

Meeting Minutes
AIBA Executive Committee Bureau Meeting
Dubai, UAE – June 3rd, 2018

Agenda:

1. Opening remarks by AIBA Interim President
2. Roll call
3. Confirmation of 2018 – 2019 AIBA EC Meeting Place and Agenda
4. Proposal for New Ethics Commission Chairman and Members
5. Development of Statutes Amendments for 2018 Congress
6. Progress Report on Business Development with FCIT
7. Discussions on Current Finance Situation
8. Discussion on the YOG Universality Place
9. Discussions on Requirements for Next AIBA Report to IOC
10. Progress Report on Youth Men's and Women's World Championships
11. Progress Report on Issues Related WADA and 2019 World Championships
12. Presentation on Managing the WSB Finals and Future WSB Program
13. Discussions on the "Diversity in Boxing" (DIB) Management
14. Progress Report on Development of "Mixed Double Boxing" Program
15. Progress Report on "New Foundation Plan" Development
16. Presentation of "AIBA Technical School" and Academies
17. Presentation of Fund Raising Programs
18. Report on Current AIBA HQs Administration Status
19. Introduction on "AIBA Office" Functions in Abu Dhabi
20. Closing Remarks by Interim President
21. Attachments

1. Opening remarks by AIBA Interim President

Mr. Gafur Rahimov welcomed all participants to Dubai and thanked them for their support. AIBA has achieved a lot of progress in the past months but there are still many more missions to be accomplished in view of the governance, finance and sport operations. The President outlined that at today's meeting the Executive Committee Bureau (ECB) will make some advanced decisions prior to the EC meeting on July 12 – 13, 2018.

2. Roll call

AIBA Executive Director, Mr. Tom Virgets did the roll call, all members below have been in presence, the quorum was reached.

- Gafur Rahimov – President
- Osvaldo Bisbal – Vice President
- Ted Tanner – Vice President
- Suleyman Mikayilov – EC Member
- Pat Fiacco – EC Member
- Tom Virgets – Executive Director, non-voting

In addition, 2 Confederation Presidents were invited for the meeting.

- Franco Falcinelli – Executive Vice President
- Mohamed Moustahsane – Vice President

3. Confirmation of 2018 – 2019 AIBA EC Meeting Place and Agenda

ECB has unanimously approved to hold 2018 AIBA EC Meeting on July 12 – 13 in the city of Abu Dhabi. The proposed meeting agenda has also been approved (please refer to the attachment).

Mr. Pat Fiacco will visit AIBA HQ to meet with the staff to revise all recommendations by AIBA Technical and Rules Commission for future proposals for amendment of AIBA Competition Rules. AIBA R&J Commission chair Mr. Osvaldo Bisbal was also asked to join by ED, Tom Virgets

4. Proposal for New Ethics Commission Chairman and Members

ECB has reviewed a curriculum vitae of the potential candidate for the AIBA Ethics Commission Chair. As for today, the candidate has only given his provisional verbal acceptance to serve if confirmed, therefore a final vote on the appointment will be proposed at a later stage.

ECB members have voted in favour for the President to make a formal proposal to the candidate to become the AIBA Ethics Commission Chair.

5. Development of Statutes Amendments for 2018 Congress

Prior to the AIBA 2018 Congress, the AIBA Statutes amendment proposals will be developed in compliance with the “New Foundation Plan” on Governance, and respecting the ASOIF Governance guidelines.

The following process has been defined: Mr. Terry Smith and the interim president office will review the AIBA current Statutes and make a list of further amendment proposals. After, these amendment proposals will be reviewed by Ad-Hoc Committee and accordingly proposed for the AIBA Executive Committee approval in July. All approved proposals will be sent to AIBA National Federations one month prior to the Congress, and then ratified at the Congress. It was also recommended that the final draft of AIBA Statutes is proofread by a professional English-speaking lawyer.

6. Progress Report on Business Development with FCIT

The President informs that FCIT staff visited the AIBA HQs office to do the “due diligence” work and that a draft of the possible business model was developed. After that, FCIT presented AIBA with a proposal that was not acceptable to AIBA. Therefore, negotiations continue. There are 2 more investors with whom the President is currently having the discussions, he will choose the best partner for AIBA, and of course a full proposal will be presented to AIBA EC for their final approval.

7. Discussions on Current Finance Situation

The AIBA Executive Director is reviewing the current Bank accounts of AIBA and will present a summary of his finding to the EC in July. To improve finance control and payment process, the Executive Director has implemented new policies on financial accountability procedures. The role of AIBA Treasurer will be filled soon as well. The Executive Director presented an overview of the current financial situation and projections for the cycle 2020-2024. He informed ECB that the full financial statements including the full audits reports as of 2015 and 2016 by KPMG, and 2017-2018 by E&Y will be provided at the EC meeting in July. Quarterly reports will also be implemented in the future.

Some EC members expressed concerns regarding AIBA HQ staff handling of confidential information. Executive Director Tom Virgets stated that he will manage this concern.

8. Discussion on the YOG Universality Place

IOC sent guidelines on selecting the Universality Places for the 2018 Youth Olympic Games (YOG) to 103 selected National Olympic Committees (NOCs) and asked them to send their applications by January 15, 2017 for the YOG Tripartite Commission to finalize the selections. The Tripartite Commission decided which countries will get the tripartite positions along with AIBA. These selections were finalized by the former administration, and AIBA cannot make changes as all of the NF's receiving these Tripartite quotas had been informed.

Mr. Virgets provided an update on the Youth Olympic Games, Buenos Aires 2018: total quota for boxing is 82 with 10 universality places. The maximum number of athletes per NOC is 5 boxers. Furthermore, Mr. Virgets explained the current quota situation and the process for reallocation of unused qualifications places.

There has been a discussion around the fact that Cuba will not participate in the YOG

2018 and it is not among the countries assigned to receive the universality places. The AMBC confirmed that Cuba has been provided all support for them to participate in the qualifying event for the YOG. While for example, Colombia had a real issue with the visa. If Cuba is given the universality place, many other countries may complain. Moreover, the countries for the universality places have been already confirmed by the Tripartite Commission and there may not be possible that the IOC will agree to change the countries list.

9. Discussions on Requirements for Next AIBA Report to IOC

AIBA EC has previously received two AIBA reports to the IOC and the decisions of the IOC Executive Board. For the next report to IOC, which is due on July 6th, it is important that the AIBA EC review its draft and approves it.

Mr. Virgets, explained more about all AIBA/IOC discussions in past months and the IOC position. With regard to governance, IOC demanded that a number of areas be clarified more effectively. There are in total 17 additional items to be improved with a priority on transparency, integrity and democracy such as publication of General Assembly agenda and relevant documents, the list of candidates for elections, annual activity report, improvement of gender balance in the governing bodies, strengthening the financial controls etc. All of these governance issues are in place to be executed for the Congress. Mr. Virgets presented a status update regarding each item of the report.

After, he shared with the participants a copy of the Anti-doping budget – the total projected costs until 2020 is 699,850 CHF. He also covered AIBA Integrity matters that have already been put in place or still in process (Integrity Education Module - E-learning, courses for Youth Olympics, investigate capacity building).

In relation to the governance requirements from ASOIF, AIBA HQ office is currently addressing all the recommendations with a goal to become a model organisation of governance. New assessment results and feedback from ASOIF will be on June 22nd, 2018.

10. Progress Report on Youth Men's and Women's World Championships

The event will take place from August 20 to 31 2018, the venue and event logo have been confirmed. For weight categories there will be 10 Youth Men / 10 Youth Women with the total quota places of 418.

Due to multiple requests from NFs, President has proposed to open the competition to any NF who wishes to attend, the host country – Hungary is ready to accommodate all participants. However, it might be contradictory and may cause a great offence to NFs whose boxers qualified through the qualifying events, and considering that all those boxers who lost in the qualifying events will be able to come to the competition. There is an opinion to open the competition on an invitation basis only.

After an exchange of views, it is agreed that the AIBA Technical & Rules Commission Chair will further discuss this proposal with AIBA Vice-Presidents and come up with a decision later today.

11. Progress Report on Issues Related WADA and 2019 World Championships

WADA claims that AIBA is in violation of WADA Code due to the allocation of 2019 Championships to Russia as RUSADA until today is noncompliant with WADA Rules.

Apart from this exception, AIBA is now fully compliant with WADA code. WADA sent a letter to AIBA that it would make the final decision on June 14 whether they could accept AIBA's request to hire a Doping Test Agency from another country for the World Championships in Russia, AIBA's reply to WADA claims is due on June 11th, 2018. The IOC and ASOIF have expressed a level of support for AIBA in this case on the basis of WADA's recommended penalty for such a violation, (if there was a violation), is not proportional.

12. Presentation on Managing the WSB Finals and Future WSB Program

The Cuban and Kazakhstan Teams will compete in the WSB Finals of this season on June 22 – 23, 2018. The host of the finals is still to be defined.

Mr. Virgets gave a brief update about the final Season, reporting the sport aspects and the media coverage of the season. He mentioned that all this information can be made available for review and suggested discussing the pressing questions that need to be clarified such as a decision if AIBA should go forward with the WSB programme for the next season or not, and how to structure it to meet the qualifying standards for Olympics. This year's edition of WSB has fell short of expectations. For example, there was a 150,000 USD loss with IMG because WSB could not give the full schedule with our teams prior to the start of the season. Also, there are still issues with collecting franchise fees. Among other failures of WSB program are: inconsistent franchisees fees, lack of staffing/internal expertise with solid marketing background. The members agree that WSB product is a good product, but it is essential to re-organise it and find the right partners to invest in this project.

ECB unanimously decided to adjust the WSB Season 9 calendar in order to align it with the Olympic Qualifiers and to create a working group that will bring back terms of reference to EC for the future season. The working group shall be appointed by the Interim President office.

13. Discussions on the “Diversity in Boxing” (DIB) Management

The President highlighted that DIB has not been fully used by AIBA National Federations and Confederations. As of today, AIBA has received only four applications approved by the Confederations, a brief report on each received application has been provided. Therefore, the President would like to hear the views of the ECB regarding the program and their thoughts on how to further promote it.

The program has been very well received in Oceania, there are some proposals for R&J education programs and coaches' development programs to come, however the applications papers appear to be too complicated. In AFBC, many NFs applied, however, after the Confederation's review the applications were rejected as they highly exceeded the budget (for example applications to build an academy). EUBC received 3 applications, all of them are legitimate to receive the contributions per its Confederation's President. It was clarified that once Confederations Presidents endorse the applications, payments will be released accordingly.

14. Progress Report on Development of “Mixed Double Boxing” Program

After approval of AIBA EC, the President appointed the Task Force Team to develop a

detailed plan of the new concept of the “Mixed Double Boxing” Program. Mr. Osvaldo Bisbal has been appointed as Chairperson, Mohamed Moustahsane, Pat Fiacco, Emilia Grueva and Ria Ramnarine as members. An initial plan for the program will be presented further to the EC in July. The President opened a discussion on this matter. Some ECB members do not agree with the proposed format, but the working group will work on adjusting the format that to make it adequate for both women and man. With this program, boxing will become more popular, and if it will be successful, AIBA could even request IOC to get some additional quotas for Olympic Games.

15. Progress Report on “New Foundation Plan” Development

AIBA hired BM Sports as a consulting agency to develop the “New Foundation Plan” for future governance reform of AIBA. BM Sports has been developing this plan and will present its final draft to AIBA EC for its approval. Before AIBA EC approval, an Ad-Hoc Committee will be formed in order to review the draft of the plan by the end of June and present the final draft to the EC at its July Meeting. The members of the Ad-Hoc Committee will be Mohamed Moustahsane, Terry Smith and an independent member (pending on his acceptance). The ECB did not have any comment on the proposed process.

16. Presentation of “AIBA Technical School” and Academies

Even though AIBA development/educational programs have been successful since its introduction in 2010, there is currently a need of reshaping them as several issues have been identified (such as are the large gaps in quality between National and AIBA level officials, different quality of instructors caused different teaching contents, irregular course schedules, no clear vision for officials to advance their careers etc.) As a solution the President proposed to establish the “AIBA Technical School”, which will be a subsidiary educational organization of AIBA which would have an exclusive right to train all AIBA officials for its competitions and programs. The two main programs will include a Coaches’ academy and an academy for all other officials. The President introduced the objectives and the core curriculums of the Technical School concept. He also informed all members that the school will be established in Assisi, Italy with AIBA, EUBC and City Funds. ECB members supported the initiative and the concept of the Technical School.

The next step is to develop business plans of Technical School to present to the AIBA EC approval in July. Mr. Franco Falcinelli has been appointed to work on the business plan.

17. Presentation of Funding Program

The President prefaced that he was recently approached by a group of business people who have been developing a new business project which may be of interest to AIBA. The President believes that it could be beneficial to AIBA, so he asked AIBA ECB to listen to the presentation and then approve this project to be presented at the July EC meeting for decision.

Once the ECB agreed to hear the presentation, the project management team was introduced. At the conclusion of their presentation, the ECB agreed to have the Company present their proposal to the EC in July. Most ECB members believe that this is a very attractive and an interesting project for AIBA, with no risk or liability for

AIBA. A non-disclosure agreement is required to be signed by AIBA before additional information can be shared.

18. Report on Current AIBA HQs Administration Status

The President has received various complains from AIBA National Federations and EC regarding the operation of the HQs office, lack of follow-up or reply, leak of work-related information externally, contacts with the former staff and management. The Executive Director has been requested to provide his evaluation report on the current administration and his plan to rectify some of these concerns.

Mr. Virgets begun by informing that there was a work inspection from the local authorities that found out 31 violations that needed to be addressed. AIBA has a bad reputation in Lausanne due to a constant HR turnover. The staff duties and responsibilities have been examined and duties changed to ensure all areas of AIBA are being covered with reduced staff numbers. Another concern is that there has never been any discipline in a budget before. In mid-June, each department will submit a draft budget followed up with budget meeting with EC and finance director for review and justification. The target budget is between 5 and 5.5 million.

Mr. Virgets viewpoint with regard to AIBA office is that individuals must take personal responsibility for all areas of responsibility and he is responsible for providing them with tools to do job. Everyone is part of a team and all assist each other in getting the job done. No special groups or departments, all communicate and all are aware of each other's duties. Everyone follows the clearly articulated HQ policies and Procedures. And finally, AIBA staff are customer service representatives.

After that, Mr. Virgets provided a brief update on some specific tasks performed by AIBA HQ. Among them: 6-year event calendar, better cooperation with AIBA commissions, Technical Rules corrections for manual, calendar for AIBA Congress and election procedure, Athletes commission, DIB program process, e-learning development, database improvement, ranking system, medical card to replace passbook. Regarding ASOIF self-study, AIBA had been verbally reprimanded for failing to do due diligence in 2017. The report was re-submitted for 2018 by Terry Smith had AIBA ranked 2nd to last among IF's. AIBA is preparing to submit a new report for grading, aiming for 20-30 points improvement, consequently, ASOIF will review grading and provide a letter for inclusion in IOC report. About betting and gambling (IBIS), meetings are planned with IOC to become compliant with IBIS by July 6th. AIBA communications team has reviewed and produced a comprehensive document with the new structure and implementations process for the new AIBA's Athletes Commission, as well as new operational guidelines for Local Organising Committees. The communications team has been supporting the governance team by making all the needed modifications on the AIBA website in order to be as compliant as possible with ASOIF and IOC. The communications timeline until the end of the year has been presented as well. On logistics side, the team has created a new shared calendar, which overviews all AIBA activities in 1 place, and will soon put in place a new booking tool to streamline all processes and save costs.

As for the HR report, there are currently 16 employees including WSB. AIBA is currently recruiting Senior Competition Manager, PA to Executive Director and Junior Accountant, but still has needs for Legal manager, NFs manager, Sport Coordinator. The staff regulations will be updated to be in agreement with the current laws and regulations and a software program to improve HR processes is needed as well. AIBA is applying now to be recognized as an event organising company to avoid the

obligation to get permission for any work at night or on week-end.

19. Introduction on “AIBA Office” Functions in Abu Dhabi

Following the approval by AIBA Executive Committee to register the Interim President Office in UAE, the President has applied for official registration and received the government approval. The office will be opened in Abu Dhabi, and will accomplish the following duties for AIBA:

- Manage all issues related to AIBA Interim President – Current
- Manage the DIB program – Current
- Manage all issues related to Congress – Current
- Manage all issues related to the Commission – New
- Business and commercial related issues for AIBA - Current

20. Closing Remarks by Interim President

President Rahimov thanked all participants for their participation and contribution. The meeting is closed.

21. Attachments

2018 - 2019 AIBA Executive Committee Meeting Agenda (July 11 – 14, 2018) (Abu Dhabi, UAE)

1. Opening remarks
2. Welcome Speech by Hosting Organization
3. Roll Call
4. Approval of Previous 2018 EEC Meeting Minutes
5. Interim President Report
6. Ratification of EC Bureau Decisions
7. Executive Director Report
8. National Federation Membership Issues
9. Appointments to Key Positions - Ethics Commission Chairman, Legal Counsel, Treasurer, Election Committee Chairman and Members
10. Progress Report on 2018 AIBA Congress
11. Presentation of “New Foundation Plan” and Approval
12. Presentation of Proposed Amendments to Statutes and Bylaws
13. All Confederation Reports
14. All Commission Reports

15. Report on AIBA Legal and Finance Issues – Issues on Benkons, FCIT, AliSports
16. Introduction of AIBA New Business Opportunity
17. Report on Disciplinary Cases
18. Discussion on Restructuring of Athletes Commission
19. Proposal on Weight classes and Qualification System for 2020 Tokyo Olympic Games
20. TF Team Presentation for Mixed Double Boxing Program
21. Presentation of AIBA Technical School and Approval
22. Presentation of Technical and Competition Rules Amendments
23. Report on 2018 WSB Season and Plans for Next Seasons
24. Progress Report on “Diversity in Boxing (DIB)” Program
25. Progress Report on 1st AIBA Gender Equality Forum
26. Presentation of AIBA HQs Business Plan
27. Approvals of 2017 – 2018 Audit Report and 2018 – 2019 Budgets
28. AIBA Declaration on Current AIBA Situation and Future
29. Additional Business
30. Next EC Meeting Dates and Place
31. Closing remarks

June 15th 2018

Gafur Rahimov
AIBA Interim President
