Federation of International Racketlon

Table tennis – badminton – squash - tennis

Articles of Association

2nd February, 2019

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PREAMBLE

In the year 2000 the association FIR – Fédération Internationale de Racketlon, was established in Austria. In the year 2018, FIR wanted to move its legal seat to Switzerland. The Austrian Government, however, did not allow a transfer of FIR's legal seat to Switzerland and requested the dissolution of FIR, which is why a new association named FIR – Federation of International Racketlon was established in Switzerland.

1. NAME, SEAT, PURPOSE AND LANGUAGE

1.1. Under the name of *FIR - Federation of International Racketlon*, hereinafter referred to as *FIR* an association in accordance with Articles 60 ff of the Swiss Civil Code exists.

1.2. FIR has its registered office in 8001 Zurich, Switzerland.

1.3. Purpose of FIR is to cultivate and to develop the sport of Racketlon and to observe its interests throughout the world. The purpose of FIR is non-profit and based on the idea of stimulating and organising the growth of Racketlon by creating an international federation to support and unite all national Racketlon federations in all countries and continents. In order to fulfil its purpose, FIR shall in particular:

a) Organise Racketlon activities of any kind for all age groups and especially for youngsters of school age;

b) Arrange sports festivals, competitions, tournaments, social events, lessons, courses and camps;

c) Develop intellectual and technical education as well as the education in the sportive field;

d) Support, buy, build and/or run sports halls, sports facilities and a meeting place for FIR;

e) Support school sport;

f) Control the game, from an international aspect, in all countries and continents;

g) Enable mutual recognition of Member Associations in their dealings with each other and strengthen the bonds of friendship between the existing Member Associations and encourage the formation of new Member Associations;

h) Regulate Racketlon and publish the Racketlon Sports Rules and Regulations and ensure the observance of them in all official international competitions as well as the countries of its members;

i) Employ the funds and administering the finances of FIR in such manner as shall be deemed expedient;

j) Enable mutual recognition of penalties inflicted on its own members by any Member Association;

k) Settle disputes between Member Associations and adjudicating on any complaint of a Member Association as to the conduct of a member of another Member Association;

l) Uphold the principles on which FIR is founded, taking such measures as may appear expedient for advancing the interests of Racketlon from an international point of view and generally doing such things incidentally that are conductive to any of the above objects;

m) Perform the co-ordination of a Racketlon World Tour, of a Racketlon Challenger Tour, the maintenance of Racketlon World Rankings as well as of an official Website that promotes the sport and has all the information about the game of Racketlon; and

n) Co-ordinate international tournaments, where only 3 of the 4 Racketlon sports are contested, such as "Racketlon Split" or "Racketlon ¾"

The general and fundamental principles of the Olympic Charter are applicable and no provision of the Rules and other Regulations shall be deemed to conflict with or derogate from these principles.

1.4. The official language of FIR shall be English.

1.5. The Articles of Association are written in English and German. In any case of difference of interpretation, the German version shall take precedence.

2. DEFINITION OF RACKETLON

2.1. The following three principles need to be fulfilled in order for a game to be called Racketlon:

a) The game must include the following four sports table tennis, badminton, squash and tennis;

b) The game must be built on the concept of involving the same two individuals (pairs in doubles) playing each other in all four sports with equally formatted sets in each sport;

c) Each rally must count, which means running score. The player (pair) who wins most rallies shall be the winner of the match.

2.2. This Definition shall not be changed except at a General Meeting and by a proposal carried by a majority of four-fifths of the votes cast.

3. RESOURCES TO ACHIEVE THE FIR PURPOSE

3.1. In order to achieve its purpose, FIR shall receive the following funds:

a) Accession and Membership fees;

b) Income from sports and social events;

c) Subsidies and grants from public institutions;

d) Income through marketing, advertising and sponsors;

e) Donations, legacies and any other income.

4. MEMBERSHIP

4.1. There are two kinds of memberships in FIR: Active Member Associations and Passive Members, collectively known as "FIR Members".

4.1.1. Active Member Associations

Active membership of FIR shall be open to national Racketlon associations and federations (or corresponding organisations) duly organised and existing under the laws of the country of its domicile which recognise FIR as the sole governing body of the game of Racketlon throughout the world and which adhere to the Articles of Association of FIR. National Racketlon associations, federations or corresponding organisations, which become active members of FIR, shall be known as "Active Member Associations".

4.1.2. Passive Members

Passive Membership of FIR shall be open to national Racketlon associations and federations (or corresponding organisations) duly organised and existing under the laws of the country of its domicile. New clubs or organisations within countries not yet nationally organised, and who give all practical support to the formation of a national association (or corresponding organisation) for the country in which it is located, may also be admitted as Passive Members of FIR upon such terms and conditions as the Council may determine. These associations, federations, clubs or corresponding organisations, which become members of FIR, shall be known as "Passive Members". Passive members have a single vote at FIR general assemblies. Passive Members agree to recognise FIR as the sole governing body of the game of Racketlon throughout the world and to adhere to the Articles of Association of FIR.

4.2. Applications for membership must be sent in writing or by e-mail to the President of FIR. The FIR Council shall further regulate the conditions of admission.

4.3. The Council decides upon the acceptance of new members. Membership can be denied without any statement. The Council shall notify all FIR Members of the admittance of new members. Any FIR Member may object to the admittance of a new member within 20 days after the dispatch of such

notification. In case of an objection, the new member shall be regarded as temporarily admitted until the Annual General Meeting finally decides on the admittance of the new member by single majority of the votes cast.

4.4. A General Meeting shall have the power by a single majority to recognise different frontiers from those politically recognised as defining the territory governed by an Active Member Association and also to allow the combination of neighbouring non-independent territories with each other or with a neighbouring country possessing an independent constitution.

4.5. The membership lapses if a member chooses to leave FIR or is suspended by FIR.

4.6. Any FIR Member wishing to terminate its membership can only do this as per the 31st December every year by sending a notification letter to the President of FIR subject to a two (2) month period. In case of default the member will be held liable for the subscription for the ensuing year and the membership will terminate in the next year.

4.7. The Council can suspend a member if it is more than one (1) month late with membership or other payments after being notified at least two times. Even if suspended the member still has to pay these overdue payments. If, and so long as a member is suspended, the respective member shall be deprived of all rights of membership.

4.8. If confirmation of a suspension is given at the following General Meeting the suspended member can be expelled from FIR if the General Meeting decides by three-fourths of the votes cast. In the light of later developments the suspension can also be removed by the General Meeting with three-fourth of the votes or extended for one year to give the suspended member the chance for further developments.

4.9. A FIR Member can further be excluded from FIR if it directly acts, or has done so in the past, against FIR or its purpose and principles. The General Meeting shall upon request of the Council or any Active Member Association and upon hearing of the concerned member decide on the exclusion of the member. If the General Meeting decides by a majority of three-fourths of the votes cast to exclude the member from FIR, such member shall cease forthwith to be a member of FIR. Despite of such exclusion, the member will still be liable for the annual subscription as well as other obligations towards FIR.

4.10. FIR Members shall not be permitted to bring any disputes with FIR, or with each other, before a Court of Justice. Membership of FIR shall involve members in renouncing the right to take a dispute before the Courts. Any such dispute shall be referred first by FIR internally to the Board of Arbitration and in the last instance to the International Court of Arbitration of Sport (http://www.tas-cas.org) unless agreed otherwise by the parties in the dispute.

5. RIGHTS AND DUTIES OF THE MEMBERS

5.1. FIR Members and their members have the right to take part in all events held by FIR and use all Services offered by FIR. The President of Passive Members may name a maximum of three (3) of its players who may participate in International FIR Racketlon events.

5.2. All members of FIR are entitled to a copy of the Articles of Association of FIR.

5.3. A minimum of 1/10 of the members of FIR can ask the Council to call for a General Meeting.

5.4. The members shall be informed over the final annual financial status of FIR at the Annual General Meeting, where the FIR auditor shall be present. If at least 1/10 of the members ask for such information during any other time of the year, the Council shall give such information latest four weeks after the request.

5.5. The members shall support the interests of FIR in the best possible way and take no actions through which the reputation and purpose of FIR could be damaged. The members must comply with the Articles of Association and the decisions of all FIR bodies. All members must in due course pay the membership fees and all other fees decided by the General Meeting.

5.6. The members of FIR must pay the annual subscription and all other fees for the following year of membership as determined in the previous Annual General Meeting not later than the 31st January to the FIR-account. The FIR Council may approve penalties or disciplinary measures for late payment.

5.7. An international organisation being member of FIR such as the Olympic Committee or the Anti-Doping Committee shall not pay an annual subscription.

5.8. The association is liable for its obligations exclusively with its Assets. The members of FIR have no personal liability for the association's obligations.

6. GOVERNMENT

The FIR Government consists of the General Meeting, the FIR Council, the Auditors and the Board of Arbitration.

7. GENERAL MEETING

7.1. The highest body of FIR is the General Meeting (GM), where FIR Members may send a representative to participate. All General Meetings referred to in this document can be Extraordinary or Annual General Meetings.

7.1.1. The name of the FIR Member representative of any General Meeting must be mailed to FIR three (3) days before the General Meeting at the latest.

7.1.2. Each FIR Member shall be entitled to appoint not more than one representative to represent it at General Meetings. This representative shall cast all the votes to which the member is entitled. If the representative can not take part at a General Meeting he can be replaced by another representative appointed by the FIR Member, or the country's votes can be passed on to another FIR Member. No FIR Member representative shall be permitted to cast a vote on behalf of more than one other FIR Member. Notice of such procedures must be sent in writing or via e-mail to the President of FIR. All such replacements must be received by the President no later than 1 day before the time of the General Meeting.

7.2. The Annual General Meeting (AGM) shall take place once a year no later than the last tournament on the World Tour.

7.3. An Extraordinary General Meeting shall be convened within 30 days upon

a) a respective request or decision of the Council or the General Meeting;

b) a respective request in writing or by e-mail of 1/10 of the members;

c) the auditors request or decision;

d) a court order.

Every such requisition and the convening notice shall specify the business for which the meeting is to be convened, and no other business shall be transacted at such a meeting.

7.4. An invitation to the General Meeting stating the exact date, time and place thereof and the business to be transacted, i.e. the agenda of the General Meeting, shall be sent to each member of FIR at least 20 days before such General Meeting takes place. Accidental omission to give notice to any of the above shall not invalidate the proceedings of any General Meeting. If possible, the date of the next Annual General Meeting shall be fixed at the previous Annual General Meeting.

7.5. Requests, Proposals and nominations to the General Meeting can be made by any member of FIR or any member of the Council and must be submitted to FIR by letter or e-mail at the latest 30 days before the General Meeting takes place. Any request or proposal received within such term must appear on the agenda of the meeting.

7.6. No amendment, other than one of wording which does not alter the meaning or intent of the original proposal, shall be accepted by the Chair at a General Meeting unless it has been directly sent to the

Council no later than ten (10) days prior to the meeting. A notice of any amendment received shall immediately be sent by the Council to all members of FIR.

7.7. Final decisions can only be taken to any items on the agenda. An exception is the request to call for an Extraordinary General Meeting.

7.8. A proposal by a member of the Council of which due notice has not been given may be discussed at a General Meeting, but no vote shall be taken thereon.

7.9. A FIR Active Member shall be entitled to a number of votes specified by its *status* and *racketlon size* in accordance with the following principles:

7.9.1. Each member with voting power receives one basic vote according the principle *one country, one vote.* Half of the voting power shall be the sum of the total number of basic votes.

7.9.2. The other half of the voting power is the sum of the basic votes plus 1 vote ("variable votes"). Those votes are allocated to the members in direct proportion to the *racketlon size* of the country in accordance with the Hagenbach-Bischoff-System, whereas the maximum number of variable votes per member may not exceed five (5). Residual votes shall be allotted to those members who according the Hagenbach-Bischoff-System have the highest ratio calculated until all variable votes are allotted.

7.9.3. The first distribution of votes shall be calculated according the following formula of the Hagenbach-Bischoff-System: No. of Votes = No. of licensed players as of Dec 31 of previous year / (total no. of licensed players / (no. of variable votes + 1 ⌋)). The ratio used for the allotment of the residual votes is calculated according the following formula: No. of licensed players / (No. of votes allotted + 1).

7.9.4. The *racketlon size* of a country is defined as the number of players from that country on the world ranking. The world ranking as of January 1st of the respective year shall be the basis for the calculation of the *racketlon size* and accordingly the voting power.

7.10. The voting strength of a FIR Member as described hereinabove shall apply to any proposal with the exception of clauses 4 (Membership) and 17 (Dissolution), where each FIR Member shall be entitled to one vote only.

7.11. In order to validly make any decisions, at least half of the total number of votes must be present at the General Meeting. Only draft decisions can be taken in case of insufficient votes being represented.

7.12. A draft decision will turn final, if upon written (by e-mail) notification of all FIR Members by the Council no objection is filed within one month after the draft decision was taken. In case an objection has been filed by a Member Association the decision will not come into force.

7.13. The President shall act as Chair to all General Meetings. In the President's absence the Vice-President shall act as Chair, in the absence of both the President and the Vice-President, the meeting shall elect a Chair. The Chair has the authority to admit observers to General Meetings. Such observers are not permitted to speak at the meeting unless two-thirds of the General Meeting asks for it. The Chair has no vote at a General Meeting in his capacity of the Chair unless any vote ends in a draw in which case the chair has the decisive vote.

7.14. Except if otherwise provided all questions shall be decided by a simple majority of votes cast.

7.15. Before a proposal on the agenda submitted by a FIR Member may be discussed and voted upon, the Chair will invite the representative of the member to explain its purpose.

7.16. General Meetings shall be conducted in conformity with these Rules; the Chair shall have the final decision upon all points of order and matters of procedure, but shall not have the power to rule on matters of substance without the consent of the General Meeting.

7.17. Each affiliated international organisation shall be entitled to the same representation at General Meetings as is enjoyed by FIR Members, except that they shall have no vote.

7.18. All Members of the Council shall have the right to attend General Meetings, but shall have no vote. They shall be permitted to speak on any proposal or any other business under consideration.

7.19. The Racketlon Players Federation shall be entitled to appoint one representative to each General Meeting. This representative shall have the right to speak, but shall have no vote.

8. BUSINESS OF THE GENERAL MEETING

The business of the General Meeting shall be:

a) Resolution of the agenda and confirmation of the minutes of the last General Meeting;

b) To receive the annual report by the Council and the annual financial report examined by the auditors;

c) Elect and relieve the Council members and the auditors;

d) Permit legal transactions between FIR and the auditors;

e) Discharge the Council members of liability;

f) Determination of the annual Membership Fee for Active and Passive FIR Member and introduction and determination of any other fees;

g) Resolution concerning changes of these Articles of Association and voluntary dissolution of FIR;

h) To consider any application for membership of a new National Association or Member Associate preliminary accepted by the Council;

i) To consider, deal with and resolve all other matters on the agenda of which due notice have been given;

j) To decide the date and place of the next General Meeting.

9. COUNCIL

9.1. The Council is elected by the General Meeting and consists of at least seven members, including The President, all Vice-Presidents, and the Treasurer.

9.1.1. Nominations for the elections of the Council members including President and Vice-President may be made by all country representatives and shall be accompanied by a brief statement of the candidate's qualifications. Such nominations must be sent by e-mail directly to the President of FIR not later than one (1) month before an Annual General Meeting where elections will take place. The names of the nominees and their proposers shall appear on the agenda thereof.

9.1.2. Any person can run for a Council member position if proposed by at least two country representatives. A candidate can run for more than one Council member position, in case he does not get elected to his favourable position, as long as this is defined in his nomination and he is proposed for each position running by at least two country representatives. A country representative can also run for the position of a Council member, but again he needs to be proposed by at least two other country representatives.

9.1.3. If there are more than two candidates for one Council member position there is a first round election with all candidates. If one of the candidates gets more than 50% of the voting power he has won the election. If all the candidates have 50% or less, the best two go into the second round election. The winner of more than 50% of the voting power becomes Council member in the position he ran for. In case the elected candidate does not accept his election, a re-election takes place with all other candidates.

9.1.4. A vote about individual persons or positions in FIR shall always be anonymous.

9.1.5. There shall be a maximum of two people from the same country allowed in the Council.

9.1.6. To be entitled to nominate or second candidates for election as Council members, a FIR Member must have paid the subscription for that year.

9.1.7. When the results of any election are announced, the number of votes polled by each candidate shall be published.

9.2. In case of retirement of a Council member, the Council may suggest a replacement to act as the respective Council member immediately, which shall be confirmed at the next General Meeting. If the President is unable to complete the term of office or the term has been terminated the existing Vice-President becomes President until a new president is elected at the next General Meeting. The Council

meanwhile suggests a replacement for the Vice-President to act in office until confirmed at the next General Meeting. In case all Council members retire without suggesting replacements, one of the auditors must call for an Extraordinary General Meeting in order to elect a new Council. In case the auditor has also retired, it is any member's duty in such an emergency situation to ask the legal court of the country and district where FIR is registered to call for an Extraordinary General Meeting.

9.3. The Council members shall assume office on the day following election at the Annual General Meeting unless decided otherwise by the members. The term of office shall be three years. At least one Vice President shall be elected in a different year to the President. If this is not possible, then at least one Vice President shall be elected for a period of only one year, and then after one year either re-elected or replaced for a three-year period. The other Council members are elected in the years to be defined by the General Meeting. All Council members shall be eligible for re-election. Every position in the Council must be executed personally.

9.4. A Council Meeting is called for personally or via e-mail by the President, if he is unable to then by the Vice-President. If both are unable to for a longer period of time, any Council member can call for a Council Meeting. These Council Meetings shall generally be held physically, in connection with FIR World Tour events, or using conference call technology.

9.5. The Council can take final decisions on all matters on the agenda if all members were invited and the present Council members hold a minimum of half of the voting power. Every Council member has one vote and can – for all matters on the agenda – at least one week before the Council meeting allocate his vote to any other Council member. The Council member not present at the meeting has to inform the rest of the Council of such a vote allocation via e-mail no later than one day before the council meeting.

9.6. If the present Council members hold a minimum of half of the voting power, they can take draft decisions on all other matters not on the agenda draft, but if all Council members are present and agree on the urgency of the matter, in which case final decisions can be taken.

9.7. If the present Council members hold less than half of the voting power, draft decisions can be taken on all matters on the agenda. These draft decisions can then be confirmed by the Council members not present by e-mail.

9.8. The Council takes all its decisions with a simple majority of votes. In the event of a tied vote, the vote of the Chair shall be decisive.

9.9. The Council meeting is chaired by the President, in his absence by the Vice-President. If he too is absent the Chair is elected by the present Council members.

9.10. The members of the Council can resign at any time. The resignation must be in writing (e-mail) and addressed to the Council or in case of resignation of the whole Council to the General Meeting. The resignation is valid from the day of election or suggestion and accepting office of a new Council or Council member.

10. BUSINESS OF THE COUNCIL

FIR shall be governed by the Council. The Council shall have all administrative powers to carry out any businesses of FIR that is not expressly allocated to other bodies of FIR, especially:

a) Establishment of a financial account with income, outcome, debts, credits;

b) Drawing out the annual financial prediction and making out the report on the last financial fiscal year;

c) To prepare and call for a General Meeting;

d) To inform the members of all FIR actions and the confirmed financial status of FIR;

e) Administration of the FIR fortune;

f) Admission and suspension of new Active and Paasive Members;

g) Admission and dismissal of employees of FIR;

h) Possible appointment of committees at General Meetings as deemed necessary for specific purposes.

11. DUTIES OF CERTAIN COUNCIL MEMBERS

11.1. The President takes care of the business of FIR. The Secretary supports the President.

11.2. The President represents FIR in relation to third parties. Any documents of FIR need to be signed by the President and one other Council member to be valid. Any documents with a financial impact of more than EUR 1'000 need to be signed by the President and the Treasurer to be valid. Contracts between Council members and FIR need to be signed by at least one non-contracting Council member.

11.3. Any authorization to other persons to represent FIR outside FIR can only be given with the signatures of the persons as stated hereinabove.

11.4. In emergency and exceptional cases the President has the right, under his own responsibility, to act and to represent FIR even in business which is normally not in his sole duty. Any such actions must be authorized by the Council within 10 days.

11.5. The President chairs the General and Council Meetings.

11.6. The Secretary writes the minutes of the General and Council Meetings.

11.7. The Treasurer is in charge of the proper financial business of FIR. The financial year of FIR shall close on the 31st December and the Treasurer shall ensure that the annual Financial Statements shall be prepared and audited at the next General Meeting. The finances of FIR shall be recorded by the Treasurer in Euro (€).

11.8. In case of permanent absence of the President, the Vice-President takes over his role. In case of permanent absence of the Secretary or the Treasurer the Council will nominate replacements.

12. AUDITORS

12.1. Two auditors are elected by the General Meeting for a period of three years. Re-election is possible. The auditors may not be members of any other FIR body – with the exception of the General Meeting – whose task it is to audit.

12.2. The auditors' tasks are to permanently check and audit FIR's finances, the accounts and the use of FIR money according to the statutes. The Council shall hand over to the auditors all necessary papers and give the auditors all necessary information. The auditors shall inform the Council of the result of their examination.

12.3. Contracts between the auditors and FIR need the permission of the General Meeting.

13. BOARD OF ARBITRATION

13.1. To sort out all conflicts and disputes inside and among members of FIR the General Meeting shall install a Board of Arbitration.

13.2. The Board of Arbitration consists of three persons of FIR members, which are elected every three years at the General Meeting. The members of the Board of Arbitration may not be member of any other body of FIR – except the General Meeting – which has a task in connection with the dispute.

13.3. The Board of Arbitration holds a hearing on the dispute and can only decide in full attendance of its members with a majority of votes. It decides with best knowledge and consciousness, its decisions are final within FIR

13.4. If any of the parties are not willing to accept the decision of the Board of Arbitration, they can as a last resort take the dispute to the International Court of Arbitration of Sport http://www.tas-cas.org. Members of FIR shall not be permitted to bring any disputes with FIR, or with each other, before a Court of Justice.

14. DOPING

14.1. It is a condition of membership of FIR that the member supports FIR`s policy of abhorrence of doping.

14.2. In particular, FIR Members must adhere to the IOC/WADA (International Olympic Comitee) requirements on doping, and must co-operate fully with FIR in measures taken to detect or penalise infringements of those requirements.

14.3. The FIR Council is empowered to develop and publish dope-testing regulations and procedures, and to take other educational actions to guide players, officials, tournament organisers and those responsible for dope-testing at tournaments.

15. DISCIPLINE

15.1. The FIR Council shall have the power on behalf of FIR to penalise FIR Members, players, tournaments or other persons for infringement of the Anti-Doping Statutes, Rules of Conduct or for actions that bring the game of Racketlon into disrepute.

15.1.1. Penalties can be in form of suspensions, fines, other measures, or a combination of these, according to the Rules of Conduct.

15.1.2. Any suspension of players is from all international FIR competitive events for such time as is seen fit, including possibly for life.

15.1.3. Any fine imposed on a player, competition official, or other person shall be notified to the person's FIR Member, which shall have the responsibility for submitting payment to FIR, within thirty (30) days from the date of notification. If the fine is not paid the player or person is suspended for further international FIR events. Following further penalties and non-payment of the fines, the FIR Member can also be suspended.

15.1.4. Suspension against a player or other person may be imposed after an appropriate hearing of the case in front of the FIR Council or where there is strong evidence of serious misconduct, until such hearing takes place.

16. ALTERATION OF THE ARTICLES AND RULES OF FIR

16.1. No alteration shall be made to these Articles of Association of FIR except at a General Meeting. Any proposal embodying such alteration, or one having a like effect, must be carried by a majority of two-thirds of the votes cast. This clause shall not be altered without the unanimous consent of the Extraordinary or Annual General Meeting.

16.2. No alteration shall be made to the Rules of Racketlon except at a General Meeting. Any proposal embodying such alteration, or one having a likewise effect, must be carried by a majority of two-thirds of the votes cast. Such alterations will take effect as of the 1st of January of the year following the General Meeting unless decided otherwise by the General Meeting.

16.3. In case any rule changes in either of the four International Sports Federations table tennis, squash, badminton or tennis also affect the game of Racketlon, notice of these new rules will be given to all Racketlon players and international tournaments and apply automatically for all international Racketlon tournaments from the date the change is applied in the individual sports, according to the Rules of Racketlon saying that in principle the rules of the individual sports apply. Examples could be only one serve in Tennis, change in size of any of the courts or balls in any of the four sports.

17. DISSOLUTION

17.1. FIR shall not be dissolved except at an Extraordinary General Meeting specially convened for the purpose and by a proposal carried by a majority of four-fifths of the votes cast.

17.2. In the event of such dissolution, any assets in hand shall be donated to an organisation with the same or a similar purpose as FIR.

18. COMING INTO FORCE

18.1. This version of the Articles of Association was approved at the Founding Assembly of 2nd February 2019 and shall come into force immediately.

Vienna, 2nd February 2019

FIR President, Duncan Stahl

FIR Vice President, Graham King