

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

WAKO EUROPEAN KICKBOXING FEDERATION STATUTES

As amended on the December 20th, 2020

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

TABLE OF CONTENTS

CHAPTER I. GENERAL PROVISIONS	4
Article 1. Name, history, legal seat	4
Article 2. Objectives	4
Article 3. Non-discrimination - representation of women.....	5
Article 4. Anti-Doping.....	6
Article 5. Official Language	6
Chapter II. Membership.....	6
Article 6. Categories of Members.....	6
Article 7. Admission of Members	7
Article 8. Application Procedures	8
Article 9. Honorary Members.....	9
Article 10. WAKO EUROPE Individual Affiliates	10
Article 11. Members' Rights	10
Article 12. Members' Obligations	12
Article 13. Resignation.....	14
Article 14. Suspension.....	14
Article 15. Exclusion	15
CHAPTER III. ORGANISATION OF WAKO EUROPE	17
Article 16. Bodies	17
Article 17. Definition, Organization	17
Article 18. Powers of the General Assembly	18
Article 19. Delegates	18
Article 20. Quorum - Decisions – Methods of vote – Effect of the decisions.....	19
Article 21. Voting rights	20
Article 22. Elections	20
Article 23. Ordinary General Assembly	21
Article 24. Agenda for Ordinary General Assembly.....	21
Article 25. Extraordinary General Assembly	22
Article 26. Conduct of General Assembly	23
Article 27. Minutes of the General Assembly - Written Resolutions.....	24
Article 28. Decisions by circulation	24
Article 29. Function and composition.....	24
Article 30. Election of the President.....	25
Article 31. Provisions on the Board of Directors	25
Article 32. Eligible Candidates	27
Article 33. Terms of Office.....	28
Article 34. Meetings, Quorums, Written Resolutions.....	28
Article 35. Powers of the President.....	29
Article 36. Powers of the Board of Directors.....	29
Article 37. Legal Committee	30
Article 38. Disciplinary Committee.....	31
Article 39. Doping Hearing Panel	32
Article 40. Athletes' Committee.....	32
Article 41. Other Committees	33
Article 42. Arbitration Board.....	33
Article 43. Administrative Office	34

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

Article 44. General Secretary	34
CHAPTER IV. FINANCES	35
Article 45. Affiliation Fees	35
Article 46. Expenses	35
Article 47. Funding and Revenues	35
Article 48. Financial reporting	36
Article 49. Auditor	36
Article 50. Insurance – Liability	36
CHAPTER V. FINAL PROVISIONS	37
Article 51. Modification of the Statutes	37
Article 52. Dissolution	37
Article 53. Dispute resolution	37
Article 54. Entry in force	38

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

CHAPTER I. GENERAL PROVISIONS

Article 1. Name, history, legal seat

1. WAKO EUROPEAN KICKBOXING FEDERATION (in short "**WAKO EUROPE**") was constituted on December 1, 2013 during the foundation General Assembly's meeting of WAKO EUROPE.
2. WAKO EUROPE is an organization constituted according to art. 60 et seq. of the Swiss Civil Code. The duration of the WAKO EUROPE is for an unlimited period of time.
3. WAKO EUROPE is a non-profit, non-political association composed of autonomous and independent National Kickboxing Federations ("**NFs**" or "**Members**") and other national organizations contributing to the sport of Kickboxing and its various styles such as ring and tatami sports ("**Sport of Kickboxing**") in their respective countries in Europe. It is an official Continental Federation of the international association W.A.K.O. World Association of Kickboxing Organizations ("**WAKO**") and carries out its activities under the aegis of WAKO and in compliance with its rules, procedures and policies.
4. The legal seat of WAKO EUROPE is in Zug, Switzerland, and may only be transferred to another location following a resolution by the Board of Directors followed by the ratification of the General Assembly.
5. The administrative office of WAKO EUROPE can be transferred following a resolution by the Board of Directors upon proposal of the President.
6. WAKO EUROPE performs its activities on an amateur basis in compliance with the principles set forth by the Olympic Charter.

Article 2. Objectives

The objectives of WAKO EUROPE are the following:

1. to promote, organize, regulate and popularize the Sport of Kickboxing in Europe, protecting the physical and mental health of the athletes, and contributing to the development of friendly relationships among the NFs and defending the interests of the Sport of Kickboxing throughout Europe;

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

2. to assist its Members in strengthening their position as national leaders in the Sport of Kickboxing;
3. to develop specific services for its Members and provide them with assistance, training and support;
4. to increase the level of its recognition and its Members by the European Olympic Committee and the Olympic Movement stakeholders as well as by other entities involved in sport within Europe;
5. to approve, regulate and organize championships, tournaments, contests in Europe between countries and large sporting events (European championships, European cups, open international tournaments and other Europeans Kickboxing Championships events);
6. to provide administrative and other appropriate support to its Members;
7. to promote closer links among its Members in connection with the Sport of Kickboxing in Europe;
8. to promote youth development and education within its Members;
9. to coordinate and protect the common interest of its Members to collect, collate and circulate information to and among its Members regarding the Sport of Kickboxing;
10. to draw up regulations and provisions and ensure their adherence, application and enforcement among its Members;
11. to promote integrity, ethics and fair play and prevent all methods or practices which might jeopardize the integrity of the Sport of Kickboxing;
12. to make all possible efforts to get the Sport of Kickboxing accepted as a sport into the European Olympic Games, European University Games, and in all other Games of the Olympic circuit.

Article 3. Non-discrimination - representation of women

1. WAKO EUROPE and its Members reject all forms and means of discrimination against individuals, groups of people, organizations or countries of ethnic origin,

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

gender, sexual orientation, language, religion, politics or any other reason. Any such discrimination is prohibited and punishable by suspension or exclusion pursuant to Articles 14 and 15 of these Statutes.

2. WAKO EUROPE supports a fair representation of women in its activities and events related to the Sport of Kickboxing at all levels within the sport.

Article 4. Anti-Doping

1. WAKO EUROPE as a Continental Federation of WAKO which is a signatory of the WADA World Anti-Doping Code, shall implement testing, activities and education through anti-doping regulations and educational programs and procedures to ensure compliance within its national federations.
2. WAKO EUROPE's Members at their level shall implement active anti-doping procedures and policies compliant with the WADA World Anti-Doping Code.

Article 5. Official Language

1. The official language of the WAKO EUROPE is English.
2. The representatives of the NFs which are Members of WAKO EUROPE can use their own language during meetings, provided they have a qualified English interpreter.

Chapter II. Membership

Article 6. Categories of Members

1. Provisional Members and Full Members are considered as WAKO EUROPE's Members in the present Statutes.
2. Provisional Member: a NF shall be considered as "Provisional Member" when the relevant application for membership has been accepted by the Board of Directors according to Articles 7 and 8 of the Statutes. Provisional membership will automatically expire 2 (two) years after the Board of Directors has granted it. The Board of Directors is empowered to award any extension to any provisional membership which has so expired. The membership yearly fee for the Provisional Members is 50% less than Full Members membership fee as prescribed in these Statutes and determined by the Board of Directors.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

3. Full Member: a NF shall be considered as a "Full Member" 2 (two) years after the admission of the NF as a Provisional Member as per Articles 7 and 8 of these Statutes.

Notwithstanding the above, any NF which has reached the recognition by its National Olympic Committee or the country governmental sports authorities may immediately apply for Full Membership without having to be first accepted Provisional Member for a duration of 2 years, subject to the payment of the membership fees relating to such status, the submission of all related official documentation required by WAKO EUROPE and the ratification of its membership by the General Assembly.

Article 7. Admission of Members

1. The NF considered to be the national governing body of for all styles of the Sport of Kickboxing in a specific country in Europe and recognised by the National Olympic Committee concerned or the country governmental sports authorities may apply for admission as Full or Provisional Member by WAKO EUROPE. If the applicant NF has not reached recognition by the National Olympic Committee or the country governmental sports authorities yet, it can only apply for admission as Provisional Member. The admission of a NF by WAKO EUROPE– either as Provisional Member or Full Member – will be processed in accordance with the rules set forth in these Statutes. NFs have no entitlement to be admitted. No reasons need to be given when refusing an application.
2. Only 1 (one) NF per country may be admitted as WAKO EUROPE member. A country is defined as an independent State entity recognised by the International Sports Community and in particular by the IOC. The area of jurisdiction of the NF must coincide with the limits of the country which it represents. The name of the NF must reflect the traditional name of such country and shall be subject to the approval of the Board of Directors.
3. The NF Statutes and their rules and regulations must be and remain compliant with the rules and principles set forth in the WAKO EUROPE Statutes and WAKO EUROPE regulations as well as in WAKO statutes and regulations. The NF Statutes shall explicitly refer to their membership to WAKO EUROPE and include an acceptance and submission to WAKO EUROPE Statutes and WAKO EUROPE

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

regulations. NF Statutes shall be interpreted in a manner conform to the WAKO EUROPE Statutes. They shall provide that in case of contradiction between the NF Statutes and the WAKO EUROPE Statutes and WAKO EUROPE regulations, the latter shall prevail.

4. In accordance with the principles set forth in the Olympic Charter, WAKO EUROPE Members shall be and remain independent from political influence. The president and the other members of the board of directors of the Members must be democratically elected. The president must be a citizen of the concerned country. Governments or other public authorities shall not interfere in the elections. Representatives of such authorities may however be elected if such election is free. The Board of Directors may take any appropriate decisions for the protection of the independence of the Sport of Kickboxing in a country, including suspension or exclusion of the Member concerned, in case of governmental interference (through legislative measures or governmental act) putting the independence of the Member in question.
5. The admission of a NF as a Full Member is subject to ratification of the decision of the Board of Directors by the General Assembly.

Article 8. Application Procedures

1. NFs wishing to be admitted as Provisional Members or Full Members by WAKO EUROPE must pay the relevant application fee payment, which in the event of acceptance of the application will be applied as the first year's membership fee.
2. Membership must be firstly confirmed and approved by WAKO EUROPE. Membership is admissible for the NFs that are already recognized as WAKO's Members in the relevant Continent.
3. The application shall include the following mandatory information/documentation of the applicant (if not in English, to be provided with an English certified translation) to be provided to the Administrative Office:
 - a. a copy of the statutes, regulations and directives of the applicant;
 - b. a chart of the applicant's organizational structure (including staff), with detailed explanations regarding the composition of its governing bodies, and a list of all its members;

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

- c. information as to the recognition of the relevant applicant by the National Olympic Committee of the relevant country;
 - d. information about membership with WAKO;
 - e. information regarding the Sport of Kickboxing activities and relevant events organized by the applicant in the last two years;
 - f. a copy of the audited financial statements of the last two years;
 - g. declaration to accept, recognize and always comply with WAKO EUROPE Statutes and regulations as well as WAKO Statutes and regulations, as well as all directives and decisions, as adopted or resolved by the Board of directors;
 - h. declaration to accept that any disputes have to be exclusively solved in accordance with Article 53 of these Statutes;
 - i. any other document relevant in connection with the application and required by the Board of Directors.
4. The Board of Directors may issue from time to time other rules or guidelines in connection with the requirements for admission to (which, in any event, cannot derogate to the provisions of these Statutes), specifying the criteria for admission.
 5. The payment of the application fee shall be in the form of a bank check or bank transfer and of such amount as specified by WAKO EUROPE. This payment must be effectively received before the admission procedure proceeds.
 6. The decision of the Board of Directors regarding the admission shall be communicated in writing to the applicant by the President.
 7. The admission is subject to subsequent ratification by the General Assembly.
 8. The admission (ratified by the General Assembly) of a new Member shall be communicated to the Members and, for this purpose, notably published on the WAKO EUROPE website.

Article 9. Honorary Members

1. Upon proposal of the Board of Directors, the General Assembly may grant the title of “Honorary President” or “Honorary Member” respectively to (i) a retiring President or

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

(ii) a retiring Board of Directors member, for the outstanding services rendered to WAKO EUROPE.

Article 10. WAKO EUROPE Individual Affiliates

1. The physical persons entitled to be WAKO EUROPE Individual Affiliates through a Member are:
 - a. the Athletes;
 - b. the Coaches;
 - c. the Physicians;
 - d. the Referees;
 - e. the Officials.

Article 11. Members' Rights

1. Full Members have the right:
 - a. to receive the agenda of the General Assembly as provided in these Statutes;
 - b. to be called to attend the General Assembly;
 - c. to take part to the General Assembly and to exercise their right to vote (one vote per member);
 - d. to call for an Extraordinary General Assembly as per Article 25;
 - e. to propose items for consideration regarding the agenda of the General Assembly;
 - f. to nominate candidates for election of the WAKO EUROPE President, the Board of Directors or any other election for which Full Members can propose candidates;
 - g. to propose candidates amongst WAKO EUROPE Individual Affiliates under their respective jurisdiction for appointment to the Board of Directors or to other positions within WAKO EUROPE and WAKO EUROPE's Committees;

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

- h. to be informed of the activities and events of WAKO EUROPE;
- i. to exercise any right of WAKO EUROPE Members arising from these Statutes and/or regulations;
- j. to participate in any WAKO EUROPE event in accordance with the applicable specific Competition Rules;
- k. to enjoy any further advantages and benefits provided to WAKO EUROPE's Members.

2. Provisional Members have the right:

- a. to receive the agenda of the General Assembly as provided in these Statutes;
- b. to be called to attend the General Assembly;
- c. to attend the General Assembly with no right to vote, nor to propose items for consideration, nor to nominate candidates for elections;
- d. to exercise any other right of WAKO EUROPE Members arising from these Statutes and/or regulations (unless specifically reserved to Full Members);
- e. to participate in any WAKO EUROPE event in accordance with the applicable specific Competition Rules;
- f. to enjoy any further advantages and benefits provided to WAKO EUROPE's Members (unless specifically reserved to Full Members).

3. The Honorary Members may attend the General Assembly and may participate in the debates, but do not have any right to vote, nor any right of proposal for nomination.

4. The WAKO EUROPE Individual Affiliates are persons affiliated to WAKO EUROPE Members and as such:

- a. have the right to participate to WAKO EUROPE events through the respective Members;

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

- b. when they are affiliated to Full Members, have the right to be put forward for elective offices and appointments providing they possess the minimal requirements;
- c. have the right to be appointed as Delegates of a Full Member. The WAKO EUROPE Individual Affiliates have no individual right to attend the General Assembly.

Article 12. Members' Obligations

1. The Members of WAKO EUROPE shall have the following obligations:

- a. to comply with these Statutes as well as any and all regulations, directives and decisions enacted or issued by WAKO EUROPE and WAKO bodies at any time and to comply with the decisions of the Court of Arbitration for Sport (CAS);
- b. to comply with applicable laws, their own statutes and regulations, and generally accepted notions of good governance. For the avoidance of doubt, generally accepted notions of good governance include, inter alia, democratic elections and decision-making, separation of powers, the rule of law, transparency, and zero tolerance towards any form of discrimination, physical or mental abuse, abuse of powers, corruption or manipulation of sporting competitions;
- c. to pay each year the affiliation fees applicable in connection with their respective membership status due to WAKO EUROPE and WAKO. Such fee shall be determined by the Board of Directors. The applicable membership fee shall be paid and received on WAKO EUROPE bank account no later than March 31, of each year. If the membership fee is not paid by that date, a surcharge as set by the Board of Directors will be applicable. If the payment is not made until December 31, a further surcharge as set by the Board of Directors will be applicable;
- d. to have their executive bodies and disciplinary bodies democratically elected by their respective general assemblies;
- e. to organize competitions in the styles comprised in the Sport of Kickboxing;

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

- f. to actively participate in WAKO EUROPE's activities and championships;
- g. to conduct their activities and notably to organise competitions in conformity with the WAKO EUROPE Statutes and the WAKO EUROPE regulations. In particular, WAKOEUROPE Competition Rules shall be applied in their entirety at all official national and international competitions and the Members Statutes and regulations shall remain compliant with the rules and principles set forth in the WAKO EUROPE Statutes and WAKO EUROPE regulations;
- h. to respect the WAKO EUROPE's calendar and not to schedule international activities in conflict with events previously scheduled on the international WAKO EUROPE's/WAKO calendar;
- i. to remain independent from political interference in the conduct of their activities;
- j. to notify WAKO EUROPE, for approval by WAKO EUROPE Board of Directors, of any modification in their statutes, regulations and directives or of the inclusion of any new discipline to their national program.

2. Members shall not:

- a. be member of any other national or international kickboxing organization which include the Sport of Kickboxing as a discipline other than WAKO and WAKO EUROPE;
- b. have among its members persons who are part of other national or international Kickboxing organizations which include the Sport of Kickboxing as a discipline;
- c. permit or allow its affiliates to participate or officiate in any other national or international event(s) organized by kickboxing organizations which include the Sport of Kickboxing as a discipline.

3. Any Members in breach of the provisions of this Article 12 shall be subject to disciplinary actions as well as consequences and sanctions resulting therefrom, as provided by these Statutes and other WAKO EUROPE regulations.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

4. WAKO EUROPE Individual Affiliates, when participating to WAKO EUROPE activities and competitions shall be subject to the provisions of these Statutes and of other WAKO EUROPE regulations. In case of breach, they shall be subject to disciplinary actions as well as consequences and sanctions resulting therefrom, as provided by these Statutes and other WAKO EUROPE regulations.

Article 13. Resignation

1. Any WAKO EUROPE Member may resign at any time from WAKO EUROPE.
2. Such resignation shall take effect immediately upon receipt by WAKO EUROPE of a notice of resignation signed by the legal representative of the relevant Member.
3. The resignation does not affect the liabilities or debts of the WAKO EUROPE Members vis-à-vis WAKO EUROPE. Any fees already paid are not subject to refund.
4. Any Member intending to relinquish membership must send the notice of resignation to the Administrative Office of WAKO EUROPE.

Article 14. Suspension

1. The Board of Directors, through a decision adopted with the qualified majority provided under Article 34, paragraph 6, of these Statutes may suspend a WAKO EUROPE Member for:
 - a. failure by the relevant WAKO EUROPE Member to fulfill its financial obligations towards WAKO EUROPE;
 - b. serious violation of the Statutes, regulations or decisions of WAKO EUROPE/WAKO or its bodies;
 - c. systematic failure to participate actively to WAKO EUROPE activities, in particular but not limited to regular participation to the WAKO EUROPE Championships. This is without prejudice to the specific suspension of the right to vote as provided in these Statutes;
 - d. behavior detrimental or which can create a material prejudice to WAKO EUROPE and its Members;
 - e. suspension resolved by WAKO Board of Directors.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

2. Before deciding on a suspension under paragraph 1, the Board of Directors shall:
 - a. notify the WAKO EUROPE Member concerned of the potential ground(s) for suspension, and of the factual allegations (together with any evidence) underlying such ground(s);
 - b. grant the WAKO EUROPE Member concerned a time limit of no less than 14 (fourteen) days for it to file a written response to the allegations, together with any evidence the WAKO EUROPE Member seeks to rely on.
3. Subject to a different decision of the Board of Directors, the suspended WAKO EUROPE Member loses the benefit of all its membership rights. It remains subject to all Members' obligations. A reasonable deadline will be granted to the suspended Member to remedy to the reason of the suspension.
4. Subject to a different decision of the Board of Directors, other WAKO EUROPE Members may not entertain sporting contact with a suspended Member. The WAKO EUROPE Disciplinary Committee may impose further sanctions.
5. The suspension decision of the Board of Directors shall be communicated to the Members by the President or by another member of the Board of Directors designated by the President and to other interested third parties as appropriate to give effect to the decision. It shall be published on the website.
6. A WAKO EUROPE Member that has been suspended as per the above provisions may file an appeal against the decision of the Board of Directors to the WAKO EUROPE Arbitration Board.
7. A suspension decision can be revoked by the Board of Directors once and subject to the WAKO EUROPE Member having remedied the cause of suspension.
8. In case the WAKO EUROPE Member has been suspended as a member of WAKO, the WAKO EUROPE Board of Directors shall apply the provisions of this article also with respect to the position of the WAKO EUROPE Member towards WAKO EUROPE.

Article 15. Exclusion

1. A suspended WAKO EUROPE Member which fails to remedy the cause of the suspension within a reasonable deadline – as determined and communicated by the

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

Board of Directors - following due notice provided under Article 14, paragraph 5 of these Statutes, may be excluded as a member by a decision of the Board of Directors taken by means of a resolution adopted with the qualified majority provided under Article 34, paragraph 6, of these Statutes.

2. If a violation is severe enough to justify an exclusion and is not capable of remedy or the Member expressly refuses to remedy it, a Member may be excluded without previous suspension.
3. Before deciding on an exclusion under paragraphs 1 or 2, the Board of Directors shall
 - a. notify the WAKO EUROPE Member concerned of the potential ground(s) for exclusion, and of the factual allegations (together with any evidence) underlying such ground(s);
 - b. grant the WAKO EUROPE Member concerned a time limit of no less than 14 (fourteen) days for it to file a written response to the allegations, together with any evidence the WAKO Member seeks to rely on.
4. Any exclusion decision by the Board of Directors of WAKO EUROPE is subject to ratification by the next General Assembly. Until the General Assembly has decided, the WAKO EUROPE Member shall be provisionally (or remain, as applicable) suspended. The WAKO Member concerned shall be given a reasonable opportunity to present its arguments against an exclusion to the General Assembly.
5. The exclusion decision of the Board of Directors and, thereafter, its ratification shall be communicated to the Member concerned by the President. All WAKO EUROPE Members and other interested third parties as appropriate to give effect to the decision shall be properly informed on the exclusion of the relevant Member. The exclusion shall be published on the WAKO EUROPE website.
6. A WAKO EUROPE Member that has been excluded from WAKO EUROPE may appeal the exclusion to the WAKO EUROPE Arbitration Board following ratification by the General Assembly.
7. In case the WAKO EUROPE Member has been excluded as a member of WAKO, the WAKO EUROPE Board of Directors shall apply the provisions of this article also with respect to the position of the WAKO EUROPE Member towards WAKO EUROPE.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

CHAPTER III. ORGANISATION OF WAKO EUROPE

Article 16. Bodies

1. The organs of WAKO EUROPE are the following:
 - a. the General Assembly
 - b. the Board of Directors
 - c. the Auditor

2. The following entities/bodies are further established to administer and support WAKO EUROPE:
 - a. Committees:
 - i. the Legal Committee
 - ii. the WAKO Disciplinary Committee
 - iii. the Athletes' Committee
 - iv. Ad hoc Committees
 - b. the Doping Hearing Panel
 - c. the Arbitration Board

GENERAL ASSEMBLY

Article 17. Definition, Organization

1. The General Assembly is the supreme body of WAKO EUROPE and shall have the power to decide upon any matters arising in WAKO EUROPE, which are not delegated to another organ or body.
2. The General Assembly may be attended by the Provisional and Full Members (through their Delegates) and the Individual Honorary Members.
3. Only a General Assembly properly convened has the authority to exercise its powers.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

4. The General Assembly may be Ordinary or Extraordinary, as provided by these Statutes. The word “General Assembly” under these Statutes indicates both the Ordinary and Extraordinary Assemblies, depending on context.

Article 18. Powers of the General Assembly

1. The General Assembly has the power to:
 - a. adopt and/or amend these Statutes;
 - b. elect the President and the directors;
 - c. appoint the Auditor;
 - d. appoint the scrutineers;
 - e. ratify admission and/or exclusion of Members;
 - f. grant, on proposal by the Board of Directors, the title of Individual Honorary Member as per Article 9 of these Statutes;
 - g. approve the financial statements;
 - h. approve the budget;
 - i. approve the President’s activity report;
 - j. decide on proposals submitted by Members or by the Board of Directors in accordance with these Statutes;
 - k. dissolve WAKO EUROPE;
 - l. exercise any other competence not specifically attributed to another organ or body by these Statutes.

Article 19. Delegates

1. Each Provisional and Full Member is represented at the General Assembly by 1 (one) or 2 (two) Delegates. In case of 2 (two) Delegates, the relevant Full Member shall indicate, upon registration of its Delegates, which Delegate shall be authorized to vote on behalf of that Full Member (“**Main Delegate**”).
2. Delegates may be the NF President and/or other NF representative(s) being Affiliate(s) of the NF in question and designated by the NF President. The Delegates

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

other than the NF President shall be able to establish their powers by means of a written power-of-attorney (“**Proxy**”) in English executed by the President of the NF.

3. Members which establish proxies shall provide duly executed Proxies at the latest 7 (seven) days before the date scheduled for the meeting of the General Assembly.
4. Delegates of a WAKO EUROPE Member must be WAKO EUROPE Individual Affiliates of that Member and hold the citizenship of the country of the concerned Member. Representation by Delegates of another Member is not authorized.
5. The Board of Directors shall appoint an Electoral Commission composed of three persons. The Electoral Commission shall verify the attendance and the regularity the Proxies before a General Assembly.

Article 20. Quorum - Decisions – Methods of vote – Effect of the decisions

1. A General Assembly shall be deemed duly constituted if at least half (50%) of the Full Members are represented through their respective Delegates.
2. When the quorum under paragraph 1 is not reached in the first call, the General Assembly shall be reconvened after a delay determined by the Board of Directors but of minimum 6 hours. The General Assembly may then proceed and validly decide on the items on the agenda, provided that at least one third (1/3) of the Full Members are represented through their respective Delegates.
3. Decisions of the General Assembly shall be made by simple majority of the votes effectively and validly cast by Full Members. Abstentions and invalid votes shall not be taken into account in the determination of the majority.
4. Not with standing paragraph 3 above, decisions of the General Assembly regarding amendments to the Statutes or dissolution of WAKO EUROPE, require a qualified 2/3rd (two thirds) majority of the votes effectively and validly cast by Full Members. Abstentions and invalid votes shall not be taken into account in the determination of the majority.
5. Unless otherwise provided in these Statutes, the vote is normally conducted by a show of hands. Secret ballot shall be applied if requested by at least five Full Members are in attendance.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

6. Any decisions passed by the General Assembly, including those under paragraph 4 above, shall come into effect immediately upon the close of the General Assembly, unless immediate application or another effective date is specifically determined as part of the decision.

Article 21. Voting rights

1. Subject to the provisions below, each Full Member has one vote to be exercised by its Delegate(s). If a Full Member is represented by two (2) Delegates, only the Main Delegate shall be entitled to exercise that Full Member's vote.
2. Each Full Member which is not suspended is entitled to vote.
3. The right to vote of the Full Member in the General Assembly is however subject to the Full Member meeting the following requirements:
 - a. participation to the WAKO EUROPE Championships held in the year of the General Assembly (or to the Championships of the previous year in case there are no WAKO EUROPE Championships in the year of the General Assembly or if the General Assembly is held before the date of the Championships);
 - b. payment of the affiliation fees of the last 2 (two) years.
4. In case the Full Member does not satisfy the above requirements, it shall not have the right to vote in the relevant General Assembly. The voting rights of the Full Member shall be ascertained before any General Assembly pursuant to the modalities indicated in Article 19 of these Statutes.
5. Abstentions as well as illegible, void, blank or improper votes shall not be taken into account for the purpose of votation or election results or majority counts.

Article 22. Elections

1. Elections may be carried out by means of show of hands, unless otherwise set forth in these Statutes.
2. Elections shall be carried out by means of secret ballot whenever there is more than 1 (one) candidate for the office up for election.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

3. A person is elected, when he or she receives a simple majority of the votes effectively and validly cast (abstention do not count). When there are more than the number of candidates necessary to fill the position plus one, the candidate with the least votes drops after each ballot until a last ballot in which there is only one candidate more than the positions to be filled. In case of a tie (either between the two remaining candidates in the last ballot, or between multiple candidates with the least votes), the respective round of the election shall be repeated up to two (2) times to break the tie; if the tie persists, it shall be broken by lot.

Article 23. Ordinary General Assembly

1. The Ordinary General Assembly shall be convened by the Board of Directors once a year. The meetings of the Ordinary General Assembly may be convened anywhere in the world upon proposal of the President and the decision of the Board of Directors.
2. At least 60 days before the date scheduled for the Ordinary General Assembly, a formal notice of call of the meeting shall be sent to all WAKO Members.
3. The notice of call shall specify the place where the meeting is to be held, the date and time of calling and the items on the agenda, as provided in Article 24 of these Statutes.
4. The notice of call of the Ordinary General Assembly shall be sent to WAKO Administration for information. WAKO President may attend, as a guest, the General Assemblies of WAKO EUROPE.

Article 24. Agenda for Ordinary General Assembly

1. The notice of call of the Ordinary General Assembly shall include the agenda.
2. The Ordinary General Assembly agenda shall include without limitation, the following items:
 - a. approval of the agenda;
 - b. appointment of scrutineers;
 - c. approval of the minutes of the preceding Ordinary General Assembly;
 - d. President's activity report (containing the activities since the last Ordinary General Assembly);

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

- e. presentation of the financial statements;
 - f. report of the Auditor;
 - g. approval of the financial statements;
 - h. discharge of the Board of Directors
 - i. presentation and approval of the budget;
 - j. further items, if any, submitted by the Board of Directors or proposals of the Members (including, if any, proposals to amend the Statutes or dissolve WAKO EUROPE)
 - k. election of the President and of the directors (if applicable);
 - l. appointment of the Auditor;
 - m. information on the future activities of WAKO EUROPE, in particular championships.
3. Full Members may propose items to be put on the agenda. Such proposals must be submitted to the Board of Directors through the Administrative Office - no later than 45 days prior to the Ordinary General Assembly. Proposals supported by at least 5 Members have to be included in the agenda. Other proposals submitted by Members are included in the agenda at the discretion of the Board of Directors.
4. At least 30 days prior to the General Assembly, the President shall circulate the final agenda prepared by the Board of Directors.
5. Documentation relating to the agenda of the Ordinary General Assembly may be provided with the agenda or at least 20 days before the Ordinary General Assembly. In the case provided by paragraph 6 below, they shall be provided as quickly as reasonably possible.
6. The Board of Directors of WAKO EUROPE may at any time add an urgent item to the agenda of the Ordinary General Assembly. The Members shall be informed as soon as possible.

Article 25. Extraordinary General Assembly

1. An Extraordinary General Assembly may deal with all matters within the powers of the General Assembly.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

2. An Extraordinary General Assembly is organized when a matter needs to be addressed by the General Assembly in between Ordinary General Assemblies. An Extraordinary General Assembly may be called:
 - a. by decision of the Board of Directors of WAKO EUROPE;
 - b. upon the written request of at least 1/3rd of the Full Members.
3. An Extraordinary General Assembly called based on a Members' request shall be held within 2 (two) months of the relevant request.
4. The notice of call of the meeting of the Extraordinary General Assembly shall be sent to all Provisional, Full Members and Honorary Members at least 30 (thirty) days in advance.
5. The notice of call shall specify the place where the meeting is to be held, the date and time of calling and the items on the agenda as well as any explanations in regard of the reasons for convening an Extraordinary General Assembly. Documentation relating to the agenda of the Extraordinary General Assembly may be provided together with the agenda or at least 20 days before the Extraordinary General Assembly. Documents and information relating to the items on the agenda shall be provided together with the agenda.
6. No items other than those specified in the notice of call may be added to the agenda of the meeting nor shall be discussed at an Extraordinary General Assembly.

Article 26. Conduct of General Assembly

1. The President acts as Chairman of General Assembly. If the President cannot attend the meeting, the First Vice-President, or in his/her absence, another Vice-President appointed by the Board of Directors acts as Chairman.
2. The Chairman appoints an ad hoc secretary of the General Assembly.
3. The Chairman decides on procedural aspects, including on the admissible content and duration of the speaking time granted to the participants and limitations thereof.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

Article 27. Minutes of the General Assembly - Written Resolutions

1. The minutes of the General Assembly are established under the authority of the Chairman.
2. The minutes of the meetings are recorded in English by the ad hoc secretary of the meeting.
3. The minutes of the meetings of the General Assembly are communicated to the Provisional, Full and Honorary Members and are subject to approval by the next General Assembly.

Article 28. Decisions by circulation

1. The Board of Directors may submit an item to decision by the General Assembly by means of written resolution made by circulation. Such procedure must be reasonably justified and may not be applied for elections of the President or of directors or for a decision to dissolve WAKO EUROPE.
2. In the event of a decision by circulation:
 - a. The Full Members shall be notified in writing of the item(s) to be decided and given a deadline of at least 15 days to provide their vote. Provisional Members and Honorary Members are informed of the vote and of its outcome.
 - b. The Full Members cast their vote by registered letter, fax, e-mail or other means that can provide evidence of receipt of their vote.
 - c. For a decision to be validly passed at least half (50%) of the Full Members must effectively submit their votes.
 - d. The results of the vote are communicated without delay to the Members. Provisional Members and Honorary Members are informed of the vote and of its outcome.

The President and the Board of Directors

Article 29. Function and composition

1. The Board of Directors is the executive body of WAKO EUROPE.
2. Including the President, the Board of Director consists of minimum 5 up to maximum 17 members – among whom at least 30% to 40% should be women.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

Article 30. Election of the President

1. Any Full Member can present a WAKO EUROPE Individual Affiliate as candidate to the position of President subject to:
 - It has been a Full Member for the last 8 (eight) years;
 - the proposed candidate fulfils all the personal conditions to be met by candidates for the Board of Directors (except the age limit);
 - The candidature is submitted in writing to the Administrative Office at the latest 45 days prior to the relevant General Assembly.
2. The candidatures shall be communicated to all the Full Members at least 30 days before the relevant General Assembly. The Provisional Members and the Honorary Members are informed of the candidatures.
3. During the election of the President, the out-going President shall, if seeking re-election, surrender the chair to the Vice-president. If the Vice-president is a candidate, an ad hoc chairman is appointed by the Board of Directors, amongst its members.
4. The President, whether re-elected or newly elected, takes office immediately upon election and notably chairs the General Assembly.

Article 31. Provisions on the Board of Directors

1. In addition to the President, the Board of Directors is constituted by maximum 16 members, as follows:
 - a. A minimum of 4 and up to 16 directors to be appointed by the General Assembly upon proposal of the elected President as set forth below.
 - b. The proposed members of the Board of Directors are designated by the elected President amongst the candidates proposed by the Members pursuant to Article 32 below.
 - c. The proposed members of the Board of Directors shall be selected by the President taking into account the following criteria:

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

- i. One member (taking also into account members in accordance with lit. b above) has to be a Member of the Athlete's Committee.
 - ii. The number of women directors shall tentatively reach at least 30% to 40% of the members.
2. The list of proposed members of the Board of Directors shall be subject to a vote of the General Assembly. In case the General Assembly does not approve the list, the President shall submit a new proposal. The process shall be repeated until a proposal is accepted.
3. In its first meeting, to take place as early as possible after the elective General Assembly, the Board of Directors, upon proposal of the President, shall appoint from among its members Vice-Presidents (from 2 up to maximum 6) among whom a First Vice President, a General Secretary and a Treasurer. The General Secretary must be elected from the Members, who already served as Board Members.
4. In case of the President withdraws or becomes unable to perform his or her function for any reason, the First-Vice President shall act as interim Chairman until the President is able to resume his position. If the President is definitively unavailable a General Assembly having the election of a new president on its agenda shall be organized within 6 (six) months from the date the interim president has begun to exercise its functions of President ad interim.
5. In case of vacancy of a director other than the President for any reason, the corresponding position of member of the Board of Directors may remain vacant until the next ordinary General Assembly. Notwithstanding the above, if the number of directors appointed becomes less than 5 (five), a General Assembly must be called to elect new directors.
6. Subject to the above, the Board of Directors determines its own organization. It may delegate the handling of specific tasks to certain of its members.
7. Members of the Board of Directors may only be compensated for their activities on behalf of WAKO EUROPE in case the Board of Directors so resolves and if such compensations are included in the annual budget.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

Article 32. Eligible Candidates

1. Full Members can present WAKO EUROPE Individual Affiliates under their respective jurisdiction as candidates for positions in the Board of Directors, provided that:
 - i. they are Full Member of WAKO EUROPE since the last 2 (two) years;
 - ii. have taken part to the WAKO EUROPE Championships and is up to date with all payments and documentation due to WAKO EUROPE at the time of the General Assembly;
 - iii. the proposed candidates shall not be involved in any conflicting activity with any other competing organization active in kickboxing;
 - iv. the proposed candidates shall not be older than 70 years or become older than 70 years during the year in which they would be appointed to the Board of Directors (such limit does not apply to the President);
 - v. the proposed candidate must have full legal capacity and must never have incurred any WAKO EUROPE sanction, or disqualification and/or criminal conviction.
2. Employees of WAKO EUROPE or of WAKO EUROPE Members, either directly or through a company, for the duration of the employment and for the following 2 (two) years after the termination thereof for any reason cannot be President or directors; conversely, directors, becoming employees of WAKO EUROPE or of WAKO EUROPE Members will lose their position as President or directors.
3. All the candidatures for the position of director shall be exclusively submitted by Full Members in writing to the WAKO EUROPE Administrative Office at the latest 45 days before the relevant General Assembly.
4. The validity of the candidatures shall be verified by WAKO EUROPE Administrative Office and confirmed at the latest 30 days before the General Assembly.
5. Specific provisions applicable in connection with the appointment of the General Secretary are set forth in Article 44 of these Statutes.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

Article 33. Terms of Office

1. The term of office of the President shall be 4 (four) years, ending at the Ordinary General Assembly staged in the fourth year after the election of the President.
2. In principle, directors shall be elected concurrently with the President, in which case their term of office shall coincide with that of the President. If an elected director is not elected concurrently with the President, such elected director's term of office shall be the remainder of the President's term.
3. If a new President is elected before the expiry of his predecessor's term of office as provided for in paragraph 1, a new election shall be held in respect of the elected directors at the same General Assembly.
4. The President and the elected directors may be re-elected provided that they continue to meet the applicable eligibility conditions.
5. Notwithstanding the above, the President's, First Vice-President's, General Secretary's and Treasurer's office cannot be exercised by the same person for more than 3 (three) mandates.

Article 34. Meetings, Quorums, Written Resolutions

1. A meeting of the Board of Directors shall be convened at least two (2) times a year anywhere in Europe whenever the Board deems it necessary.
2. Meetings shall be called by the President (or the First Vice President in case of impediment of the President) at least 30 days in advance of the meeting. In case of urgency, meetings may be called at shorter notice as required by the circumstances. Meetings with all Board of Director members in attendance may be held without a call.
3. The notice of call shall specify: the date, the time, the place and the items on the agenda. A meeting can also be held by video-conference (including skype or webcast) in which case the modalities to access the conference shall be specified.
4. The President (or the First Vice President in case of impediment of the President) chairs the Board of Directors.
5. The Board of Directors may validly deliberate if a majority of its members participates in the meeting or in the circular decision.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

6. Decisions of the Board of Directors are taken by simple majority of the votes effectively and validly cast (abstentions do not count). Notwithstanding the above, decisions of the Board of Directors regarding suspension and expulsion of a WAKO EUROPE Member require a 2/3rd (two third) majority of the votes effectively and validly cast (abstentions do not count).
7. Decisions of the Board of Directors may also be made by circulation (items to be decided submitted in writing to the members of the Board of Directors).

Article 35. Powers of the President

1. The President of the Board of Directors:
 - a. chairs the General Assembly and the Board of Directors;
 - b. is responsible for and exercises the high management of WAKO EUROPE with the support of the Secretary General;
 - c. oversees the day to day running of WAKO EUROPE by the Administrative Office;
 - d. represents and commits WAKO EUROPE towards third parties;
 - e. is authorized to make expenditures pursuant to the applicable provision and regulations of WAKO EUROPE.
2. The President may delegate certain of his powers to the First Vice-President or one or more of the other Vice Presidents.
3. In the absence of the President, WAKO may be represented by the First Vice-President.
4. The President shall not be entitled to a salary. He may receive an indemnity as decided by the Board of Directors and is entitled to reimbursement of the reasonable expenses incurred in performing his duties.

Article 36. Powers of the Board of Directors

1. The Board of Directors has all powers necessary to manage WAKO EUROPE and, in particular:

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

- a. In between General Assemblies, is responsible for all matters that are not specifically reserved to other bodies of WAKO EUROPE by these Statutes or the regulations and directives of WAKO EUROPE;
- b. prepares and convenes the General Assemblies;
- c. processes membership applications;
- d. issues regulations in connection with the Committees and appoints any further Committees it deems necessary at any time;
- e. provides sanctioning in connection with WAKO EUROPE events;
- f. appoints the First Vice-President, the Vice-Presidents, the General Secretary and Treasurer of WAKO EUROPE;
- g. prepares and issues the regulations and Bylaw of WAKO EUROPE which rule the functioning of WAKO EUROPE;
- h. approves the annual financial statements of WAKO EUROPE which are then submitted to the General Assembly for ratification.

Committees

Article 37. Legal Committee

1. The Legal Committee consists of a Chairman and at least 2 other members appointed by the Board of Directors for a period of 4 years.
2. Members of the Legal Committee shall be WAKO EUROPE Individual Affiliates of Full Members. They shall have legal education and experience.
3. The conditions set forth in Article 32, paragraph 1 lit. iii) to vi), apply to the eligibility of Legal Committee members.
4. If a member of the Legal Committee becomes unavailable or does not meet the eligibility conditions anymore, it can be removed by the Board of Directors, which replaces him or her for the remaining period of his or her term.
5. Members of the Legal Committee may be re-appointed provided they meet the applicable personal eligibility conditions.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

6. The Legal Committee supports and advises the President and the Board of Directors in regard of all legal and regulatory matters (advice regarding issuance, interpretation and application of regulations, legal issue).
7. The Legal Committee further issues decisions or recommendations in specific matters, when such competence is provided in these Statutes or in provisions of further WAKO EUROPE regulations.
8. Further and more detailed modalities regarding the Legal Committee are set forth in regulations issued by the Board.

Article 38. Disciplinary Committee

1. The Disciplinary Committee consists of a Chairman and at least 2 other members appointed by the Board of Directors for a period of 4 years.
2. Members of the Disciplinary Committee shall be WAKO EUROPE Individual Affiliates of Full Members. They shall have appropriate background and experience to sit in a disciplinary panel. The Chairman shall have legal education.
3. The conditions set forth in Article 32, paragraph 1, lit. iii) to vi) apply to the eligibility of Disciplinary Committee members.
4. If a member of the Disciplinary Committee becomes unavailable or does not meet the eligibility conditions anymore, it can be removed by the Board of Directors, which replaces him or her for the remaining period of his or her term.
5. Members of the Disciplinary Committee may be re-appointed provided they meet the applicable personal eligibility conditions.
6. The Disciplinary Committee is in charge of the conduct of disciplinary proceedings conducted as a consequence of violations of these Statutes and further WAKO EUROPE Regulations by WAKO EUROPE Members and/or WAKO EUROPE Individual Affiliates.
7. Further modalities regarding the Disciplinary Committee are set forth in regulations issued by the Board.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

Article 39. Doping Hearing Panel

1. The Doping Hearing Panel consists of a Chairman and at least 2 other members appointed by the Board of Directors for a period of 4 years.
2. Members of the Doping Hearing Panel may be WAKO EUROPE Individual Affiliates of Full Members or persons independent from WAKO EUROPE and/or its Members. They shall have appropriate background and experience to sit in anti-doping panel (legal, medical, field experience in anti-doping etc.).
3. The conditions set forth in Article 32, paragraph 1, lit. iii) to vi) apply to the eligibility of Doping Hearing Members.
4. If a member of the Doping Hearing becomes unavailable or does not meet the eligibility conditions anymore, it can be removed by the Board of Directors, which replaces him or her for the remaining period of his or her term.
5. Members of the Doping Hearing may be re-appointed provided they meet the applicable personal eligibility conditions.
6. The Doping Hearing Panel is in charge of the conduct of proceedings in application of the WAKO Anti-Doping Rules.
7. Further modalities in regard of the Doping Hearing Panel may be set forth in the Anti-Doping Rules.
8. The Board of Directors may transfer the implementation of the Anti-Doping Rules to independent entities.

Article 40. Athletes' Committee

1. The Athletes' Committee consists of 13 (thirteen) members. Seven (7) members shall be elected by the athletes. Six (6) members shall subsequently be appointed by the Board of Directors with a view to strengthening diversity, in particular in terms of gender and geography.
2. The Chairman of the Athletes' Committee shall be elected in its first meeting by all members of the Athletes' Committee.
3. The term of office of each member of the Athletes' Committee shall be 4 years.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

4. Members of the Athlete's Committee shall be WAKO EUROPE Individual Affiliates of Full Members. They shall be or have been active high-level kickboxing athletes.
5. If a member of the Athlete's Committee becomes unavailable or does not meet the eligibility conditions anymore, it can be removed by the Board of Directors, which replaces him or her for the remaining period of his or her term.
6. Members of the Athletes' Committee may be re-appointed provided they meet the applicable personal eligibility conditions.
7. The Athletes' Committee supports the Board of Directors in matters concerning the Athletes. It is consulted in this respect. The Athletes' Committee may submit proposal and recommendations to the Board of Directors.
8. Further modalities regarding the Athletes' Committee may be set forth in regulations issued by the Board.

Article 41. Other Committees

1. The Board of Directors may establish other Committees to address specific issues in connection with the management of WAKO EUROPE's activities.
2. The Board of Directors determines the constitution, organization, competences of the Committees and, if appropriate, issues corresponding regulations. In the absence of specific provisions, provisions applicable to the constitution of standing committees apply to the ad hoc committees' *mutatis mutandis*.

Article 42. Arbitration Board

1. The Arbitration Board consists of a Chairman and at least 2 other Members appointed by the WAKO EUROPE Board of Directors for 4 years terms of office.
2. The Members of the Board of Arbitration shall be independent and shall not be WAKO or WAKOEUROPE Individual Affiliates. They shall have a legal education and experience in dispute resolution.
3. If a Member of the Arbitration Board becomes unavailable, the Board of Directors may replace him or her for the remaining period of his or her term.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

4. The Arbitration Board shall act as independent dispute resolution body and resolve disputes submitted in application of these Statutes or other WAKO EUROPE regulations.
5. The Arbitration Board, respectively its Members acting as panel members or sole arbitrators shall apply WAKO EUROPE Statutes and regulations and Swiss Law. They determine the applicable procedural rules subject to observance fundamental principles of procedure, including the right to be heard.
6. The Arbitration Board may issue procedural provisions or directives governing the proceedings in front of panels or sole arbitrators.

Administration

Article 43. Administrative Office

1. The Administrative Office carries out the day to day activity of WAKO EUROPE. It notably serves as support office for the President to allow him to manage WAKO EUROPE and carry on the presidential duties.
2. The Administrative Office carries out all its duties on behalf of WAKO EUROPE, under the direction of the President.
3. Under such direction, the Administrative Office implement the decisions made by the General Assembly and the Board of Directors and support the activities of the Committees.
4. The staff of the Administrative Office (employees and/or consultants) are appointed by the President on behalf of WAKO EUROPE. The President also enters the other contractual arrangements linked with the running of the Administrative Office (e.g. rental, IT etc.).

Article 44. General Secretary

1. The duties of the General Secretary shall be specified upon its appointment by the Board of Directors.
2. Such duties may notably include without limitation and always in close cooperation with and in support of the President:

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

- a. to secure the follow up and implementation of the decisions of the General Assembly and of the Board of Directors;
- b. to maintain and develop relationships with international sport organizations, notably the European Olympic Committee, and other International Sport Authorities;
- c. At each meeting of the Board of Directors, the General Secretary shall present a report on WAKO EUROPE's situation.

CHAPTER IV. FINANCES

Article 45. Affiliation Fees

1. All Provisional and Full Members of WAKO EUROPE shall pay an annual affiliation fee as determined by the Board of Directors and ratified by the General Assembly.
2. They must also pay in full the annual affiliation fee due to WAKO to be a provisional or full member of WAKO.
3. Should no decision determining a different amount be issued by the General Assembly, the amount of affiliation fees applicable for the previous year shall continue to apply and be due on March 31, of each year, until a new amount has been determined.
4. The provisions of Article 12 of these Statutes shall also be applicable in case of breach by a Member to pay the affiliation fees.

Article 46. Expenses

1. The budget shall be approved by the General Assembly upon recommendation of the Board of Directors.
2. Within the limits of the approved budget, the President is authorized to make expenditures up to a limit decided by the Board of Directors. Expenditures in excess of such limit are subject to prior approval of the Board of Directors.

Article 47. Funding and Revenues

1. The revenues of WAKO EUROPE include without limitation the Members fees (application, affiliation), sanction and entry fees, revenues linked with the

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

organization of competitions including but not limited to revenues from commercial and media rights, sponsorships. WAKO EUROPE may accept donations and bequests.

Article 48. Financial reporting

1. The financial year of the WAKO EUROPE shall run from January 1, to December 31.
2. The WAKO EUROPE accounts shall be established in accordance with applicable accounting standards international financial business practices in all matters.
3. All banking and financial transactions pertaining to WAKO EUROPE are to be maintained transparent and duly supported by adequate documentation.

Article 49. Auditor

1. The Auditor is appointed by the General Assembly for a period of two (2) years to audit the financial statements of WAKO EUROPE. The Auditors may be re-appointed.
2. The Auditor must be chosen among external qualified professional auditors totally independent from WAKO EUROPE and its bodies.
3. The Auditor shall carry out an audit at least once per financial year on the financial statements approved by the Board of Directors and present a report to the General Assembly.
4. All financial documentation (including expenses, financial statements, balance sheets, receipts, banking information) shall be submitted as requested by the Auditor for the purpose to conduct its audit.

Article 50. Insurance – Liability

1. All Members are responsible for obtaining insurance for their own activities and, including specifically but without limitation coverage of athletes for sports accidents in national and international competitions.
2. Any liability of WAKO EUROPE, its officers and / or employees is excluded to the fullest extent permitted by law.

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

CHAPTER V. FINAL PROVISIONS

Article 51. Modification of the Statutes

1. Amendments to these Statutes require a qualified 2/3rd (two thirds) majority of the votes effectively and validly cast in the General Assembly by Full Members.
2. Amendments to the Statutes become effective upon approval by the General Assembly, unless the General Assembly decides otherwise.

Article 52. Dissolution

1. The dissolution of WAKO EUROPE shall be decided by the General Assembly with a qualified 2/3rd (two thirds) majority of the votes effectively and validly cast by Full Members
2. Any net assets remaining after payment of all debts and liabilities, shall be attributed to a non-profit organization pursuing objectives towards the development of the sport of kickboxing, as determined by the General Assembly.

Article 53. Dispute resolution

1. Disputes arising from/or related to decisions issued the application of these Statutes or other WAKO EUROPE's regulations which cannot be resolved through internal procedures can be brought in front of the WAKO EUROPE Arbitration Board. For the sake of good order, purely sporting issues (field of play issues) are not subject to challenge in front of the Arbitration Board.
2. The Arbitration Board shall adjudicate the matters referred to it by Members and/or WAKO EUROPE Individual Affiliates.
3. A non-refundable arbitration fee as determined by the Arbitration Board, must be paid upon submission, in writing, of the dispute to the same.
4. The Arbitration Board acts either through a panel of three members or a single arbitrator, as decided by the Chairman of the Arbitration Board, who appoints the acting panel or the acting arbitrator from the Member of the Arbitration Board (including him or herself).

WAKO EUROPEAN KICKBOXING FEDERATION (WAKO EUROPE)

5. An Appeal against decisions of the Arbitration Board may be lodged with the Court of Arbitration for Sport (CAS) in Lausanne (Switzerland) CAS within 30 days of notification of the decision in question.
6. Subject to a different decision of the entity which issued the decision or a decision of the CAS, the appeal shall not have a suspensive effect.
7. WAKO EUROPE Members shall ensure that their members, affiliated clubs, athletes and officials comply with the decisions passed by the Arbitration and by CAS.
8. The Members shall insert a clause in their statutes or regulations, stipulating that it is prohibited to take disputes in the Member or disputes affecting athletes, clubs, officials and other association officials to ordinary courts of law, unless the WAKO EUROPE regulations or binding legal provisions specifically provide for or stipulate recourse to ordinary courts of law. Instead of recourse to ordinary courts of law, provision shall be made for arbitration. Such disputes shall be taken to an independent and duly constituted arbitration tribunal recognized under the rules of the member or to CAS.
9. The Members shall also ensure that this stipulation is implemented in the association, if necessary by imposing a binding obligation on its members. The Members shall impose sanctions on any party that fails to respect this obligation and ensure that any appeal against such sanctions shall likewise be strictly submitted to arbitration, and not to ordinary courts of law.

Article 54. Entry in force

1. These amended Statutes have been submitted for approval by the Ordinary General Assembly held Online through Internet Platform on December 20th, 2020.
2. They come into force immediately upon their adoption.