

FIS COUNCIL MEETING, 24TH SEPTEMBER 2024

SUMMARY MINUTES

1. Opening of the Meeting

President Eliasch opened the meeting at 11.00 hrs and welcomed the participants.

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2. Members present

Johan Eliasch, President (FIS)
Deidra Dionne (CAN)
Tove Moe Dyrhaug (NOR)
Alex Fiva, Athletes' Representative (SUI)
Adam Hall, Athletes' Representative (NZL)
Anna Harboe Falkenberg (DEN)
Michael Huber (AUT)
Freddy Keirouz (LBN)
Karin Mattsson (SWE), partially online
Tzeko Minev (BUL)
Aki Murasato (JPN)
Alexander Ospelt (LIE)
Dexter Paine (USA)
May Peus (ESP)
Jean-Philippe Rochat (SUI)
Flavio Roda (ITA)
Fabien Saguez (FRA)
Enzo Smrekar (SLO)
Franz Steinle (GER)
Fiona Stevens (NZL)
Verena Stuffer, Athletes' Representative (ITA)
Matti Uusitalo (FIN)

Michel Vion, Secretary General (FIS)

Observer:

Aoife Keane, FIS General Counsel
Stefan Ruf, FIS Chief Financial and Administrative Officer
Marc Nufer, External Legal Counsel, Eversheds

3. Approval of the Agenda

Some Council Members request a different order of items on the agenda.

The Council approved the agenda.

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4. Minutes from the Council Meeting 4th July 2024

The Council approved the minutes of the FIS Council Meeting on 4th July 2024.

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5. Information and Update by the President

The FIS President asked whether there were any questions regarding his written report presented in the working document. No questions were raised. A counter-question requesting a report on other individual points was denied. Points 5.1.– 5.9. were approved accordingly without discussion.

5.1 FIS Alpine World Ski Championships Crans-Montana 2027

Colleagues will remember that in the last two years Swiss-Ski said they were not able to sign the standard version of the hosting contract due to the liability clauses it contains; and at the time they said a referendum would be necessary before they could sign. Surprisingly, both parties have now signed the original version with only one concession made by FIS - a liability cap of CHF 37m in respect of the usual liabilities (which was agreed in early May 2024), and with no referendum required.

The reason why the Communes and Swiss-Ski could sign now, after having argued for two years it is not possible, remains unsatisfactory to FIS. Swiss Ski's legal representative has very recently (August 30, 2024) stated this is because liability was previously unlimited, but now that FIS has agreed to limit the Communes liability to CHF 37 million, no referendum is required. This new reason wholly contradicts the statements and requests by Swiss-Ski (i.e. that the Communes could not sign the hosting agreement due to the liabilities and the request to substitute the direct undertakings with insurance policies) to FIS, both before, and after May 6, 2024, when the agreement to cap the Communes liability to CHF 37 million was made.

5.2 Centralisation

The Infront agreement was signed earlier this year which paves the way for the centralisation of the international broadcast rights to FIS international competitions globally.

The MRCA negotiations with the World Cup hosting federations continues. Together, we are seeking to shape an approach to centralisation which allows our federations to develop and strengthen as well as levelling up between countries.

While we enjoy constructive dialogue with most member nations on centralisation, the discussions with some of the bigger nations have progressed slower than we would have

hoped. Nevertheless, FIS is working hard to come up with significant concessions that comply with their requests while not compromising the interests of other members.

5.3 Zermatt

We are engaged in a dialogue with Zermatt's local organising committee to plan how we can use this venue in the future. Experience has shown us that holding the race in November on the Gran Becca course is difficult to implement; nevertheless, we are determined that the spectacular Matterhorn location could host an iconic speed event. To help shape these plans, our race directors will do an inspection this autumn, checking the feasibility of a race from the Gornergratside in mid/late March.

5.4 Freeride World Tour

FIS has listened to the widespread feeling that Freeride's place in the federation's structures needs to be formalised, and we have enjoyed several helpful meetings this summer with Nicolas Hale-Woods and the FWT team. To progress this sport, a Freeride Working Group will be created within FIS to help integrate and develop Freeride Skiing & Snowboarding. The group will help us to refine competition rules, support the sport's growth globally, and offer recommendations to the Council for its future development.

We have major ambitions for Freeride, so we want to adapt the ICR as soon as possible, working on harmonisation principles, safety issues, prize money and whole-of-sport rules.

5.5 New Partnership Deals

On this front the M&M team is making excellent progress. The number of World Cup Partners has doubled from 5 to 10. We are pleased to have won two new partners for upcoming seasons. In 2024/25 Skechers will be Presenting Partner for Nordic Combined and Premium Partner for the Tour de Ski and the Cross-Country World Cup, while in 2024/25 and 2025/26 we are delighted to have VISA as the Title Partner for the Snowboard Alpine World Cup.

5.6 Content Exchange Platform

At the Freeski and Snowboard Park & Pipe World Cup in Cardrona/NZ, FIS tried something new: providing all athletes and National Ski Associations with free-of-charge, social media-ready competition footage. Athletes could come off the slopes, access the FIS Content Exchange platform from their mobile phones and download video material – provided by FIS, Wintergames NZ, and Infront – already cropped into both 16:9 and 9:16 formats. What we are seeing in Cardrona now is just a glimpse of what we envision for snow sports when we have all our media rights centralized: enabling athletes to be at the centre of their own story, with full access to competition footage everywhere, across all disciplines.

5.7 Distributions to FIS Members

This month FIS will distribute 5 million CHF of financial support and a 7.5 million CHF special distribution to all members (the payment was approved by the FIS Congress in Iceland earlier this year).

In April, the Council approved the new model for the sale and distribution of media rights, allowing us to enter into the exclusive agency agreement with Infront. Part of this deal was a special compensation of EUR 30 million from Infront for not exercising certain rights FIS could

have pursued, which upon the proposal by the FIS President, the FIS Council decided in 2023 to distribute in equal shares across all full members in three parts of 10 million EUR, a significant amount thanks to our approach on centralisation and our agreement with Infront.

This distribution makes the case that we at FIS have been making for years: centralising media rights will create benefits for all in the FIS family. Now, those words start to become real.

5.8 Information on Athletes Health Unit

A summary was submitted to the FIS Council Members together with the Working Document.

5.9 Update on registration of FIS in the Registry of Commerce Canton Berne

The amendments for the registration of FIS in the Registry of Commerce Canton Berne were submitted on 29th July. On 22nd August the Registry requested additional information, including a certified translation of the FIS Statutes Edition 2024. The documents have been submitted and we are now awaiting confirmation from the Registry regarding the requested changes.

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6. Financial Report including review of YTD financials and budget for 24/25

FIS CFAO Stefan Ruf reported on the financial matters of the International Ski and Snowboard Federation.

The Financial Report was submitted to the FIS Council together with the working document.

Stefan Ruf explained that net revenue for the year 2024 remains as predicted with the exception of some slight adjustments. It was explained that only the first €10 million of the promised €30 million from Infront has been received so far and the rest will be transferred to FIS in accordance with the contract. The €10 million received so far would not need to be returned to Infront if the MRCA was not signed. There has been a reduction in net revenue from FIS MAG as this had been closed meaning the contracts are now with FIS directly and some staff have transferred to FIS increasing staff costs.

The Report showed that staff costs had increased from 13 million to 17 million from 2022 to 2023 as a result of necessary growth to FIS infrastructure and administration costs.

Questions were asked about the normal and special distribution and Stefan Ruf confirmed this was agreed at the Congress meeting in Iceland.

Jean-Philippe Rochat asked if the assets and cash held by the Marc Hodler Foundation was available on an unlimited or limited basis. Stefan Ruf explained that there are foundation rules which must be applied, and FIS do not have unfettered access to these assets, and they could not be seen as freely available for the Federation. It was confirmed that the members of the Marc Hodler Foundation are Johan Eliasch as President of FIS, Aki Murasato, Flavio Roda, Martti Uusitalo and Virginie Faivre

Asked for, Stefan Ruf confirmed, that everything is structured, based on the rules of the "Swiss Code of Obligations". He confirmed as well the replacement of PWC based on a Congress decision by Ernst&Young as new Audit Company.

Asked for, Johan Eliasch states, that the financial year will stay as it is (1.1.-31.12.). A change to another date is not possible, based on the complexity related with. This was decided at the Congress in June, not to change it.

The Council acknowledged the Report and Budget.

7. Approval and Appointments

7.1 Approval Licence Change – Refugee Passport

The Council proposes to accept the change of licence for Valerii Gontar.

The athlete submitted their documents in advance of the deadline. A discussion was had as to whether the deadline should be changed for future applications. It was decided this should not be changed because of the FIS season starting on 1 July.

The Council approved the request.

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7.2 Approval of the Safeguarding Policy

Drafts of the amended Safeguarding Policy, FIS Safeguarding Rules and FIS Safeguarding Code of Conduct were shared with the Council along with the Working Document.

It was noted that there were a number of concerns amongst the Council due to the sensitive nature of the topic and the requirement for the policies to be of a high standard. Michel Vion commented that Sarah Fussek had spent considerable time updating these documents and that the Council's approval of these had been delayed three times since October 2023.

Deidra Dionne requested that an overview of the investment required to effect the safeguarding policies be provided to understand the costs and investment required from the start.

Michael Huber informed the Council about his research, which indicated that as a general matter of fact already 200 files with 4.250 pages of rules and regulations can be found on the FIS website. A general goal might be to reduce and compress this largenumber, not losing control.

President Eliasch proposed that a working group be formed to work with Sarah Fussek and ensure that all objectives are clearly set out in the safeguarding documents to ensure the documents are practical and workable.

The Council agreed to set up a working group to review the proposed changes to the Safeguarding Policy formed of Sarah Fussek, Fiona Stevens, Franz Steinle, Deidra Dionne and Michael Huber and postpone the approval until a later date.

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7.3 Approval of Wild Card Rule (minor amendment)

An amended version of the Wild Card Rule was provided to the FIS Council in the Working Document.

Michel Vion confirmed that under the new proposal, the Wild Card athlete would be included within the national quota so the NSA must decide to give the athlete a place and then FIS will determine if the athlete's level is good enough from a safety perspective. Verena Stuffer asked who the decision maker(s) would be to decide whether an athlete could compete as a Wild Card and if the required 20 races were over one season or multiple seasons. President Eliasch confirmed that it would be the Secretary General's decision with the support of directors and technical experts.

Michael Huber indicated that, in his opinion, the present rule cannot be changed for 2024/25, as the World Cup season based on the World Cup rules starts on 1st July and any rule change is prohibited after that date if the rule has an impact on the result of the World Cup. President Eliasch explained that the amendments that have been made are tightening the rules to make it more difficult to qualify for a World Cup. On the other hand, there is more flexibility since a person can apply before a race and 1st July deadline is not imposed. The President confirmed that the amendment provide a more controlled environment.

The Council agreed that the Wild Card Rule was approved with possible amendments by the Athletes Commission.

7.4 Advertising Committee: Approval of the member structure, appointment of Chair and Members

The proposed member structure can be found in the Working Document. President Eliasch proposed that Terje Lund continue as the Chair of the Committee and that the rest of the committee be formed of six members from NSAs, one athletes' representative, one member of the Organisers from Club 5, one member of SRS, a television expert, and two FIS staff.

Michel Vion explained that a smaller group would be more efficient, and the Council would still be required to approve everything keeping it low risk. Michael Huber asked that it be made clear which of the members would have a vote within the Committee. Michel Vion confirmed this would be clarified.

It was discussed whether Club 5 were representative of all disciplines or just Alpine and whether smaller nations and other disciplines should have their own representatives. Enzo Smrekar proposed that a member of the mid-size NSAs, Joschka Kryzsian, also be appointed. Franz Steinle confirmed that the proposed members are all members of the former working group with a lot of experience.

The Council approved the appointments of the Advertising Committee Chair and Members. It was agreed that the Athletes Commission would propose the Athlete Representative in the next few days.

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7.5 Appointment of FIS Freeride Working Group

A working group was proposed to determine the rules and other regulations necessary to introduce Freeride as an FIS sport.

The members of this working group would be:

Nicolas Hale-Woods , FWT as Chair

Fiona Stevens, NZL

Fabien Saguez, FRA

May Peus, ESP
Roman Kuss, AUT
Sacha Giger, SUI
Ashley Deibold, USA
Michel Vion, FIS
Hedvig Wessel (Athlete Representative)

The Council agreed to set up a working group who could report on their progress at the next meeting.

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7.6 Appointment of the Chair Legal & Safety Committee

The President proposed that Alison Pitt be appointed as the Chair of the Legal and Safety Committee. No vice chair would be nominated as this would be for the Committee to decide, if necessary.

The Council approved the appointment of Alison Pitt as Chair of the Legal & Safety Committee.

7.7 Appointment of Chair and members of Audit Committee

President Eliasch proposed Mats Arjes as Chair of the Audit Committee and Dean Gosper and Patrick Ortlieb as additional members.

It was asked if these members had relevant experience and were competent for the roles. President Eliasch confirmed that Mats Arjes was Chair of the Audit Committee for the past two years and before that he had been treasurer for many years. He was also Chief Executive of a stock exchange listed company called SKISTAR. Dean Gosper has a legal background and was a Council Member for 12 years. Patrick Ortlieb has been Treasurer of the Austrian Ski Federation and is also competent in this area.

The Council considered whether, as a point of good governance, there should be Council Members in the Audit Committee.

The Council did not agree on the appointments.

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7.8 FIS Executive Board appointments

President Eliasch raised a letter sent to the Council by Tzeko Minev which pointed out that, according to the statutes, the Vice Presidents have no term limit, and they remain in their roles as Vice Presidents as long as they've been re-elected as members of the Council. As there is only once vacancy, President Eliasch proposed there is only one vacancy to fill.

Aoife Keane and Mark Nufer confirmed that the statutes do not require an election to take place for four places when only one vacancy has arisen and that this had never happened under previous Councils. Mr Nufer also confirmed that, formally, the Council can only vote on something that has been put on the Agenda and the Invitation indicating that a vote is required, unless there is Council unanimity in relation to a proposed vote.

Discussion and debate between Council members ensued regarding the role of Vice President and whether there should be a fresh election for four new Vice Presidents or simply

the replacement of one Vice President to fill the vacancy created by Roman Kumpost's exit. There were different opinions expressed regarding the interpretation of the statutes. Alexander Ospelt referred to the minutes from the Council Meeting of 5 July 2022 which state at 6.1 'Election of the four Vice-Presidents'. The President explained that no formal election process was held on that occasion, notwithstanding the title of that segment in the minutes.

During the discussion it was noted by the President that Deidra Dionne and Anna Falkenberg Harboe had cancelled their participation in a Strategic Planning committee meeting under false pretence, and that May Peus and Tove Dyrhaug had also cancelled their participation to meet with a small group of Council members to jointly discuss matters pertaining to this Council meeting. The President stated that if those committee members did not take their work more seriously, he would invite them to resign from the Strategic Planning Committee.

The Council did not agree on the appointments. The President agreed to make a new proposal at the next Council meeting.

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8. Additional Agenda items proposed by Council Member(s)

8.1 ICR changes, art. 206.3 and 208.1.2

There was an intensive discussion about this item on the agenda. President Eliasch noted that the proposers had not provided any details on this item on the agenda, so no vote could take place. Some Council Members explained that they wanted the old wording of the relevant rules to come into force immediately, to enable further negotiations between FIS and some NSAs to finalize terms of the MRCA. The President explained this could not happen prior to finalization of the MRCA but that would be conditional on it changing back. A possible compromise was discussed and it was agreed wording should be presented to the Council in writing by the President and Legal Counsel soon.

The Council agreed that the President would circulate an updated proposal.

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9. Next Meeting of the FIS Council

The next FIS Council Meeting will take place as follows:
23rd October 2024, online

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10. Closing of the meeting

President Eliasch closed the meeting at 14.55 hrs.

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Oberhofen, 24th September 2024

Michel Vion
Secretary General