and an Environmental, Sustainability and Governance Committee.
- FIS needs to make certain, in the new electronic world and post Covid world, that we have flexible and imaginative ways of communicating in formal sessions whilst also maintaining sensible governance around new ways of doing things.

- FIS needs to consider how we make commitments to gender balance and climate change become embedded in our Governance.

Dexter Paine complimented the choice of Franz Steinle to chair this group as he has already gone through a similar experience with Biathlon.

Erik Roeste asked if in order to call for the Extraordinary Congress if it was necessary to have a concrete proposal for the agenda and not the formation of the working group. Stephan Netzle said that the detailed changes to the statutes would not be necessary at this stage as long as all delegates are informed of what they will vote on in good time for the Congress.

Dean Gosper asked if the time frame of only three months could be too tight for the working group to do its job and then to provide the full agenda. It was explained that the scope would not be entirely revising the statutes, but rather items that were previously proposed and housekeeping items, giving enough time for the working group to complete their review.

The Council approved holding a Virtual Congress on 22nd September 2021.

3. Constitution of the Council

Johan Eliasch stated that in deliberating the nominations to the key positions he had sought to appoint the most qualified persons for the various positions recognising both talent and experience. He also noted that there are additional appointments to be made in the coming days for which he asked the Council for discretion to make these additional appointments which was subsequently granted.

- a) Election of the four Vice-Presidents
The following individuals were elected as FIS Vice-Presidents:
Roman Kumpost
Aki Murasato
Dexter Paine
Peter Schröcksnadel
- b) Election of the FIS Treasurer
Mats Arjes was elected as the FIS Treasurer
- c) Executive Committee
(The President, Vice-Presidents and Chairman of the Finance Commission)
The Executive Committee will consist of: Johan Eliasch, Roman Kumpost, Aki Murasato, Dexter Paine, Peter Schröcksnadel, Mats Arjes and Michel Vion. Ex-officio Philippe Gueisbuhler
- d) Election of Finance Commission Chair and Members
Mat Arjes was appointed as the Finance Commission Chairman and the members are Dean Gosper, Enzo Smrekar, Urs Lehmann and Tzeko Minev

Ex-officio: Johan Eliasch, Michel Vion, Philippe Gueisbuhler, Andy Wenger
- e) Secretary General

Michel Vion was appointed as the FIS Secretary General. He will step down in his current role as FIS Council Member and there will be an election for a replacement Council member at a later date.

Erik Roeste expressed concern with the lack transparency in the process for such an important role, but underlined that he has nothing against Michel Vion being appointed to the role.

Dexter Paine felt that there was a sense of urgency to put a person in place to serve as the new Secretary General as quickly as possible.

Johan Eliasch underlined that Michel Vion has stepped down as the French Federation President and further stated that has the goal to move ahead with both Michel Vion and current FIS Director Philippe Gueisbuhler splitting the responsibilities between them.

Following the discussion there was unanimous support for appointing Michel Vion as the FIS Secretary General.

5. Renewals and Establishment of Committees and Working Group

a) Working Group for Honorary Membership

Johan Eliasch was elected the Chairman of the Working Group for Honorary Membership.

The members are: Aki Murasato, Dexter Paine

b) FIS Development Programme Working Group (FDP)

President Eliasch proposed the following names as members of the FDP Working Group which should come from all around the globe and outside the Council to ensure all areas of the globe can be covered:

- Georgy Mnatsakanov (Secretary General Russian Ski Association)
- Je-Hoon Ryu (Secretary General Korean Ski Association)
- Magdalena Kast (President Argentinian Ski Federation)
- Peter Pilz (President Snow Sports South Africa)
- Abbas Nazarian Madavani (President Iran Ski Federation)
- Jelena Dojcinovic (Secretary General Ski Federation of Bosnia and Herzegovina)
- Dias Suleimenov (President Kazakhstan Ski Association)
- Anna Harboe Falkenberg (President Danish Ski Federation)
- Milan Bozic (Secretary General Ski Association of Serbia)
- Pedro Farromba (President Portugal Ski Association)
- Frits Avis (Secretary General Netherlands Ski Federation)
- Freddy Keirouz (President Lebanese Ski Federation)

Ex-officio: Johan Eliasch, Michel Vion, Philippe Gueisbuhler, Dimitrije Lazarovski

Their activities will be reported via Johan Eliasch, Michel Vion and Philippe Gueisbuhler. The members will be confirmed once they are contacted for their representation. Additional members will be appointed by Johan Eliasch to the FDP and other working groups as deemed necessary.

- c) FIS representatives FIS Marketing AG
Johan Eliasch was elected the Chairman.
The other members are: Michel Vion and Peter Schröcksnadel
- d) FIS representative for the FIS Anti-Doping Advisory Group
Roman Kumpost was elected to be the FIS Council Representative on the FIS Anti-Doping Advisory Group.

Ex-officio: Sarah Fussek

Franz Steinle encouraged FIS to work closely with the IBU moving ahead.

- e) FIS Strategic Planning Group
Pending ratification at the next FIS Congress, the Council approved the formation of a FIS Strategic Planning Group. The mandate of the group is:

To be responsible for developing and then recommending 4 Year Horizon Plan and an annual rolling Strategic agenda. The annual rolling strategic agenda will need to be set in the context of an ambitious 4-year plan of goals and objectives. The rolling agenda will be updated as targets are achieved and further initiatives are introduced. This provides the Council with the ability, over time, to refine and improve the development of existing and new activities. These plans would be shared widely with member nations

Johan Eliasch was elected the Chairman of the FIS Strategic Planning Group and Michel Vion, Dexter Paine and Peter Schröcksnadel were appointed members.

- f) ESG Committee: Environmental, Sustainability and Governance
Pending ratification at the next FIS Congress, the Council approved the formation of a ESG Committee. The committee's mandate is:

To be responsible for recommendations to Council on each relevant issue.

This committee will undertake an initial review of existing policies and make recommendations for additional policies.

Under its Governance remit, this committee will receive recommendations from a Governance Working Group (GWG) who will review new Statutes and relevant Terms of Reference for the proposed new Council Committees, and review any Terms of Reference for existing committees to ensure consistency across all aspects of activity.

- (i) GWG appointed by Council
- (ii) Appointment of external Swiss law firm to assist with drafting and research
- (iii) GWG to review the draft update of FIS Statutes and Articles
- (iv) GWG to review draft committee Terms of Reference, with particular reference to the new draft Statutes.

Rory Tapner was elected the Chairman of the ESG Committee with Franz Steinle and Stefano Arnhold (Brazilian Snow Sports Federation) appointed members.

Ex-officio: Johan Eliasch, Jenny Wiedeke

g) Nominations and Remuneration Committee

Pending ratification at the next FIS Congress, the Council approved the formation of a Nominations and Remuneration Committee. The committee's mandate is:

To make recommendations on senior nominations and related remuneration; and to be responsible for oversight of HR related matters on behalf of the Council.

Initially, this committee will work with the Secretary General to undertake a review of the Organisational structure of FIS to ensure it is fit for purpose, and that our Governance hierarchy ensures all aspects of our activities are properly supported, monitored and controlled. The Secretary General will work closely with the GWG to ensure alignment between these work streams.

Rory Tapner was elected the Chairman of the Nominations and Remuneration Committee and the appointed members are: Jacques Pastor of the Monaco Ski Federation and two Council Members will be named at a later date, with preference being given to members of the Finance Commission.

Enzo Smrekar and Dean Gosper have subsequently been appointed. Ex-officio: Johan Eliasch

The mandate of the group was discussed and the members of the committee who would be the best fit given that mandate. Urs Lehmann underlined that it was important to have someone internal who understands the inner workings of FIS very clearly.

h) Audit Committee

The Audit Committee will review FIS annual financial statements and make recommendations to the Council. This committee will be responsible for ensuring that all suitable controls of operational and financial matters are established and monitored.

The appointed members are: Martti Uusitalo (Chair), Karin Mattson (President Swedish Ski Association), Igor Mitioukov (President Ukrainian Ski Federation) in addition to one member from the Finance Commission who will be named at a later date.

Ex-officio: Johan Eliasch, Michel Vion, Philippe Gueisbuhler, Andy Wenger

i) Ethics Commission

The Ethics Commission will consist of the Chairman, three independent members and two Council members.

The three independent members will be named at a later date.

The Council members on the Ethics Commission are Johan Eliasch and Dexter Paine.

- j) China Working Group
The aim of the China Working Group is to aid in the promotion of recreational and athletic Snowsport in China, a working group was created.
- Moses Liang-Cheng Zheng was appointed as the Chairman of the China Working Group and the appointed members are: Dean Gosper, Urs Lehmann, Rory Tapner and Michihiko Nakamura (Ski Association of Japan Executive Director of Sports and Director for International Relations)
- Ex-officio: Johan Eliasch, Michel Vion, Philippe Gueisbuhler, Dimitrije Lazarovski
- k) Nordic Future Vision Working Group
The mandate of the Nordic Future Vision Working Group is to review and recommend aspirational plans to grow participation and competition
- Erik Roeste was elected as the Chairman of the Nordic Future Vision Working Group and Martti Jylhä, Franz Steinle, Martti Uusitalo, Elena Vyalbe, Enzo Smrekar and Gumny Wojciech (Vice-President Polish Ski Federation) were appointed as the members.
- Ex-officio: Johan Eliasch, Michel Vion, Philippe Gueisbuhler, Sandra Spitz
- l) Freestyle, Snowboard and Freeski Future Vision Working Group
The mandate of the Freestyle, Snowboard and Freeski Working Group is to review and recommend aspirational plans to grow participation and competition.
- Dean Gosper was elected as the Chairman of the Freestyle, Snowboard and Freeski Vision Working Group and Hannah Kearney, Therese Brisson (Canadian Snowsports Association) and Ian McKay (Great Britain Snowsports) were appointed as the members.
- Ex-officio: Johan Eliasch, Michel Vion, Philippe Gueisbuhler, Robi Moresi
- m) Alpine Future Vision Working Group
The mandate of the Alpine Vision Working Group is to review and recommend aspirational plans to grow participation and competition
- Peter Schröcksnadel was elected as the Chairman of the Alpine Vision Working Group and Urs Lehmann, Flavio Roda, Enzo Smrekar, Fiona Stevens (from Snow Sports New Zealand), Vedran Pavlek (Croatian Ski Association), Erik Roeste, Franz Steinle and an athlete representative to be determined were appointed as the members.
- Ex-officio: Johan Eliasch, Michel Vion, Philippe Gueisbuhler, Janez Flerc
- n) Advisory Group
FIS has an opportunity to gather together some of the best minds in sports marketing and sponsorships to help formulate new and ambitious plans designed to significantly enhance the financial platform of our sports. This will not be a formal committee of the Council, nor a voting or policy forming group. Terms of Reference will be established whilst the President invites a

select group of senior and experienced individuals to consider joining the group. Membership will be published on the FIS website.

Thus far Bernie Ecclestone has accepted to join the Advisory Group. Other members will be discussed at a later date.

Closing the appointments of committees and working groups, Johan Eliasch extended his thanks to the Future of FIS Working Group, who completed their mandate before the last Congress.

6. Appointment of the FIS Committees and Sub-Committees 2021 – 2022

The Council in principle approved the FIS Committee and Sub-Committee membership 2021-2022, whereby a number of Chair position appointments will still need to be taken. Michel Vion will update the Council Members in that respect. Once the list is finally confirmed it will be shared with the Council Members, the National Ski Associations as well as the Committees.

Erik Roeste reminded the Council that it is important to follow up the decision about the Gender Equity targets for committee membership appointments and wants this to remain a priority for all National Ski Associations when they make their nominations. Michel Vion stated that an overview of the nations' nominations will be established.

Martti Uusitalo also stated that appointing a male and female as co-chairs on committees would be a good step in achieving the gender equity goals.

Urs Lehmann questioned if the structure of the FIS Committees needs to be reviewed to make the system more efficient. He questioned what is the criteria for membership and how do people get added to committees as many are too large.

It was agreed to keep the committee structure and the nominations that have been submitted as they are through the next term and to review the structure and membership to make the committee system more efficient.

Roman Kumpost pointed out that the Nordic Future Vision Working Group and the Coordination Group for the Nordic Disciplines should be coordinated with one chair. Additionally, he proposed that until the Slovak Ski Association membership status is confirmed, that the members may still serve on the committees, but have no vote.

The Council approved the proposal regarding Slovakian participation on the FIS Committees.

7. Junior WSC Freestyle and Snowboard 2022

Following the Spring Council meeting, the Italian Winter Sports Federation (FISI) sent an updated candidature.

Based on the new candidature information, the FIS Council appointed Chiesa in Valmalenco the host of the Junior World Ski Championships for the Freestyle and

Snowboard events in 2022. Furthermore, they appointed Leysin (SUI) for the Park & Pipe events for Freeski and Snowboard in 2022.

The Council thanked both National Ski Associations for finding a solution for the hosting of the events.

8. Questions to the new Council from Congress or the former Council

The former Council had one remaining question in regards to the ISPP project and its funding. It was recommended that this needs to be fully investigated to determine the best way to move forward and to make a decision in the Autumn. It was underlined by the Council that athlete safety is very important, but having the correct and well-researched plan is critical before making the next steps.

The Council agreed to postpone any decision on the ISPP future project plan until its next meeting.

9. Finalising the Alpine Calendar

At the last FIS meeting, the Council requested additional information from the Alpine Committee in regards to the 2021/22 calendar and the lack of Alpine Combined and Parallel events. Additionally, the Council asked for the long-term planning calendars, which were not provided at the last meeting.

Peter Schröcksnadel said he appreciates the balance of the calendar, but not having an alpine combined in an Olympic year makes it difficult for the athletes to be properly prepared for the event at the Olympics.

Urs Lehmann also voiced concerns about the qualification process and having enough athletes at the start during the Olympics if there are no scheduled alpine combined races this season. Lehmann will speak with Wengen as a solution for a men's race, while Peter Schröcksnadel will discuss a holding women's race in Zauchensee.

Dexter Paine brought up the advantages that he sees in having the alpine combined consist of a super-G and slalom instead of a downhill and slalom.

The Council agreed to move forward with plans for adding an alpine combined for both the men and women, ideally in Wengen and Zauchensee.

10. Marc Hodler Foundation

The Council approved that the new FIS Executive Committee members shall replace the existing board of Trustees of MHF with Johan Eliasch as Chair.

(The President, Vice-Presidents and Chairman of the Finance Commission)
The Executive Committee will consist of: Johan Eliasch, Roman Kumpost, Aki Murasato, Dexter Paine, Peter Schröcksnadel, Mats Arjes and Michel Vion. Ex-officio Philippe Gueisbuhler

11. Next Meeting with the FIS Council

The next meeting was proposed to be held shortly before the Extraordinary Congress around 22nd September, ideally, if circumstances allow an in-person meeting of the Council would be encouraged. The exact time, date and location/format of the meeting will be announced at a later date.

12. Any other business

The Council voiced its support for the addition of a 'Matterhorn World Cup' as the FIS Speed opener for the 2023/24 season, which would be co-hosted by the Swiss Ski Association and the Italian Winter Sports Federation with the races starting on the Swiss side of the border and ending in Italy. They will inform the Alpine Committee of this support.

The dates and timing of the President's Conference was discussed. Given that there will be two Congresses about six months apart, the Council felt that there is not a need for the President's Conference this year.

Urs Lehmann expressed concern that the total athlete quota for the 2026 Olympics is proposed currently to stay the same, despite the addition of other sports. Michel Vion and Philippe Gueisbuhler will follow up on this matter.

Dean Gosper asked that the Chinese Ski Association submit their application to host the World Cup test events for Cross which are proposed for this winter in preparation for the 2022 Olympic Winter Games in Beijing.

13. Closing of the Meeting

FOR THE MINUTES

Jenny Wiedeke
FIS Communications Director