

13 November 2022, Cape Town (RSA)

|                |                              |
|----------------|------------------------------|
| Committee name | <b>Nominations Committee</b> |
| Date           | 14 October 2022              |
| Chair          | Nayla STÖSSEL (SUI)          |

| <b>Committee Report</b>            |  |   |      |      |                          |   |   |                      |   |   |
|------------------------------------|--|---|------|------|--------------------------|---|---|----------------------|---|---|
| Pt.                                | Subject  |   |      |      |                          |   |   |                      |   |   |
| <b>1</b>                           | <b>INTRODUCTION</b>  |   |      |      |                          |   |   |                      |   |   |
|                                    | <p>After two years of virtual meetings due to the Covid pandemics, the Nominations Committee has held its meeting physically (with one member participating online) in May 2022 (on Wednesday 25<sup>th</sup>, the reserve day was not used).</p> <p>Due to health issues the regional representative from Group VI has stepped back from its position, its election for the term 2022-23 has been opened. Besides this, there were no changes in personnel within the Committee; thanks to the good level of familiarity amongst the committee members and the good preparation, the task of vetting candidacies and respective discussions have been executed and held very efficiently. There has been no undue challenge or difficulty. The Nominations Committee contributing to the overall governance structure of the FEI was pleased to see the FEI's Governance standards commended.</p>   |   |      |      |                          |   |   |                      |   |   |
| <b>2</b>                           | <b>COMPOSITION OF FEI COMMITTEES</b>   |   |      |      |                          |   |   |                      |   |   |
|                                    | <p>The following positions were opened in 2022 for the term 2022-2026:</p> <p><b>A. Positions to be elected by General Assembly:</b></p> <ul style="list-style-type: none"> <li>• FEI President, Board Member</li> <li>• EEF Group Chair, Board Member*</li> <li>• Chair Group VI, Board Member</li> <li>• Chair Veterinary, Board Member</li> <li>• Audit &amp; Compliance Member</li> <li>• FEI Tribunal Member (2 positions)</li> <li>• Nominations Member – Regional Representative Group VI (only for term 2022/23)</li> </ul> <p><b>N.B.:</b> out of eight vacant positions, only one was contested (but for four of the vacant positions applications deadlines had been extended). There was a total of 6 candidates. Worthy of mention is the position of the Chair Group VI with four candidates.</p> <p>*The EEF Group Chair, i.e. the EEF President is elected by the EEF General Assembly (September 12, 2022).</p> <table border="1" data-bbox="386 1706 1342 1908"> <thead> <tr> <th>Relation candidacies vs. positions</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Number of open positions</td> <td>7</td> <td>8 (three extended their application deadline)</td> </tr> <tr> <td>Number of candidates</td> <td>9</td> <td>6</td> </tr> </tbody> </table> | Relation candidacies vs. positions            | 2021 | 2022 | Number of open positions | 7 | 8 (three extended their application deadline) | Number of candidates | 9 | 6 |
| Relation candidacies vs. positions | 2021   | 2022  |      |      |                          |   |   |                      |   |   |
| Number of open positions           | 7  | 8 (three extended their application deadline) |      |      |                          |   |   |                      |   |   |
| Number of candidates               | 9  | 6   |      |      |                          |   |   |                      |   |   |

|                                    | <p><b>B. Positions to be appointed by the Board:</b></p> <ul style="list-style-type: none"> <li>• Veterinary Committee Member (2 positions)</li> <li>• Medical Committee Member</li> <li>• Jumping Committee Member</li> <li>• Dressage Committee Member</li> <li>• Eventing Committee Member</li> <li>• Driving Committee Member</li> <li>• Vaulting Committee Member (2 positions)</li> <li>• Para Equestrian Committee Member</li> </ul> <p><b>N.B:</b> all ten vacant positions were contested. There was a total of 38 candidates. Four out of eight committees provided specified information on their needs regarding candidates for the open position, which was considered very helpful by the Nominations Committee.</p> <table border="1" data-bbox="386 813 1342 916"> <thead> <tr> <th>Relation candidacies vs. positions</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Number of open positions</td> <td>8</td> <td>10</td> </tr> <tr> <td>Number of candidates</td> <td>24</td> <td>38</td> </tr> </tbody> </table> <p>The Nominations Committee, assisted by the FEI Directors, evaluated all candidacies received.</p> | Relation candidacies vs. positions | 2021 | 2022 | Number of open positions | 8 | 10 | Number of candidates | 24 | 38 |
|------------------------------------|--|------------------------------------|------|------|--------------------------|---|----|----------------------|----|----|
| Relation candidacies vs. positions | 2021   | 2022                               |      |      |                          |   |    |                      |    |    |
| Number of open positions           | 8  | 10                                 |      |      |                          |   |    |                      |    |    |
| Number of candidates               | 24   | 38                                 |      |      |                          |   |    |                      |    |    |
| 3                                  | <p><b>REVIEW OF CANDIDACIES</b></p>  |                                    |      |      |                          |   |    |                      |    |    |
|                                    | <p>All candidacies were judged formally valid and with profiles meeting the job descriptions. A recommendation requires unanimity within the Nominations Committee.</p> <p>Appropriate candidates are now presented to the General Assembly for election and to the board for appointment respectively.</p>  |                                    |      |      |                          |   |    |                      |    |    |
| 4                                  | <p><b>CLOSING REMARKS</b></p>  |                                    |      |      |                          |   |    |                      |    |    |
|                                    | <p>There had been good discussions and sound confrontations amongst the Nominations Committee Members. The Nominations Committee generally favoured expertise over gender/diversity, nationality diversity or newcomers. Whenever candidates demonstrated a similar expertise, preference was given to the candidate based on gender/diversity, geographical and newcomer's considerations. The Nominations Committee was very well assisted by the FEI staff.</p> <p>The promotion of good candidates by all National Federations remains the decisive factor of success for an able and strong overall FEI structure and governance.</p>   |                                    |      |      |                          |   |    |                      |    |    |