

TRADE UNION STATUTES

PREAMBLE.

The INTERNATIONAL ASSOCIATION OF FOOTBALLERS, founded in 2026, is a global federation of footballers' trade unions. It defends and promotes, internationally, the economic, social and professional interests of professional footballers and their unions, and supports the defense of democracy, freedom, peace, equal opportunities and the elimination of all forms of discrimination.

The internationalization of trade union action is inherent in the very nature of the trade union movement, overcoming national territorial boundaries through the establishment of complex international trade union groupings that, on the basis of the principle of international trade union solidarity, strengthen trade union action by giving it greater power to claim and promote the interests of workers, in this case, footballers. Based on that principle, international law, including ILO Convention No. 87, provides for the freedom of self-organization of trade union organizations and the right to establish and join complex international trade union organizations. For its part, Article 28.1 of the Spanish Constitution establishes the "right to form trade unions and to join the union of one's choice, as well as the right of trade unions to form confederations and establish international trade union organizations or join them, and Article 2.2 of the Organic Law on Trade Union Freedom recognizes, within the right to trade union activity, the right of trade union organizations to draft their statutes and regulations, organize their internal administration and activities, and formulate their program of action.

The activities of the INTERNATIONAL ASSOCIATION OF FOOTBALLERS are governed by these Statutes. For all matters concerning the interpretation of these Statutes, the Spanish text shall be deemed the authentic version.

These Statutes therefore govern the operation and organizational structure of the INTERNATIONAL ASSOCIATION OF FOOTBALLERS.

CHAPTER I: NAME, OBJECTIVES, SCOPE OF ACTIVITY AND REGISTERED OFFICE.

Article 1. Establishment, name and duration.

Under the name INTERNATIONAL ASSOCIATION OF FOOTBALLERS, hereinafter referred to as the "ASSOCIATION," a global federation of footballers' trade unions is hereby established.

The ASSOCIATION established herein shall have an indefinite duration. However, if at any time the purposes of the entity may be deemed to have been fulfilled or become impossible to achieve, the General Assembly may resolve to dissolve it in accordance with applicable law and these Statutes.

Article 2. Objectives.

The purposes of the ASSOCIATION are:

- a. To promote and defend the economic, social and labour interests of professional footballers, including equal opportunities for men and women.
- b. To promote universal recognition of International Labour Organization Conventions Nos. 87 and 98, concerning, respectively, freedom of association and the protection of the right to organise and bargain collectively, and of other fundamental labour standards and relevant instruments of that Organization.
- c. To assist member trade unions in defending and promoting, at the international level, the economic, social and professional interests of their members.

- d. To promote collective bargaining and social dialogue, where appropriate, and the representation of professional footballers before employers, employers' associations of clubs or sports entities, and public authorities.}
- e. To support and promote education during and after the careers of professional footballers.
- f. To foster solidarity among professional footballers from different countries.
- g. To promote and organize social programs for the protection of footballers as workers.
- h. To seek financial assistance intended to improve the lives of footballers as workers.
- i. To create synergies with any other public or private organizations that share the objectives set forth above worldwide.

To achieve these objectives, the ASSOCIATION shall:

- a. Establish and foster close relations among footballers' trade unions and, above all, among its member organizations and associations, regardless of nationality, religion, political beliefs, race, or gender;
- b. Promote and support the establishment of new trade unions and footballers' associations in all countries, especially in those countries whose economic development and nation-building process require a special effort, guided by the spirit of international solidarity;
- c. Promote and coordinate mutual assistance programs among member organizations and associations from various countries and support, by appropriate means, member organizations involved in disputes;
- d. Assert and exercise the right to represent its member organizations and associations before the International Labour Organization, in intergovernmental organizations, and before the governing bodies of football and sport, including in particular FIFA, UEFA, other confederations, international and national federations, and Olympic Committees;
- e. Collaborate, whenever possible and conducive to the achievement of its objectives, with other international trade union federations and with the International Trade Union Confederation (ITUC);
- f. Disseminate information to its member organizations and associations and to other stakeholders, through publications or documentation, and coordinate activities at the international level;
- g. Assist its member organizations, individually and collectively, in their worker organizing initiatives, campaigns, and training and legislative efforts, guided by the spirit of international solidarity;
- h. Bargain collectively, where appropriate, when so determined by the organizations and associations concerned, and strengthen their bargaining capacity;
- i. Promote and coordinate mutual assistance programs among member organizations and associations and support member organizations involved in disputes;
- j. Initiate judicial proceedings where appropriate, or support legal action through advice or other forms of assistance, which may include financial assistance, in order to advance the rights of professional footballers; and
- k. Establish direct engagement with international football bodies and stakeholders.

Article 3. Territorial and Functional Scope.

The Union's scope of activity is international, with special attention to the countries in which it is present through its members. Its functional scope of activity is the promotion and defence of the economic, social, and professional interests of professional footballers.

Article 4. Registered office.

The registered office of the ASSOCIATION is established at Calle Gran Vía, 30, piso 8, 28013 Madrid, Spain.

Any change of registered office shall require the unanimous approval of the Executive Committee and subsequent notice to the competent registry.

CHAPTER II: MEMBERS, RIGHTS, AND OBLIGATIONS.

Article 5. Members.

1. Membership of the ASSOCIATION is voluntary and subject to no conditions other than acceptance of and compliance with the obligations and requirements established in these Statutes and in the other rules and resolutions of the General Assembly.

Founding members shall be those trade unions, associations, or similar entities that, at the time of founding, meet the statutory requirements for acquiring member status and take part in the founding act, thereby acquiring member status from that moment. In order to cover the expenses for the establishment and commencement of the ASSOCIATION's activities, the Founders shall make an initial financial contribution in the amount unanimously agreed upon at the time of founding.

2. All trade unions, associations, or similar entities under the laws of their respective countries that represent the labour and economic interests of professional footballers may apply for membership and, consequently, acquire member status, provided that they meet the admission requirements established in these Statutes and the implementing regulations approved by the General Assembly.

The acquisition of member status shall require the prior and express acceptance by the applicant organization or association of the objectives, Statutes, regulations, and resolutions of the ASSOCIATION and of the obligations arising therefrom. It shall also require acceptance as a member by the competent bodies of the ASSOCIATION.

In countries where there are no entities eligible to acquire member status, the ASSOCIATION shall promote the conditions for active players, or such other individuals as the Executive Committee may deem appropriate, to promote the establishment of such entities, and may, for that purpose, enter into collaboration agreements with organized stakeholder groups and entities that bring together footballers.

Only one member shall be admitted for each State or football federation internationally recognized by the governing bodies of football.

Likewise, the General Assembly, also upon proposal of the Executive Committee, may confer the title of Honorary President or Honorary Member upon any person for meritorious services rendered to football. An Honorary President or Honorary Member may participate in the debates of the General Assembly but shall not have voting rights.

3. Applications for membership of the ASSOCIATION shall be addressed to the General Secretariat, which, after receiving all relevant information, shall submit such application to the Executive Committee, which is empowered to accept or reject it.

The Executive Committee shall issue its decision within 4 months of receipt of the application together with all necessary documentation.

The applicant entity must demonstrate that it significantly represents professional

footballers in its country and that it has developed or is developing a project for their benefit. For these purposes, it must submit the application in writing, using the form approved by the General Assembly, and attach:

- a. Composition of the governing bodies and the minutes of the general assembly at which they were elected.
- b. Minutes of the most recent general assembly held and, if not included therein, certification of the resolution of the competent body recording the intention to join the ASSOCIATION.
- c. A copy of its Statutes and/or regulations.
- d. Number of active professional footballers who are members or associates, specifying the league and/or category in which they play, duly confirmed by a reputable independent external auditor and validated by the Executive Committee.
- e. A statement of financial and accounting position, duly audited.
- f. Number of employees, organizational structure, and description of positions, duly audited by a reputable independent external auditor and validated by the Executive Committee.
- g. Any other information that may be established by regulation, as applicable.

Notwithstanding the foregoing, and subject to approval by the General Assembly, the Executive Committee may impose additional criteria for the admission of new members, including, in particular, whether the applicant entity admits footballers of both sexes as members. In all cases, such information must be disclosed and processed in strict compliance with personal data protection regulations.

Any organization, association, or similar entity whose admission as a member has been rejected by the Executive Committee may appeal that decision to the General Assembly within a period not exceeding 30 calendar days. The appeal must be decided by the first Assembly convened after two months have elapsed from its filing.

4. During the first three years following its admission, an organization, association, or similar entity shall have the status of Candidate Member, except for founding members, which shall initially hold the status of Full Members. After the first three years have elapsed, the Executive Committee shall adopt a reasoned decision on one of the following:

- a. That the Candidate Member become a Full Member;
- b. That Full Member status be denied, thereby terminating its membership;
- c. That Candidate Member status be extended for an additional period to be determined by the Executive Committee, up to a maximum of three years.

The decision of the Executive Committee shall be based on:

- a. The Candidate Member's maintenance, during the preceding three years, of the admission requirements;
- b. The Candidate Member's timely fulfilment of its financial obligations to the ASSOCIATION;
- c. The activities carried out by the Candidate Member in furtherance of the purposes, objectives, and activities of the ASSOCIATION;
- d. Compliance with the other obligations established in Article 7.

The member shall be informed immediately of the reasons for the denial of Full Member status and shall have the right to appeal the decision to the General Assembly. The same time limits and procedure provided for in section 3 of this Article shall apply.

Notwithstanding the foregoing, the Executive Committee may grant Full Member status to a Candidate Member at any time, with the favourable vote of a qualified majority of 75% of the Executive Committee and the express unanimous endorsement of the Founding Members.

5. Every member shall provide annually the information established in section 3, duly updated, as well as any other information that the Executive Committee may request, with stated reasons, in relation to compliance with the objectives and obligations established by law, under these Statutes, or by regulation.

6. Any member wishing to withdraw from membership of the ASSOCIATION shall give notice of that intention. Withdrawal may only take effect at the end of the financial year and with at least eight weeks' prior notice. The accrual of its financial obligations shall cease at the close of such financial year.

7. The Executive Committee is empowered to suspend the membership, on the terms provided for by regulation, of any member that, in its opinion, has breached its obligations, acted against the interests of the ASSOCIATION, or ceased to meet the admission requirements of the ASSOCIATION. The member shall be informed immediately of the reasons for the suspension and shall have the right to appeal the suspension to the General Assembly within 30 calendar days from notification of the suspension. The appeal shall be decided by the first Assembly convened after two months have elapsed from its filing, which shall in any event meet no later than 6 months from such filing. Until the appeal is decided, the suspension ordered by the Committee shall be fully enforceable.

Members whose membership of the ASSOCIATION has been suspended shall lose, during the period of such suspension, the right to attend Assemblies, except for attendance at the agenda item of the Assembly at which their appeal is to be decided, and the right to vote or to send delegations.

Likewise, they must cease using the ASSOCIATION's logo and holding themselves out as having any association with the ASSOCIATION.

8. The Executive Committee shall maintain an up-to-date register containing the names and addresses of all members, whether Founding Members, Candidate Members, or Full Members.

Article 6. Rights of Members.

Members shall have the following rights:

- a. To participate in the activities of the ASSOCIATION and in its governing bodies, exercising the right to vote and to nominate individuals for election or appointment to governing and representative bodies, on the terms established in these Statutes.
- b. To receive information on the management and financial situation of the ASSOCIATION.
- c. To receive advice and protection in defence of their rights as members of the ASSOCIATION.
- d. To request the intervention of the competent bodies of the ASSOCIATION against resolutions of the governing bodies that directly affect them.

The only restrictions on the exercise of these rights are set forth in these Statutes and in the rules agreed upon in each case.

Article 7. Duties of Members.

Members shall have the following obligations:

- a. To assume the objectives of the ASSOCIATION, respect its Statutes, the regulations and resolutions of the General Assembly that implement them, as well as those of its governing bodies, and promote the interests of the ASSOCIATION;
- b. To ensure, through their Statutes and operation, the democratic management of their affairs;
- c. To pay membership dues and other financial obligations in accordance with the amounts and terms determined by the competent bodies of the ASSOCIATION;
- d. To cooperate in the implementation of decisions adopted by the governing bodies of the ASSOCIATION and to report on the measures undertaken for that purpose;
- e. To keep their own governing bodies informed of the activities of the ASSOCIATION and to inform their representative bodies and rank-and-file members of the work and objectives of the ASSOCIATION;
- f. To notify the ASSOCIATION of the dates of their congresses, the relevant decisions adopted therein, and the names of those holding the principal offices;
- g. To comply with the security, confidentiality, and data protection policies agreed upon by the governing bodies;
- h. To assign to the ASSOCIATION the image rights of the footballers affiliated with their union, in compliance with the applicable regulations in each case; and
- i. To comply with any other obligations determined by the General Assembly.

Failure by members to comply with their legal, statutory, and regulatory obligations and duties may give rise to the adoption of disciplinary measures by the competent body.

Article 8. Loss of Member Status.

1. The following shall be grounds for loss of member status:

- a. A serious and culpable breach of the legal, statutory, and regulatory obligations of the ASSOCIATION or of the decisions of its governing bodies, where such sanction is provided for in accordance with the disciplinary regulations to be adopted by the General Assembly, on the proposal of the Executive Committee, within a maximum period of 6 months from the registration of the union.
- b. Failure to comply with financial obligations owed to the ASSOCIATION for a consecutive or non-consecutive period of at least twelve months.
- c. Loss of status as a trade union organization or association representing the economic, social, and professional interests of professional footballers in their respective countries.
- d. Causing damage to the image of the ASSOCIATION or otherwise harming the interests of the ASSOCIATION in any way.

2. The Executive Committee is empowered to expel a member, whether or not such member has been subject to a prior suspension resolution, if such member has engaged in the conduct described in the preceding section.

The expulsion resolution must be adopted by an absolute majority of the Executive Committee. This resolution shall be notified to the affected member, who may appeal to the General Assembly within 30 calendar days. The Executive Committee shall request a report from an Independent Committee composed of legal experts, which must issue such report within one month of the filing of the appeal. The Assembly shall decide the appeal at the first Assembly convened after one month has elapsed from the issuance of the report and, in any event, within three months of that same date. The Assembly's decision on the appeal entailing the expulsion of the member shall require a 75% majority.

During the conduct of the proceedings, the Executive Committee may order the

provisional suspension of the affected member's membership.

Organizations that are expelled or withdraw from membership shall cease to be members of the ASSOCIATION.

CHAPTER III: GOVERNING AND REPRESENTATIVE BODIES

Article 9. Bodies.

The governing and representative bodies are the General Assembly and the Executive Committee.

Meetings of the governing bodies may be held in person, virtually, or in hybrid format, in order to achieve participation that is as democratic, equitable, and inclusive as possible.

Article 10. General Assembly.

1. The General Assembly shall be the supreme governing body of the ASSOCIATION and shall be composed of all members. The General Assembly shall be governed by these Statutes and by the corresponding regulations, which the General Assembly shall adopt on the basis of the proposal of the Executive Committee.

2. The General Assembly shall be responsible for deciding, among other matters:

- a. approval and amendment of the Statutes;
- b. the election and appointment of the President, the two Vice Presidents, and the remaining members of the Executive Committee, as well as their removal;
- c. approval of the budgets, balance sheet, income statement, and, where applicable, audits;
- d. approval of the financial obligations of member organizations, including discounts on dues, minimum and maximum dues, and requests for supplementary contributions, in accordance with Article 14;
- e. approval of any regulations of the ASSOCIATION, including the disciplinary regulations and, in general, with respect to any matter or procedure where such regulations are deemed appropriate or advisable;
- f. where applicable, the setting of the maximum compensation for the Executive Committee as a whole. The Executive Committee shall determine the distribution of the aggregate compensation among its members, up to said maximum;
- g. the resolution of appeals against decisions of the Executive Committee in those cases in which the right of appeal is provided for;
- h. the dissolution and liquidation of the ASSOCIATION.

This statement of the powers of the Assembly is merely illustrative and does not limit the broad powers vested in it as the supreme body of the ASSOCIATION.

3. The General Assembly shall meet in ordinary session at least once a year, such meeting being the Ordinary General Assembly. The meeting shall be held within six months following the end of the financial year and shall be convened by the Executive Committee.

The General Assembly shall meet in extraordinary session:

- a. by decision of the Executive Committee; or
- b. upon the written request of at least one third of the members of the ASSOCIATION, whether Full Members or Founding Members. Such one third must include at least 75% of the Founding Members. The extraordinary meeting shall be held on the date and at the place set by the Executive Committee, within six months following submission of the request.

4. The Executive Committee, by a 75% majority of the votes, shall determine whether the General Assembly is to be held in person, virtually, or in hybrid format, in order to achieve participation that is as democratic, equitable, and inclusive as possible. If the required majority is not reached, the meeting of the Assembly shall be held in person.

5. The Extraordinary General Assembly may meet to address any matter, except those reserved to the Ordinary General Assembly.

6. The notice of meeting shall be sent to each member at least within the minimum notice period required under sections 11 and 12 of this Article, using a means that provides evidence of receipt. It shall state the place, date, and time of the meeting, as well as the agenda. Notice by electronic means, including email, shall be valid, provided that it is sent to the email address provided by each member.

The notice must also be given by publication on the ASSOCIATION's website and must be accompanied by the documentation and information necessary for the Assembly.

7. The Assemblies shall be validly constituted on first call, which shall take place on the day and at the time indicated in the notice, when at least one half plus one of the members are present and such members, in turn, represent one half plus one of the votes. If quorum is not reached, the Assembly may be held on second call half an hour later than the time scheduled for the first call, in which case it may proceed without a specific quorum.

8. Any member that is up to date with its financial obligations shall have the right to be represented at the General Assembly. Each member shall be entitled to one delegate at the General Assembly. The Founding Members shall each have four delegates, each of whom shall have one vote at the General Assembly, by virtue of their status as founders. Notwithstanding the foregoing, only the delegates of Full Members and/or Founding Members shall have the right to vote.

9. Any member may designate the delegation of another organization, association, or similar entity to act on its behalf during the General Assembly, provided that it notifies the Secretary General in writing at least four weeks before the start date.

Voting and participation at Assemblies may not be delegated, under any circumstances, to third parties that are not members of the ASSOCIATION.

10. Decisions shall be adopted by a simple majority of the votes cast, except in those cases in which these Statutes provide for other majorities. In the event of a tie vote, the proposal shall be rejected.

The voting system shall be defined in the regulations, which shall determine in which cases and under what conditions voting may be conducted orally or in writing, by ballot, or by electronic means. The President shall appoint two individuals from among the delegates at the General Assembly who shall be responsible for supervising the counting of votes by the Secretary General. Voting by acclamation is permitted unless a delegate with voting rights objects.

11. The agenda of the Ordinary General Assembly shall be sent to the member organizations at least one month before the start of the meeting and shall include the following items:

- a. Approval of the minutes of the previous meeting;
- b. Approval of the Activities or Management Report for the preceding financial year;
- c. Approval of the budgets, balance sheet, income statement, and, where applicable, audits;
- d. Approval of the annual management or action plan;
- e. Setting of membership dues;

- f. Proposals to amend the Statutes, where applicable;
- g. Appointment, where applicable, of the new Executive Committee and removal and replacement of any of its members;
- h. Any other matters that the Executive Committee decides to include; and
- i. Decision on appeals pursuant to these Statutes.

12. The agenda for extraordinary meetings shall be determined by the Executive Committee and sent to the member organizations at least two weeks in advance.

When an extraordinary meeting is convened at the request of the members, the Executive Committee shall distribute the documents submitted by such members, in addition to any other documents it deems appropriate.

13. The President or one of the Vice Presidents shall chair all meetings of the General Assembly and ensure that all matters at such meetings are addressed in accordance with these Statutes.

The Secretary General shall prepare the minutes of each General Assembly, which shall be submitted for approval at the next General Assembly.

14. The ASSOCIATION shall not contribute to defraying the expenses incurred by delegations in attending the General Assembly unless, in special cases, the Executive Committee decides otherwise.

Article 11. Executive Committee.

1. The Executive Committee shall be the management and administrative body between Ordinary General Assemblies. It shall be composed of a President, two Vice Presidents, three ordinary members, and a Secretary General. If, at the time of election of the Committee, there are insufficient candidates to fill all positions in accordance with this Article, the Executive Committee may be constituted with fewer members than provided above.

2. The President, the two Vice Presidents, the Secretary General, and the other members of the Executive Committee shall be elected and appointed by the General Assembly, which shall also be empowered to decide on their removal. Notwithstanding the foregoing, members of the Executive Committee may be removed from office before the end of their respective terms only in accordance with the procedure and on the grounds set forth in these Statutes.

3. The election of the President, the two Vice Presidents, and the other members of the Executive Committee by the General Assembly shall be made from among the candidates submitted by organizations having Full Member and/or Founding Member status. Each Full Member and/or Founding Member of the General Assembly shall have the right to nominate one candidate to the Executive Committee. Three positions on the Executive Committee, one of them being the office of President of such Committee, shall be reserved for candidates proposed by the Founding Members, and the Assembly shall elect the individuals to fill those positions from among the candidates submitted by such members. If there are insufficient candidates proposed by the Founding Members, the positions may be filled by candidates submitted by Full Members. The filling of positions by candidates elected on the proposal of the Full Members shall be carried out by election from among those candidates. In any event, all members of the Assembly with voting rights shall have the right to vote in the election of all members of the Executive Committee.

4. The term of office of the President and the other members of the Executive Committee shall begin at the time of their appointment at a General Assembly and shall end six years later, upon the election and assumption of office of the new Executive Committee. All members may stand for reelection. All members may stand for re-election.

Notwithstanding the foregoing, any member of the Executive Committee shall cease to hold office if the General Assembly so decides by a qualified majority of two thirds of the members of the General Assembly who, in turn, represent two thirds of the votes of the Assembly. The proposal for removal and the adoption of the decision approving such removal must be based on serious breaches of legal, statutory, or regulatory obligations by the member of the Executive Committee. The proposal for removal must be submitted to the Executive Committee by the members promoting it, for referral to the Extraordinary General Assembly through a duly issued notice, endorsed by at least fifty percent of the members of the General Assembly, from among Full Members and Founding Members.

5. If the person holding the office of President or any office of Vice President permanently ceases to hold office between two Ordinary General Assemblies, the Executive Committee is empowered to appoint his or her successor from among its members. If any members of the Committee were originally elected on the proposal of a Founding Member, the office of President shall be held by one of them. The term of office of the successors shall extend until the next Ordinary General Assembly, at which their ratification and/or the election of another person to fill the vacant position on the Executive Committee shall be submitted for approval. Once the successor has been appointed and the new member has joined the Executive Committee, his or her term of office shall be limited to the time remaining until the expiry of the six-year term for which that Executive Committee was initially appointed.

6. The Executive Committee shall implement the decisions and instructions of the General Assembly and shall ensure the application of the provisions contained in these Statutes. It is also empowered to manage the affairs of the ASSOCIATION and to take measures aimed at safeguarding and promoting its interests and those of its member organizations, including the following:

- a. deciding on applications for membership of the ASSOCIATION and suspending or terminating the membership of a member organization in accordance with Articles 5 and 8;
- b. setting the date and place of the Ordinary General Assembly and, when circumstances so require, of an Extraordinary General Assembly, in accordance with Article 10;
- c. preparing strategic trade union and organizational policy proposals for approval by the General Assembly;
- d. preparing a proposal on the types of dues, including any additional dues, dues supplement, or extraordinary dues, their amounts, frequency, and collection methods;
- e. preparing a proposed budget, balance sheet, and income statement for approval by the General Assembly;
- f. appointing an acting Secretary General if the office of Secretary General becomes vacant, in accordance with Article 13;
- g. appointing the Treasurer and, where applicable, the Directors General and Deputy Secretaries General;
- h. setting the salaries and terms of employment of the Treasurer, the Directors General, and other staff;
- i. creating or closing regional offices;
- j. establishing, reorganizing, and dissolving departments if deemed necessary to improve the services provided by the ASSOCIATION and providing special funds if necessary;
- k. setting the terms of reference and operation of regional and subject-matter

committees, where their establishment has been approved by the General Assembly; and

- I. deciding on urgent matters that may arise between Ordinary General Assemblies and that have not been resolved at previous Assemblies.

7. The Executive Committee shall meet at least twice per year and whenever deemed necessary by the Executive Committee, the President, or the Secretary General, in consultation with the individuals holding the offices of President and Vice President.

8. Resolutions of the Executive Committee shall be adopted by a qualified majority of 75% of the votes. Voting shall be by show of hands, unless a majority of the Committee agrees that voting shall be by secret ballot. Each member shall be entitled to one vote. If a member cannot attend the meeting, they may be represented by another member by written proxy. The President—or, in his or her absence, the Vice President chairing the meeting—shall have the casting vote in the event of a tie. If neither the President nor any Vice President is present at that meeting and a tie occurs, the resolution in question shall not be adopted. In any event, a quorum consisting of a majority of the members of the Executive Committee shall be required.

A member of the Executive Committee may be excluded from the deliberations and decision-making of the Executive Committee in the event of a direct personal interest or conflict of interest.

9. The office of Executive Committee member may be remunerated.

Without prejudice to any remuneration to which they may be entitled, the Executive Committee is empowered to defray or reimburse its members for necessary expenses incurred in the performance of their duties to the ASSOCIATION. Such reimbursement of expenses shall not be subject to any limit that may be established for remuneration for the office of Executive Committee member.

Article 12. President.

1. The President is the person who legally represents and publicly acts on behalf of the ASSOCIATION in all types of acts and declarations, including legal proceedings, for which purpose he or she may grant the necessary powers of attorney with the prior approval of the Executive Committee.

The President shall have the powers granted by law as the legal and public representative of the ASSOCIATION and, subject to the instructions of the General Assembly and the Executive Committee, shall be responsible for:

- a. Holding the highest representative and leadership authority of the ASSOCIATION, subject to the instructions and mandates received from the General Assembly and the Executive Committee, while safeguarding the interests of the ASSOCIATION;
- b. Implementing the policies and decisions adopted by the governing bodies of the ASSOCIATION;
- c. Authorizing payments and collections in accordance with the ASSOCIATION's budget, jointly with any other member of the Executive Committee;
- d. Taking any action deemed appropriate for the development of the ASSOCIATION and its services, and adopting any necessary urgent measures, reporting such measures to the Executive Committee;
- e. Performing the duties delegated to the President by the Executive Committee; and Delegating duties to the members of the Executive Committee and to the Secretary General of the ASSOCIATION.

2. The President may delegate to the members of the Executive Committee, and revoke, the functions and powers granted to the President by these Statutes. In the event of temporary incapacity to perform his or her duties, the President shall be replaced, in whole or in part, in his or her powers and responsibilities by one of the Vice Presidents designated by the President, for as long as the incapacity continues.

3. The President shall chair the meetings of the Executive Committee and the General Assembly, unless such duty is delegated to a Vice President.

Article 13. Secretary General.

1. Subject to the instructions of the General Assembly and the Executive Committee, the Secretary General shall be responsible for:

- a. safeguarding the interests of the ASSOCIATION at all times and in all respects;
- b. preparing and organizing the meetings of the General Assembly;
- c. recommending to the Executive Committee any strategic changes needed to meet the needs of the member organizations;
- d. together with the President and the Vice Presidents, promoting the political influence of the ASSOCIATION by forging alliances with leading international organizations;
- e. putting into practice the ASSOCIATION's objective of promoting equality, equity, and diversity;
- f. forwarding applications for membership of the ASSOCIATION to the Executive Committee for decision;
- g. informing the Executive Committee of any assistance provided to member organizations;
- h. assisting the President in the performance of his or her duties when requested to do so by the President;
- i. drafting and keeping the minutes of the assemblies and of the Executive Committee, as well as the books of the entity; and
- j. certifying the content of the minutes and resolutions of the Assembly and of the Executive Committee.

3. If the office of Secretary General becomes vacant, the Executive Committee shall appoint an acting Secretary General from among its members, who shall have the authority, responsibilities, and obligations of the Secretary General prescribed in these Statutes. The appointment shall extend until the next Ordinary General Assembly, at which the ratification of such appointment and/or the election of another person to fill that office for the time remaining until the expiry of the six-year term for which that Executive Committee was initially appointed shall be submitted for approval.

In the event of temporary incapacity to perform his or her duties, the Secretary General shall be replaced, in whole or in part, in his or her powers and responsibilities by the member of the Executive Committee designated by the Secretary General, for as long as the incapacity continues.

4. The ASSOCIATION may have one or more Deputy Secretaries General, who shall perform the tasks entrusted to them by the Secretary General and shall act under the Secretary General's direction. They may not be entrusted with tasks that, under the Statutes, correspond to the Secretary General.

CHAPTER IV: FINANCIAL AND PROPERTY REGIME

Article 14. Financial Resources.

1. The assets and financial resources of the ASSOCIATION shall consist of:

- a. Members' dues, both ordinary and extraordinary.
- b. Subsidies, voluntary contributions, donations, or legacies that it may receive.
- c. The organization of, or participation in, any type of events or activities, such as galas or matches, that correspond to the objectives of the ASSOCIATION or are related to the protection of the interests of professional footballers.
- d. The capital accumulated by the organization in the course of its management.
- e. All movable and immovable property acquired by, donated to, or bequeathed to the ASSOCIATION.
- f. The property and securities owned by it and the income derived therefrom.
- g. Any other resource obtained in accordance with legal provisions and statutory rules that does not conflict with the objectives of the ASSOCIATION or with the defence of the labour and economic rights of professional footballers.

2. Members shall pay annual dues as determined by the General Assembly, on the proposal of the Executive Committee. For this purpose, members may be divided into different categories, so that each category pays a different amount. The annual dues shall accrue on January 1 and shall be paid no later than January 31, unless the Executive Committee decides on another payment date. In the case of new members, payment shall be made within one month of the date of admission.

Other financial obligations shall be paid within fourteen days of the date of the request.

3. Dues and other financial obligations shall be paid into the account designated by the Secretary General.

4. For the management of the services and activities established in these Statutes, the ASSOCIATION may request and obtain earmarked subsidies and grants from public authorities, private entities, and international organizations.

5. Dues and other contributions, as well as the proceeds of all economic activities carried out by the ASSOCIATION, shall be used exclusively for the achievement of the objectives set out in these Statutes.

6. The assets of the ASSOCIATION shall not be used for profit-making purposes.

Article 15. Organization of Economic and Financial Management.

1. The financial year shall coincide with the calendar year. The Executive Committee shall report annually to the General Assembly, which shall approve the budget, the balance sheet and income statement for the previous financial year, and the management report.

2. The Executive Committee may decide to establish a Finance Committee composed of up to five individuals, subject to the approval of the General Assembly, for a period of six years. The main function of the Finance Committee shall be to advise the Executive Committee on financial and economic matters. The Executive Committee may confer other tasks and responsibilities on the Finance Committee.

3. Members may request that the Executive Committee make available to them, for consultation, the financial information of the ASSOCIATION that enables them to ascertain its financial position.

Article 16. Treasurer.

If the Executive Committee decides to appoint a Treasurer, the Treasurer shall be responsible for:

- a. Collecting the dues and other income of the ASSOCIATION, safeguarding them, and investing them in the manner determined by the General Assembly and the Executive Committee;

- b. Making payments, with the approval of the President;
- c. Countersigning all collection and payment documents, with the approval of the President;
- d. Maintaining the accounting books and ensuring timely and proper compliance with the tax obligations of the ASSOCIATION;
- e. preparing the preliminary draft Budget for approval by the Executive Committee, for submission to the General Assembly. The same procedure shall apply with respect to the General Statement of Accounts for its annual approval by the General Assembly;
- f. Preparing and updating the inventory of its property;
- g. Any other duties inherent in the office of Treasurer, as the person responsible for economic and financial management.

CHAPTER V: AMENDMENT OF THE STATUTES AND DISSOLUTION.

Article 17. Amendment of the Statutes.

The Statutes of the ASSOCIATION may be amended by decision of the General Assembly adopted by a qualified majority of two thirds of its members and an absolute majority of the Founding Members.

Article 18. Dissolution, Merger, and Liquidation of the ASSOCIATION.

1. The ASSOCIATION may be dissolved on the grounds provided for by law or by decision of the General Assembly adopted by a qualified majority of two thirds of its members, in addition to an absolute majority of the Founding Members.

A merger with other entities of the same nature may be carried out with the same majorities and procedure.

2. In the event of dissolution, the General Assembly shall appoint a Liquidation Committee. The Liquidation Committee shall be responsible for the disposal of all association assets and shall settle all rights and debts of the ASSOCIATION.

Once all obligations have been fulfilled, the remaining assets shall be allocated to carrying out activities consistent with the fulfilment of the ASSOCIATION's purposes and to covering the maintenance expenses of the centres and services that the ASSOCIATION may have created. Under no circumstances may the allocation of the ASSOCIATION's assets undermine the non-profit nature of this trade union organization.

Article 19. Official Languages.

1. The official languages of the ASSOCIATION shall be Spanish and English.

First Final Provision.

At the first Ordinary General Assembly held after new members other than the founders have joined the ASSOCIATION, the Executive Committee shall be renewed in accordance with Article 11 and related provisions of these Statutes.

Second Final Provision.

Matters not provided for in these Statutes shall be governed by the provisions of Organic Law 11/1985, of August 2, on Trade Union Freedom, and other applicable Spanish legislation.