

FEI POLICY FIXED INDEMNITY

INTRODUCTION

This Policy applies to FEI Executive Board members, Board members, Standing Committee members (as per the FEI Statutes, Article 31) and FEI Tribunal members.

According to the FEI Statutes the membership of the Executive Board, Board, Standing Committees and FEI Tribunal is honorary and carries no remuneration. However, reasonable expenses incurred while fulfilling their respective functions is reimbursed by the FEI.

Notwithstanding the above, the FEI recognises that elected/appointed members of the FEI are nowadays very active, work extremely hard and dedicate a considerably amount of their time to perform their roles within the FEI, which sometimes is detrimental to their private businesses.

For this reason, the FEI Executive Board has approved the present Policy whereby a fixed indemnity will be paid to elected/appointed members of the Executive Board, the Board, the Standing Committees and the FEI Tribunal. This concept of fixed indemnity is a standard practice in the International Olympic Committee and in other International Federations.

Consequently, while the travel and accommodation will continue to be covered by the FEI, the fixed indemnity is considered to be an additional allowance.

POLICY CRITERIA

1. An annual net lump sum will be paid by the FEI as follows:
 - o Executive Board members: CHF 5'000.-
 - o Board members: CHF 3'000.-
 - o FEI Tribunal members: CHF 3'000.-
 - o Standing Committee: CHF 1'000.-
 - o Regional Group Deputy Chairs: CHF 1'000.-¹
 - o Standing Committees that meet only once per year (Nominations Committee and Solidarity Committee): CHF 500.-
2. The annual net lump sum covers participation in all official meetings (both in-person and teleconferences), FEI Events and also when representing the FEI on other tasks as requested.
3. The annual net lump sum is a yearly amount per calendar year starting January 1st following the election/appointment of the member. The present Policy will only come into effect as of 1st January 2019.
4. The annual net lump sum is payable at the end of the calendar year.

¹ Approved by the Executive Board at its Teleconference on 20 January 2020 and endorsed by the Board at its Teleconference on 21 January 2020.

5. The annual net lump sum is not cumulative. In case that a member holds several positions he/she will only receive the highest amount applicable to his/her role; e.g. a member being a Technical Committee Chair, Board member and Executive Board member at the same time will receive a total annual net amount of CHF 5'000.-
6. The annual net lump sum is taxed at source by Swiss fiscal authorities as income. Due to the varieties of countries involved, it is the individuals' responsibility to check whether these amounts are taxable in their country of residence and whether there is double income tax treaty with Switzerland to possibly avoid double taxation.
7. There will be a declaration from the FEI that these amounts were taxed in Switzerland but the FEI will not receive an official individual communication from the tax authorities.
8. Should a member decide for tax reasons or other reasons not to receive the fixed indemnity, he/she has the option to do it. The amount of the fixed indemnity will then be donated to FEI Solidarity. Should this be the case it will need to be confirmed using the Fixed Indemnity Template Form (enclosed at the end of this Policy as Appendix 1) and sending it by email to the FEI to the following email: fixedindemnity@fei.org
9. For the FEI to proceed with the payment, members are responsible to fill in and provide the FEI Headquarters with the Fixed Indemnity Template Form (enclosed at the end of this Policy as Appendix 1) to the following email address: fixedindemnity@fei.org

The present Policy was initially approved by the FEI Executive Board at its in-person meeting in Manama (BRN) on 16 November 2018 and subsequently at its in-person meeting in Cape Town (RSA) on 10 November 2022.

This Policy is published on the FEI Website. Future modifications/updates of this Policy will be duly published on the FEI Website.

APPENDIX 1

FIXED INDEMNITY TEMPLATE FORM

| FEI FIXED INDEMNITY TEMPLATE FORM | |
|-----------------------------------|--|
| Full Name | |
| Postal Address | |
| Telephone | |
| Email Address | |
| Country of Residence | |
| Amount of Indemnity (in CHF) | |
| BANK DETAILS | |
| IBAN | |
| SWIFT | |
| ACCOUNT NUMBER | |
| BANK NAME | |
| BANK ADDRESS | |

NOTES:

- If you do not wish to accept the indemnity (because of tax reasons or any other) please let the FEI know via sending an email to fixedindemnity@fei.org
- For the FEI to proceed with the payment, members are responsible to provide the FEI Headquarters with this template to the following email address: fixedindemnity@fei.org
- It is the responsibility of the recipient to make the necessary tax declaration, if applicable.

Date:

Signature: