

# 1 PREAMBLE

## 1.1 Name, legal status and seat

The INTERNATIONAL FEDERATION OF TEQBALL (Hungarian name: NEMZETKÖZI TEQBALL SZÖVETSÉG, French name: FÉDÉRATION INTERNATIONALE DE TEQBALL) (“FITEQ”) is the sole and exclusive world governing body for Teqball and para Teqball and its virtual sport versions. FITEQ is an international public benefit (non-profit) sports association.

The official seat of FITEQ is in Budapest, Hungary in accordance with Act CLXXXI of 2011. The registered seat of FITEQ is located at H-1101 Budapest, Expo tér 5-7.

## 1.2. Official languages

The official languages of FITEQ are English, French. In case of discrepancies, English shall prevail.

## 1.3. Applicable law

FITEQ shall be governed by the laws of Hungary. Any matters not regulated by the Statutes shall be governed by Act V of 2013 on the Civil Code, Act I of 2004 on Sports and Act CLXXV of 2011 on the Freedom of Association, Non-profit Status and the Operation and Support of Civil Organizations.

## 1.4. Objectives

FITEQ is established to:

- (a) promote the sport of Teqball and para Teqball (hereinafter “Teqball”) in all its variants, including virtual sport variants, serve as the worldwide governing body thereof, and codify its rules;
- (b) promote the following values:
  - (i) integrity, passion, inclusion, and ambition;
  - (ii) health and sports education;
  - (iii) sportsmanship and fair play;
  - (iv) support of anti-doping measures including via compliance with the WADA Code;
  - (v) support of best practice, integrity and sport development;
  - (vi) equality, irrespective of race, color, gender, sexual orientation, ethnicity, language, religion, politics, family situation, ability or disability;
  - (vii) good governance, transparency and democracy;
  - (viii) the ideals of the Olympic movement;
  - (ix) social, economic, and personal development through sport;
  - (x) peace through common sports interests, activities and cooperation;
- (c) carry out the functions set forth in the Sports Act as follows:
  - (i) be responsible for international relations, including with the IOC and the Global Association of International Sports Federations (GAISF),

- (ii) support the participation of athletes at international sporting events, provide services to their members and athletes, including dispute resolution and education,
- (iii) own the rights to the competitions that they organize, in particular the rights to announce, organise and arrange international sports competitions, to broadcast, record and commercially exploit them via television, radio or any other electronic-digital technology, and to commercially exploit advertising and marketing rights to such competitions.

## 2 MEMBERSHIP, AFFILIATED PERSONS AND ENTITIES

FITEQ's Members are National Federations. Only Members (National Federations) shall have voting rights and membership right as set forth in these Statutes.

Individuals may be affiliated to FITEQ and enjoy certain limited rights, as set forth herein (Athletes, Coaches, Para Classifiers, Commission members, Technical Officials, Managers, and Supporters hereinafter jointly: Affiliated Persons). Save for the election of the Athletes' representative at the Executive Board, Affiliated Persons shall not have voting rights and shall not be entitled to rights that are reserved for Members.

Affiliated entities are confederations or other entities with whom FITEQ concluded an affiliation agreement.

### 2.1 National Federations

National Federations (hereinafter "Member") are the single national sports associations recognised by FITEQ as (i) the sole and exclusive domestic governing body of Teqball and para Teqball in a country and as (ii) the official representative in that country of Teqball and para Teqball, and its own affiliates.

#### 2.1.1 Eligibility

Only one sports association per country, as determined by the applicable rules of the United Nations and/or the International Olympic Committee, is eligible to become a member of FITEQ, if it fulfils the following criteria:

- (a) acceptance of National Federation's Statutes complying with the FITEQ Statutes, the National Federation's domestic laws and the regulations of the National Olympic Committee, and;
- (b) status of duly registered legal entity, and its acceptance by relevant National Governmental body in accordance with the domestic laws, and;
- (c) recognition by National Governmental body and/or the National Olympic Committee in accordance with the domestic laws and the regulations of the National Olympic Committee, or evidence of efforts (if accepted by FITEQ) to realistically achieve such recognition within due time.

### 2.1.2 Membership Application

A national sports association eligible to become a Member must submit a Membership Application signed by its legal representative(s) to FITEQ. The national sports association must also submit the following documents in its application:

- (a) A copy of its Statutes reflecting the objective and values of FITEQ, including at least the: (i) acknowledgement of FITEQ as the only recognized world governing body of Teqball and para Teqball;
  - (ii) adherence to the FITEQ Statutes, regulations and Bylaws (hereinafter “FITEQ Rules”);
  - (iii) acceptance of the jurisdiction and decisions of the Court of Arbitration for Sport (CAS).
- (b) The list of members of its executive board or senior executives;
- (c) Evidence of the eligibility criteria set out in Article 2.1.1.
- (d) Proof of payment of the Membership Fee.

If the documents are in order and eligibility criteria are fulfilled, the Executive Board shall decide to confer the status of Member.

### 2.1.3 Membership Maintenance Procedure

Once granted, the Membership status is maintained by continued execution of all relevant obligations defined in these Statutes.

### 2.1.4 Exit Procedure

- (a) FITEQ membership ends:
  - (i) If the Member no longer exists (termination / cessation without a legal successor);
  - (ii) If the Member withdraws its membership; or
  - (iii) if the Member is expelled by the Executive Board as per this Article.

The Member or its (previous) representative shall duly inform the Executive Board both of the threatened cessation / termination and the fact of the cessation.

Any Member who wants to withdraw its membership shall give written notice thereof to the Executive Board. The termination of membership shall be effective from 60 days after the written notice. No refund of fees will be made.

In case the membership ends, assets of the Member received from FITEQ for sport development purposes shall be either returned to FITEQ or used for Teqball sport related purposes as instructed by FITEQ.

- (b) If any Member, by reason of conduct or omission, (i) no longer fulfils the Membership criteria, and/or (ii) is in breach of the FITEQ Rules, and/or (iii) brings the sport of Teqball and/or para Teqball or its variants into disrepute, and/or (iv) suffers any other serious organizational, operational

shortcomings or deficiencies that prevents or hinders the operation of the Member the Executive Board may commission an investigation.

The Executive Board, in its discretion, may take such action as it deems fit to protect the reputation, the integrity of the sport and the due operation of FITEQ and the Members. Without limiting the discretion of the Executive Board to take such action, the Executive Board may:

- (i) Suspend all or some of the officials of that Member from participating in any FITEQ activities for a period of up to two (2) years;
- (ii) Remove the officials of the Member from office and appoint a normalization committee to restore the lawful and compliant operation of the Member;
- (iii) Suspend the Member for a period of up to two (2) years, with the scope and the contents of the suspension to be specified by the Executive Board case by case; or
- (iv) Expulse the Member in accordance with Article 2.1.4 (c) with or without previous suspension (depending on the severity of the underlying breach).

(c) If, based on the finding of the investigations initiated by the Executive Board, it has been established that the Member has breached the domestic laws and/ or National Olympic Committee's rules and regulations and/or FITEQ Rules, and such breach was considered to be serious and not remediable by Article 2.1.4 (b), the Executive Board is entitled to decide on the expulsion of such Member. Such decision shall also be final and there shall be no appeal within FITEQ.

(d) The detailed procedural rules of the mechanism set out in Article 2.1.4 (b) shall be laid down in a Bylaw.

## 2.2 Member Rights and Obligations

### 2.2.1 Rights

All Members are entitled:

- (a) to use the services of FITEQ;
- (b) to take part in FITEQ competitions when they are eligible in accordance with the applicable Rules;
- (c) to be recognised as the only Teqball governing body of its country by everybody, including its National Government Authority, National Sport Authority, and National Olympic Committee.
- (d) to take part in the FITEQ General Assembly as set out in these Statutes;
- (e) to exercise all rights of Members set forth herein and to receive the benefits of membership as set out in the FITEQ Rules;
- (f) to make proposals to change FITEQ Rules and to make nominations for the Executive Board and Commissions.
- (g) to be informed of FITEQ's activities as communicated by FITEQ.

### 2.2.2 Obligations

All Members are obliged:

- (a) to support FITEQ in its efforts to achieve its objectives;
- (b) to comply with the FITEQ Rules and other regulations at all times;

- (c) to ensure that their own statutes and rules comply at all times with FITEQ Rules, and to amend them as may be necessary for this purpose and to submit to the Executive Board a copy of their statutes whenever their statutes are amended or replaced;
- (d) to insert in their statutes a provision to the effect that in case of inconsistency between the Member's statutes and/or rules and FITEQ Rules, the latter shall prevail;
- (e) to comply with and implement decisions and directives of FITEQ, notably of the General Assembly, the Executive Board, Directors, Commissions and CAS decisions at all times;
- (f) to ensure that their own members and officials comply with and implement the FITEQ Rules, as well as directives and decisions of FITEQ and CAS;
- (g) to include within its statutes a provision, which allows in and out-of-competition doping control by FITEQ or a FITEQ delegated third party;
- (h) to hold a general assembly once per year and elections at least every four (4) years. Members are obliged to send a summary report of the outcome of the general assembly and elections to FITEQ;
- (i) to manage its affairs independently;
- (j) to participate in the FITEQ calendar events with athletes;
- (k) to pay the annual membership fee;
- (l) develop Teqball and para Teqball in their country. Host a national championships annually and participate in the national event series;
- (m) send an Annual Activity Report;
- (n) remain in good standing;
- (o) respond to any FITEQ requests, including circulars and questionnaires within the deadline set therein;
- (p) to abstain from any conduct which is, or may reasonably be deemed to be, detrimental to FITEQ or the interests of FITEQ.

## 2.3 Affiliates

### Individual Affiliates

- (a) Natural persons may be affiliated to FITEQ as Individual Affiliates if they meet the eligibility criteria as described in Articles 2.3.1 and 2.3.2. Rules on Commission members are described in Article 4.
- (b) Eligible Individual Affiliates shall always adhere to the FITEQ Rules and shall be subject to the jurisdiction of FITEQ as described hereinafter.

#### 2.3.1 Athletes

Individuals wishing to participate in FITEQ competitions shall fulfil the following criteria;

- (a) Meet the requirements as described in the FITEQ Policy for Age Categories and Minimum Age Requirements;
- (b) Are not under any sanctions relating to Teqball and/or the WADA Code;

- (c) Have not been prosecuted by any governmental authority for infractions relating to sports, including violations of integrity and anti-doping;
- (d) Submit copy of the personal data page of an official form of photo identification in the country of their nationality;
- (e) Proof of payment of the affiliation fee;
- (f) Registration on the FITEQ platform;
- (g) Be sufficiently fit to participate in the competitions.

Athletes shall be liable under the FITEQ Rules subject to the relevant rules but at least for one (1) year after the payment of their last competition fee.

Further rules regarding eligibility may be specified in a separate Bylaw.

### 2.3.2 Coaches, Para Classifiers, Technical Officials, Managers, and Supporters

- (a) Are not under any sanctions relating to Teqball and/or the WADA Code;
- (b) Have not been prosecuted by any governmental authority for infractions relating to sports, including violations of integrity and anti-doping;
- (c) Submit copy of the personal data page of an official form of photo identification in the country of their nationality;
- (d) Proof of payment of any relevant fees;
- (e) Registration on the FITEQ platform.

Coaches, Technical Officials, Managers, and Supporters shall be liable under the FITEQ Rules subject to the relevant rules.

## Affiliated entities

### 2.3.3 Establishment of confederations

National Federations that belong to the same continent may establish confederations. Confederations meeting the affiliation criteria set forth in the Statutes and in the relevant Bylaws of the Executive Board may become affiliated entities with FITEQ once they are recognized and accepted as one by the Executive Board. In case Executive Board deems appropriate it can forward such question to the General Assembly.

Bylaw:

National Federations that belong to the same continent may establish confederations. Confederations whose membership includes at least 75% of the National Federations of the relevant continent at the time of applying for recognition by FITEQ may be affiliated therewith. Further, confederations meeting the affiliation criteria set forth in the Statutes and in the relevant Bylaws of the Executive Board may become affiliated entities with FITEQ once they are recognized and accepted as one by the Executive Board. In case Executive Board deems appropriate it can forward such question to the General Assembly.

FITEQ provides two-step affiliation to a continental confederation.

The preliminary affiliation is granted to a continental confederation provided:

- The continental confederation fulfils the criterium of the minimum number of member national federations states in By-law
- The continental confederation has received the approval from FITEQ for its Statutes.
- The continental confederation has held its first electoral general assembly where the relevant continental confederation leadership has been elected by the member National Federations and the Minutes of such general assembly has been sent to FITEQ.
- The continental confederation has received the approval for their name and logo.

The full affiliation is granted to a continental confederation provided:

- FITEQ has acknowledged the proper and legally sound operations and governance of the confederation in the initial up to 12 months in line with the Statutes of the continental confederation and the Statutes of FITEQ.

#### 2.3.4 Rights and obligations of confederations

(a) Each confederation shall have the following rights:

- (i) exercise any other rights conferred by FITEQ (including but not limited to organizing international competitions) in accordance with separate partnership agreements concluded with FITEQ;
- (ii) to participate in any confederation-development program or similar initiative to provide support or funding by FITEQ, as determined by the Executive Board from time to time;
- (iii) to develop the sport through its initiatives in its region;
- (iv) to make nominations for the Commissions;
- (v) to participate, through one representative, as observer in the General Assembly;
- (vi) to have the right to be informed of relevant FITEQ's activities as communicated by FITEQ;

Each confederation shall have the following obligations:

- (vii) to comply and duly enforce compliance with the Statutes, Rules and decisions of FITEQ and its bodies;
- (viii) to work closely with FITEQ in every domain so as to achieve the objectives stipulated in the Preamble in its own region;
- (ix) to actively and constructively maintain relations and cooperation with FITEQ for the development of the sport and the local sport community and to work towards participation in the local Olympic games;
- (x) to set up or appoint one or more internal bodies that work closely together with the corresponding bodies at FITEQ;
- (xi) to ensure that the representatives appointed or elected to the FITEQ bodies carry out their activities in these bodies with mutual respect, solidarity, recognition and fair play, and in accordance with these Statutes and any related FITEQ Rules;
- (xii) arrange local development programs, courses, conferences, etc.;
- (xiii) to procure the funds and sponsors necessary to fulfil its duties;
- (xiv) to create and submit to FITEQ their statutes and regulations, as revised from time to time, in line with FITEQ Statutes and FITEQ Rules;
- (xv) to pay annual affiliation fee as determined by the Executive Board.

(b) The Executive Board may delegate other duties or powers to one or more (or all) confederations by agreement with such confederation(s).

(c) The presidents of confederations shall automatically become members of the Sport Development Commission.

2.3.5 Regarding the exit process of confederations, Article 2.1.4. shall duly apply.

## 2.4 Fees

### 2.4.1 Payment of Fees

Members and Individual Affiliates are liable for the payment of fees directly to FITEQ. The amount of the fees shall be determined by the Executive Board.

### 2.4.2 Non-payment and debts

Default in payment of the membership fees or other amounts which may be due by Members to FITEQ, later than the 31st of January of the following calendar year, may lead to sanctions, including suspension or, ultimately expulsion of membership as follows. If the respective Member is in delay with any payment obligation, the Executive Board may i) suspend the Member or ii) initiate the termination of the membership of the Member by the General Assembly if the Member fails to pay the respective amount within 30 days from the Executive Board's decision on suspension.

# 3 GOVERNANCE

FITEQ's supreme body is the General Assembly. FITEQ is governed by the Executive Board, in accordance with the FITEQ Rules.

## 3.1 The General Assembly

### 3.1.1 Powers

The General Assembly as the supreme body of FITEQ shall have the power to decide on the matters specifically delegated to it by these Statutes and on all items submitted to its vote.

The General Assembly shall have the power to:

- (a) ratify policies of FITEQ as laid down in Article 3.3.;
- (b) approve the Minutes of the preceding General Assembly;
- (c) approve the reports of the President / General Secretary which shall be valid as the Executive Board Report;
- (d) approve the Annual Report;



- (e) approve the independently audited accounts of the previous accounting period;
- (f) elect the Executive Board Members, except i) Founders who shall be appointed for indefinite period, and the ii) General Secretary who shall be appointed by the Executive Board for indefinite period;
- (g) terminate the position of an Additional Executive Board Member suspended by the Executive Board;
- (h) decide upon the expulsion of an Additional Executive Board Member by a motion of censure adopted by at least two-thirds of all Members in attendance at the General Assembly;
- (i) decide on the approval and/or amendment of the FITEQ Statutes;
- (j) by accepting the Annual Report and the Executive Board Report, discharge the Executive Board from their financial obligations;
- (k) establish awards, confer titles and award honorary positions in FITEQ's bodies with consultative rights;
- (l) elect and remove from office FITEQ's financial auditor;
- (m) decide on FITEQ's accession to international organizations;
- (n) decide on the dissolution of FITEQ.

### 3.1.2 Meetings

The General Assembly shall take place at least once per year (Ordinary General Assembly). The Ordinary General Assembly and the Extraordinary General Assembly may be convened as set forth in Article 3.1.2.1 hereunder.

#### 3.1.2.1 Convening the General Assembly

The General Assembly shall be convened ninety (90) calendar days before a given date by either

- (a) the President and/or General Secretary at their own initiative; or
- (b) the General Secretary in case of a written request of 70% or more of Members submitted to the General Secretary.

The notice shall contain at least the date (including the alternative date if the General Assembly has no quorum) of the General Assembly. The venue (including an alternative venue if deemed necessary by the Executive Board) of the General Assembly shall be announced at latest forty five (45) days before the General Assembly.

#### 3.1.2.2 Agenda

- (a) At least eighty (80) calendar days prior to the date of the General Assembly, the General Secretary shall invite the Members to suggest matters for inclusion in the agenda. Only proposals received from Members within 60 (sixty) calendar days before the date of the General Assembly will be considered.
- (b) The Agenda of the General Assembly shall consist of items that are submitted by the Executive Board and compiled by the General Secretary.
- (c) The following items must be on the agenda of an ordinary General Assembly:

- (i) Approval of the annual reports (including the decisions of the Executive Board) on the activities of the:
    - (1) President/General Secretary
    - (2) Commissions
  - (ii) Approval of the Audited Annual Financial Report
- I (d) The following items may be on the agenda:
- (i) Awards, honours and distinctions
  - (ii) Presentations by sponsors and appointed individuals
  - (iii) Modification of the Statutes
  - (iv) Other questions of importance concerning the sport of Teqball and para Teqball.

### 3.1.2.3 Invitations to Attend

At least 30 (thirty) calendar days before the date of the General Assembly, the General Secretary will invite each Member and each member of the Executive Board, to attend. The invitation shall include the Agenda defined in the previous clause.

### 3.1.2.4 Attendees

(a) Each Member may be represented at the General Assembly by a maximum of 3 (three) delegates who shall be chosen amongst the Member's officials notified to FITEQ in writing by its president or general secretary. Each delegate must present a proof of appointment by the respective Member. The Member shall appoint one (1) delegate that is entitled to exercise its voting rights. One person may not act as an official on behalf of two separate Members. As such, delegates may only represent the Member that appointed them.

(b) Only Members that have paid the Membership Fees for the current year and have no arrears may participate and vote at the General Assembly. Subject to the payment of Fees, suspended Members may participate at the General Assembly but shall have no voting rights.

### 3.1.2.5 Session

The General Assembly shall be chaired by the President or, these duties are taken over by another member of the Executive Board.

### 3.1.2.6 Venue

The General Assembly shall be conducted either in person and/or by electronic means.

In case of General Assembly held by electronic means of communication, the Members and other attendees are not required to attend the General Assembly in person directly, they may exercise their members' rights by using electronic means of telecommunication as well. In this case, the General Secretary or the person convening the meeting shall establish secure telephone or internet connection with the Members and other attendees absent, and the Members may initiate proposals, make

comments and cast their votes concerning the given agenda item via the electronic means of communication. Only such telecommunication devices (electronic means of communication) shall be used which is able to provide unrestricted and uninterrupted communication and debate between the Members (e.g. telephone or video conference call). No devices unsuitable for the identification of the persons participating at the General Assembly may be applied. Minutes shall be taken of the recording, which shall be authenticated by the President and the General Secretary.

#### 3.1.2.7 Quorum

The General Assembly may only convene and vote if:

1. more than 50% of the Members are represented;
2. more than 50% of the members of the Executive Board are present.

In the event that the 50% threshold is not met, the General Secretary shall set an alternative date for the General Assembly. The General Assembly shall be held on the alternative date as disclosed to the Members under this Statutes, in case of which with the participants present even if the threshold is not met.

#### 3.1.2.8 Votes

- (a) The General Assembly may only vote on those items listed in the Agenda. Each Members has one vote.
- (b) The Executive Board has no voting rights.
- (c) Voting by proxy is not allowed.
- (d) Voting by electronic means is allowed.

#### 3.1.2.9 Majority

- (a) The General Assembly shall decide by simple majority of the votes cast, except on the following points, that shall require two-thirds majority:
  - (i) approval of modifications to this Statutes;
  - (ii) expulsion of Members and/or member of the Executive Board;
  - (iii) approval of the independently audited financial report;
  - (iv) dissolution of FITEQ.
- (b) The election of the Additional Executive Board Members shall occur in accordance with the rules set forth herein and in separate bylaws;
- (c) In case of an even number of votes, another round of voting shall be initiated. If the repeated voting results in even number of votes, the decision shall not be considered adopted.

## 3.2 Executive Board

### 3.2.1 Composition

- (a) The Executive Board shall be composed of the following individuals:

- (i) Commissioners:
  - President;
  - Chair;
  - Vice President;
  - General Secretary;
- (ii) Additional Executive Board Members
  - one (1) representatives nominated by National Federations;
  - one (1) representative nominated by Athletes;
  - two (2) representatives as nominated by the sitting Executive Board of which at least one (1) is female;
- (b) The Executive Board shall have a maximum of 8 members.
- (c) Additional Executive Board Members will be selected from different internal or external stakeholders, including National Federations and Athletes.
- (d) Additional Executive Board Members shall be from different countries and both genders shall be represented. No member of the Executive Board may hold more than one position thereon.
- (e) Members of Executive Board shall act independently and avoid all conflicts of interests.
- (f) The General Secretary shall be appointed and dismissed by the Executive Board. General Secretary may withdraw from its position in a written notice addressed to the Executive Board. Such withdrawal shall take effect with a minimum of Thirty-day notice period.

### 3.2.2 Founders of Teqball

- (a) The Founders of Teqball (hereinafter “The Founders”) and the founding members of the Executive Board of FITEQ are the following:
  - (i) Founder1: Gábor Borsányi
  - (ii) Founder2: Viktor Huszár
  - (iii) Founder3: György Gattyán
- (b) The Founders shall be the Commissioners of FITEQ for indefinite period as follows: i) Founder1 shall be the President; ii) Founder2 shall be the Chair; and iii) Founder3 shall be the Vice-President. The Founding Members shall have the right to co-opt Executive Board Members as per the Statutes.
- (c) A Founder may decide that they no longer wish to be a member of the Executive Board. Unanimous decision of the Members is required for the removal of a Founder from the Executive Board as Commissioners.

### 3.2.3 Transition Clause: Existing Executive Board – INTENTIONALLY DELETED

### 3.2.4 Powers of the Executive Board

The Executive Board shall have the power to decide on any matters not specifically delegated to the General Assembly by these Statutes and exercises all powers not reserved by the Statutes.

The Executive Board shall have the following powers, in particular:

- (a) Define, determine, orient, implement and monitor the general policies, objectives, business plan, and activities of FITEQ (hereinafter “FITEQ Strategy”);
- (b) Ensure the compliance of its Members with FITEQ values, policies, objectives, and Rules;
- (c) Handle all issues related to the proper operation of FITEQ including partnerships, sponsorships, commercial agreements, license agreements, and shall settle business it is involved in by way of decisions;
- (d) Carry out all audits and verifications, investigations it deems necessary;
- (e) Decide on the admission, suspension and expulsion of Members;
- (f) Decide on the suspension of the National Federation and Athlete Representative Executive Board Member until the next General Assembly if the conduct of the member gravely or recurrently infringes the law of FITEQ Rules; and/or decide on the initiation of an Ethical and Disciplinary Commission procedure which may decide on the expulsion of the relevant Additional Executive Board Member;
- (g) Appoint Commission members and decide on the suspension or expulsion of a Commission member and approve Commission’s self-regulatory rules;
- (h) Allocate the host of the World Championships and other major events;
- (i) Manage urgent issues as required;
- (j) Manage, modify and adopt Bylaws;
- (k) Appoint and remove the General Secretary;
- (l) Exploit any rights owned by FITEQ and license these rights;
- (m) Set up ad hoc Commissions, if necessary

### 3.2.5 Individual powers of the Executive Board

(a) In addition to the below, members of the Executive Board have the power to decide the matters delegated to it, including those defined in the Powers of the Executive Board in Article 3.2.4. All members of the Executive Board have a responsibility to adhere to the FITEQ Rules.

(b) Commissioners of the Executive Board as per Article 3.2.1 (a) shall have executive powers to make day to day decisions, thereby ensuring continuity, effectiveness, and efficiency. The Commissioners shall be the legal representatives of FITEQ. The scope of right of representation shall be general. The Commissioners shall be entitled to individually represent FITEQ.

(c) The Executive Board may delegate certain tasks to one or more of the Additional Executive Board Members. Unless otherwise provided for, the Additional Executive Board Members, when carrying out these tasks, have the right to represent FITEQ at events and towards third parties in line with FITEQ regulations and Bylaws. Their right of representation in writing may be exercised jointly with one of the Commissioners.

#### 3.2.5.1 President

The President shall:

- (a) Direct FITEQ
- (b) Represent FITEQ at events and towards third parties
- (c) Be available to chair the General Assembly

- (d) Negotiate and execute all contracts between FITEQ and third parties
- (e) Together with the Chair and General Secretary, represent FITEQ at international sport stakeholder meetings
- (f) Maintain and develop good relations between FITEQ Members and stakeholders, as well as relevant partner organisations, institutions, and associations
- (g) Execute tasks entrusted by the Executive Board.

#### 3.2.5.2 Chair

The Chair shall:

- (a) Negotiate and execute all contracts between FITEQ and third parties
- (b) Be available to chair the General Assembly
- (c) Chair the Executive Board
- (d) Together with the President and General Secretary, represent FITEQ at international sport stakeholder meetings
- (e) Execute tasks entrusted by the Executive Board

#### 3.2.5.3 General Secretary

The General Secretary shall:

- (a) Lead and manage FITEQ administration, operations and activities
- (b) Build, develop, and maintain FITEQ relations
- (c) Submit an annual activity report to the Executive Board and General Assembly
- (d) Administer and supervise the day to day operational tasks of FITEQ
- (e) Oversee the development of Teqball worldwide
- (f) Together with the President and Chair, represent FITEQ at international sport stakeholder meetings

#### 3.2.5.4 Vice Presidents

The Vice President shall:

- (a) When the President is unable to attend to the duties listed under Article 3.2.3.1 the Vice President substitutes him/her.
- (b) In case the President's position becomes vacant for any reason for the remaining part of the term, the Vice President fulfils this function until the next General Assembly.

#### 3.2.5.5 Eligibility criteria of the Additional Executive Board Members

The members of the Additional Executive Board shall be natural persons with full legal capacity who:

- (a) are not under any sanctions relating to sport, and
- (b) have not been prosecuted by any governmental authority for infractions relating to sports, including violations of integrity and anti-doping, and
- (c) other than subsection a-b hereof, have not been sanctioned for the last 25 years and/ or are not subject of current or pending proceeding for breach of the FITEQ Rules.

Detailed rules regarding the election procedure shall be subject to a separate Bylaw.

With respect to National Federation nominees, only candidates who are officials or employees of their National Federation may be nominated to be Executive Board Member.

With respect to Athletes' nominees, the detailed rules regarding their eligibility shall be laid down in a separate Bylaw.

### 3.2.5.6 Elections

Executive Board Members are elected in accordance with the following procedure:

(a) The following positions are elected:

- (i) one (1) athlete representative elected in accordance with the Athlete Election Framework, and Eligibility Criteria;
- (ii) one (1) National Federation representative(s) nominated by a National Federation.
- (iii) two (2) representatives as nominated by the sitting Executive Board of which at least one (1) is female.

(b) These candidates must be submitted to the Ethics and Disciplinary Commission at least 60 days before the General Assembly.

National federations shall nominate candidates to the Additional Executive Board as set forth in Sub-clause a) ii) of Clause 3.2.1.

(c) The FITEQ Ethics and Disciplinary Commission shall review the eligibility of candidates no later than forty-five (45) days before the General Assembly.

(i) In case of concern, the Ethics and Disciplinary Commission shall inform the candidate and provide them with an opportunity to respond. A written response shall be returned to the Ethics and Disciplinary Commission no later than forty (40) days before the General Assembly.

(ii) After the response, the Ethics and Disciplinary Commission provides its decision on the candidates' eligibility.

(d) The Executive Board shall appoint an Independent Supervisor Chair and three (3) scrutineers to oversee the election procedure.

(e) The vote for the composition of the Executive Board shall occur during the General Assembly by way of secret ballot. The candidate with the simple majority of the votes cast (50%+1) shall be elected for that position. In case there is no simple majority for any candidates, the voting shall be repeated until a simple majority is granted to a candidate. In each round of voting, the candidate receiving the lowest number of votes shall be eliminated.

### 3.2.5.7 Term of Office

The Additional Executive Board Members are elected for a term of two (2) years and may be re-elected. Additional Executive Board Members elected by the Members and the Athletes may be re-elected for maximum three terms (whether consecutive or not). The procedure for re-election is established by the Executive Board.

### 3.2.5.8 Exit Procedure of Executive Board Members

(a) The FITEQ Ethics and Disciplinary may investigate the National Federation and the Athlete Representative Additional Executive Board Members for a breach of the FITEQ Rules. If the

investigation confirms that this is indeed the case, the Ethics and Disciplinary Commission shall decide on the removal of the Additional Executive Board Member in question. The decision of the Ethics and Disciplinary Commission is final and there shall be no appeal within FITEQ.

- (b) An individual may decide that they no longer wish to be a member of the Executive Board (including Additional Executive Board Members), in which case it shall inform the Executive Board and General Assembly thereof in writing.
- (c) The mandate of the Executive Board Member ceases upon the death of the said member.

### 3.2.6 Meetings

The Executive Board shall meet (live, online or in a hybrid manner) as required but at least once per year. Detailed procedural rules shall be laid down in a separate Bylaw.

#### 3.2.6.1 Convening the Executive Board

The Executive Board is convened by either

- (a) the President or General Secretary;
- (b) a written request of a majority of the members of the Executive Board.

#### 3.2.6.2 Agenda

- (a) The General Secretary shall invite its members to submit matters for inclusion in the agenda as per the terms of reference (TOR) adopted by the Executive Board.
- (b) The Agenda of the Executive Board shall be compiled by the General Secretary and consist of all proposals received as above, including the venue for the meeting.

#### 3.2.6.3 Meeting

- (a) The Executive Board meeting shall be overseen by the Chair, or if this is not possible by another member of the Executive Board delegated by the Executive Board.
- (b) Attendance of the meeting is mandatory and shall be conducted either in person and/or by electronic means.

#### 3.2.6.4 Quorum

The Executive Board may only vote and convene if more than 50% of the other members of the Executive Board are present.

#### 3.2.6.5 Registry of Interests

- (a) The Executive Board shall declare all interests that could result in any actual or perceived conflicts between personal interests and those of the wider organisation and not take advantage of their position to seek personal advantage and comply with the conflict of interest provisions in the FITEQ Rules.



- (b) The list of declared interests shall be kept in the Register of Interests (hereinafter Register) and kept public.
- (c) The Executive Board must declare private interests at the commencement of each Executive Board Meeting.
- (d) If an actual or perceived conflict of interest arises at any given time that is not in the Register, members of the Executive Board must declare the conflict immediately.

#### 3.2.6.6 Voting

- (a) The Executive Board may only vote on those items included in the meeting's Agenda or on items proposed by a simple majority from the participating members of the Executive Board.
- (b) No member of the Executive Board may vote on an item concerning them or in which, they have a vested interest.
- (c) Before a vote is taken, members of the Executive Board shall excuse themselves from voting in the event of an actual or perceived conflict of interest. However, the Chair may refer to the Register to determine the extent of any interest a member of the Executive Board may have in the matter for which the vote is being taken.
  - (i) The Chair shall notify the respective member of any interest recorded in the Register and give an opportunity to state why s/he is able to vote or otherwise excuse themselves from voting.
  - (ii) If the Executive Board agrees that there will be no conflict of interest, the respective member will be entitled to vote.
- (d) Voting by proxy is not allowed.
- (e) Voting by electronic means is allowed.

#### 3.2.6.7 Majority

The Executive Board shall decide by a simple majority of the votes cast. In the event of a tie, the President shall initiate another round of voting. In the event of a second tie, any Founder shall have a casting vote.

#### 3.2.5.8 Honorary positions

The General Assembly may bestow the title of Honorary President or Honorary Member upon any former Member of the Executive Board for meritorious service to Teqball. The Executive Board shall propose these nominations.

The Honorary President or Honorary Member may advise the current Executive Board on its policies but may not take part in a vote.

## 3.3 Bylaws

3.3.1. The policy system of FITEQ comprises of these Statutes, the policies and regulations ratified by the General Assembly and the other regulations adopted by the Executive Board as per this Article (the latter category is referred to as "Bylaws").

3.3.2. Regulations and policies adopted by the General Assembly are as follows:

- (a) Statutes;
- (b) Anti-Doping Policy;
- (c) Code of Ethics;
- (d) Disciplinary Policy;
- (e) Finance Policy;
- (f) Anti-Corruption Policy;
- (g) Safeguarding and Welfare Policy;
- (h) Equality and Anti-Discrimination Policy.

3.3.3. Bylaws adopted by the Executive Board are as follows:

- (a) The Official Rules & Regulations of Teqball, including, but not limited to, all relevant rules such as for indoor, outdoor, and beach competitions.
- (b) implementation policies, regulations, guidelines.
- (c) any other bylaws.

## 4 COMMISSIONS

### 4.1 Commissions

Commissions are established by Executive Board. Unless the present Statutes require otherwise, the Commissions shall have a consultative role with the exception of the Judicial Commissions in Article 4.1.2.

#### 4.1.1 Powers

Each Commission has the power to recommend on the matters delegated to it by the Executive Board.

#### 4.1.2 Judicial Commissions

The following Commissions shall have judicial power:

- (a) the Ethics and Disciplinary Commission
- (b) the Medical and Anti-Doping Commission

#### 4.1.3 Commissions

(a) The Commissions shall consist of at least the following standing Commissions:

- (i) Athletes' Commission
- (ii) Legal Affairs Commission
- (iii) Finance Commission
- (iv) Sport Development Commission
- (v) Medical & Anti-Doping Commission
- (vi) Technical & Coaching Commission

- (vii) Scientific and Research Commission
- (viii) Women's Commission
- (ix) Para Sport Commission
- (x) Corporate Social Responsibility Commission
- (xi) Ethics and Disciplinary Commission
- (xii) Governance Commission
- (xiii) Athlete's Status and Transfer Commission
- (xiv) Athlete Entourage Commission
- (xv) Sustainability Commission

(b) The Executive Board shall appoint members of each Commission. The Chair is elected by the members of the relevant Commission. Including the Chair, each Commission shall consist of a minimum of three members.

(c) The Commissions will have a balance of male and female members and representation from different continents, where reasonably possible.

(d) The President, Chair, Vice-President, and General Secretary are ex-officio members of all non-judicial Commissions. As such, they have the right to attend the Commissions' meetings without voting rights.

(e) In accordance with Article 2.3.4 (c), the presidents of confederations shall be ex officio members of the Sport Development Commission.

(f) The tasks and duties of the Commissions shall be specified by the Executive Board.

#### 4.1.4 Composition

##### 4.1.4.1 Eligibility of the members of the Commissions

The members of FITEQ's Commissions Board shall be natural persons with full legal capacity who:

- (a) are not under any sanctions relating to sport, and
- (b) have not been prosecuted by any governmental authority for infractions relating to sports, including violations of integrity and anti-doping, and
- (c) other than subsection a-b hereof, have not been sanctioned for the last 25 years and/or are not subject of current or pending proceeding for breach of the FITEQ Rules. Detailed rules regarding the election procedure shall be subject to a separate Bylaw.

Additional eligibility requirements may be imposed by the Executive Board for the given position. Such requirements must be reasonable and shall not impose undue burdens that have a discriminatory effect.

#### 4.1.5 Terms of Tenure

Members of the Commissions shall have a tenure of two (2) years and may be re-elected for maximum three terms (whether consecutive or not) unless otherwise indicated by the Executive Board.

#### 4.1.6 Meetings

- (a) Each Commission shall meet (live, online or in a hybrid manner) as required but at least once a year.
- (b) The meetings of the Commissions are not open to the Public.
- (c) The meetings of the Commissions shall be conducted either in person and/or by electronic means. (d) The proceedings of the meetings of the Commissions are held in English.
- (e) Attendance at meetings is compulsory for the Commission Members. Members unable to attend the meeting must inform FITEQ prior to the meeting and give adequate and acceptable reasons for their absence.

#### 4.1.7 Votes

- (a) A Commission may vote on any matter within its scope, and only vote if more than 50% of its members are present.
- (b) Every member of a Commission has 1 vote.
- (c) Voting by proxy is not allowed.
- (d) In the event of a tie, the Chair shall initiate another round of voting.
- (e) Voting by electronic means is allowed.

#### 4.1.8 Majority

- (a) Each Commission shall decide by simple majority, except on the expulsion of one of its members, which shall require a two-third's majority.
- (b) In the event of a tie, the Chair shall initiate another round of voting.

#### 4.1.9 Miscellaneous

- (a) Commissions shall work as required by their assigned tasks; by form of meeting(s) in person and/or by electronic means at least once a year.
- (b) Commissions shall work on the basis of the decisions and guidelines of the Executive Board.
- (c) Commission Members shall undertake to avoid any conflict of interest during their activities.
- (d) The Commission Chair shall report on the activity and proceedings of their Commission to the FITEQ Executive Board and General Assembly when required.
- (e) Commissions shall develop their communication strategy to aid FITEQ towards effective communication with all international partners and stakeholders of the sport.
- (f) To each Commission, a coordinator(s) shall be assigned from FITEQ management.

## 5 FINANCE

### 5.1 Fees

The fees shall be set out and paid in accordance with Article 2.4.1.

## 5.2 Licensing

FITEQ may exploit any rights it owns and license these rights at the discretion of the Executive Board.

## 5.3 Resources

The resources of FITEQ shall come from the licensing of rights, royalties, fees paid by members and affiliates, broadcasting rights, marketing activities, merchandise, investments, donations, and other sources of sponsorship or partnership agreements entered into by FITEQ.

## 5.4 Grants, Honorarium, and Expenses

- (a) The Executive Board contribute their time to FITEQ on a voluntary basis without remuneration. The expenses incurred in the course of the accomplishment of their duties for FITEQ shall be reimbursed thereby in accordance with the relevant Bylaw.
- (b) The Executive Board may grant and allocate a portion of its budget to a Commission for the purpose of delivering its mandated functions.
- (c) Members of the Commissions serve as volunteers without remuneration. They may be reimbursed by FITEQ for all their travel, accommodation, and other justified expenses.
- (d) In order to enhance the development of Teqball, FITEQ may allocate part of its revenues to its Members by means of the FITEQ Development Program.

## 5.5 Accounting Period

FITEQ's accounting year shall start on January 1st and end on December 31st.

# 6 TRANSPARENCY & ACCOUNTABILITY

## 6.1 Reporting

- (a) The Executive Board shall prepare an annual report and submit it to the Ordinary General Secretary for inclusion in the next General Assembly. This annual report shall contain at least: (i) summary of the Executive Board's activities over the latest year; (ii) summary of each Commission's reports over the latest year.

- (b) The financial report shall be prepared on an annual basis and submitted to the next Ordinary General Assembly by the Executive Board through the General Secretary following the review by the Finance Commission. This annual report shall contain at least:
- (i) Financial statement for the latest year;
  - (i) Auditor's report thereon
- (c) Each Commission shall prepare a yearly report for the approval of the Executive Board. These reports shall contain at least the summary of the Commission's activity over the latest period.

## 6.2 Transparent Finances

The FITEQ in line with the applicable laws shall make available to the public the latest annual financial statements approved by the General Assembly and other mandatory documents, including summarised lists of all sources of income and all expenditures and operational and organizational structure.

## 6.3 Financial Auditing

- (a) The Auditor recommended by the Executive Board and approved by the General Assembly shall independently audit FITEQ's accounts and issue a yearly report thereon.

The Auditor shall also independently audit any internal recipients of FITEQ funds (including National Federation Members, Commissions, members of the Executive Board) and inform the Ethical and Disciplinary Commission in case of any breach of the Finance Policy.

# 7 DISPUTE RESOLUTION

## 7.1 Disputes

Disputes of Members or Affiliated Person or other person set forth in these Statutes arising out of or in relation to this Statutes or the operation of FITEQ shall be submitted to General Secretary office at its availability dedicated to receiving such claims. The matter then shall be forwarded at first instance to the relevant FITEQ bodies designated by the Executive Board in order to investigate. Thereafter, subject to the results of the investigation, the relevant FITEQ body may decide upon the case, or, at its discretion, report the case to the relevant judiciary Commission for decision. Should the relevant matter not fall within the jurisdiction of any judiciary Commission, the matter may be decided at first instance by the Executive Board. The judiciary Commissions and the Executive Board shall set a date to adjudicate on the matter within sixty (60) days and disclose its decision to the parties within an additional fifteen (15) days. Further procedural rules may be described in relevant FITEQ regulations and Bylaws.

## 7.2 Appeals

- (a) Appeals to a decision by the competent FITEQ bodies shall be submitted to the Ethics and Disciplinary Commission or the Medical and Anti-Doping Commission (whichever has jurisdiction) within thirty (30) days from the date of the relevant decision.

(b) Other than in disputes as per Article 7.1 or in case an appeal is excluded as per this Statutes, appeals to a decision by the Executive board shall be submitted to the Ethics and Disciplinary Commission) within thirty (30) days from the date of the relevant decision.

(c) The Ethics and Disciplinary Commission or the Medical and Anti-Doping Commission (whichever has jurisdiction) shall adjudicate on the matter within sixty (60) days and disclose its reasoned decision of the parties within an additional thirty (30) days.

### 7.3 Arbitration

(a) The Court of Arbitration for Sport (CAS) shall have exclusive jurisdiction over disputes that are not resolved by the internal dispute resolution mechanisms set out in Article 7.2 hereof.

(b) In case of an appeal to CAS, the relevant party shall request the grounds of the decision from the Ethics and Disciplinary Commission within fifteen (15) days otherwise forfeit the right and the dispute is deemed to be settled.

(c) The appealing party has twenty-one (21) days to file an appeal from the date of notice of the decision.

## 8 MISCELLANY

Dates specified in these Statutes that fall on weekends or on a national/public holiday in the place where a given meeting is to be held or document received, shall be automatically shifted to the next business day.

## 9 DISSOLUTION

In case of dissolution the provisions of the applicable laws shall be applied. To the extent possible the Executive Board shall, after fulfilling all debts and administrative duties, distribute any remaining assets to established charitable sports-related causes.

## 10 CLOSING PROVISIONS

12 December 2021

The present Statutes adopted by the General Assembly on December 12, 2021 shall enter into force on December 13, 2021 with the exception of Article 3.2.5.7 which shall, by way of derogation from Article 8, be applicable from December 12, 2021, upon their adoption by the General Assembly.

8 December 2022

The present Statutes adopted by the General Assembly on December 8, 2022 shall enter into force - in compliance with Article 8 - on December 9, 2022.

13 December 2023

The present Statutes adopted by the General Assembly on December 13, 2023 shall enter into force - in compliance with Article 2.3.3 - on December 14, 2023.

