SPORTS REGULATIONS

Volleyball

Version: 9 October 2026

TABLE OF CONTENTS

(OVERVIEW)

SECTION I STATUS OF PLAYERS, TEAMS, LEAGUES AND OTHER ORGANISATIONS 1

CHAPTER 1 Status of Players 1

1. ELIGIBILITY 1
2. NATIONALITY 1
3. AGE AND GENDER 3
4. OTHER ELIGIBILITY RULES 6
5. CHANGE OF FEDERATION OF ORIGIN 7
6. TRANSFER OF PLAYERS 10

CHAPTER 2 Status of Teams, Leagues and Other Organisations 22

7. TEAMS 22
8. LEAGUES AND OTHER ORGANISATIONS 22

SECTION II AGENTS 24

CHAPTER 3 General Provisions 24

CHAPTER 4 Conflicts of Interest 25

CHAPTER 5 FIVB License 26

11. LICENSING PROCESS 26
12. VALIDITY OF THE LICENSE 27
13. VIS 27
14. TERMINATION OF ACTIVITY 27

CHAPTER 6 RIGHTS AND OBLIGATIONS 28

CHAPTER 7 AGENT CONTRACTS 29

CHAPTER 8 SANCTIONS 29

SECTION III FINANCIAL DISPUTES 30

CHAPTER 9 Complaint Process 30

18. FINANCIAL DISPUTES BETWEEN CLUBS, PLAYERS, FIVB-LICENSED AGENTS AND COACHES 30

CHAPTER 10 FIVB Tribunal 32

19. GENERAL PROVISIONS 32
20. PROCEEDINGS BEFORE THE FIVB TRIBUNAL 33

CHAPTER 11 Failure to comply with a decision 39

21. SANCTIONS 39

SECTION IV FINAL PROVISIONS 40

CHAPTER 12 Miscellaneous 40

22. ENTRY INTO FORCE 40

SECTION I Status of Players, Teams, Leagues and Other Organisations

These regulations apply equally to both genders. A reference to one gender (e.g. he) includes a reference to the other gender (e.g. she).

CHAPTER 1 Status of Players

1. ELIGIBILITY

1.1 SUPREME AUTHORITY

The FIVB is the supreme authority in volleyball to decide all questions and disputes relating to the eligibility of players for national and international competitions.

1.2 RIGHT TO DETERMINE PLAYERS' ELIGIBILITY

Each National Federation has the right to determine the eligibility of its players subject to the provisions of the FIVB Constitution and Regulations.

1.3 CRITERIA FOR THE ELIGIBILITY OF PLAYERS

The eligibility of a player may be determined after taking into consideration the following criteria:

a. nationality;
b. age;
c. sex;
d. height (if applicable); and
e. other eligibility criteria.

1.4 PLAYER PARTICIPATION IN A MATCH

A player is considered to be in the match when:

1.4.1 his name is registered in the O-2bis Form, and

1.4.2 there is visual confirmation from the passport / ID (identification document) that the player is actually present.

2. NATIONALITY

2.1 ELIGIBILITY TO PLAY FOR A NATIONAL TEAM

Any person holding the nationality of a country, whether acquired at birth or later (by application or any other means), is eligible to play for the national team of the National Federation of the same country, provided that said National Federation is his Federation of Origin and that the conditions set out in these Regulations are fulfilled.

2.2 ELIGIBILITY TO PLAY FOR A NATIONAL TEAM AFTER A CHANGE OF FEDERATION OF ORIGIN

2.2.1 Only two (2) players who have changed Federation of Origin can be listed on the final roster (O-2bis) for a given event. .

2.2.2 The O-2bis Form and the player's International Transfer Certificate shall include the additional information of the player's former national team, where applicable.

2.3 ELIGIBILITY TO PLAY FOR A THIRD NATIONAL TEAM

A player is not eligible to play for a third national team, nor may he return to the initial national team of his Federation of Origin after having changed his Federation of Origin (see also Article 5.1).

2.4 FIRST REGISTRATION IN OWN OR FOREIGN COUNTRY

2.4.1 The Federation which is the first to issue a national license for the player or otherwise register the player within its Federation in the season in which the player turns fourteen (14) years of age (or older if first registered after the age of fourteen (14) is considered to be the player's Federation of Origin regardless of the player's nationality.

For purposes of this provision, the act of registering a player shall mean that the player has been registered to play in a Volleyball (in either form) competition for a club, team, school or other volleyball entity in the territory of a National Federation.

For a player who was registered under this provision: 1) before 3 November 2020; 2) prior to the season in which said player turned fourteen years of age and 3) with a different federation in the season in which he/she turned fourteen after 3 November 2020, the FIVB may determine that the player's Federation of Origin is the federation that registered him/her in the season in which he/she turned fourteen if such determination benefits the player.

2.4.2 If at the time of registration the player holds the nationality of another country only, he/she becomes eligible to play in the national team of his/her Federation of Origin immediately after obtaining the same nationality as his/her Federation of Origin.

2.4.2.1 Special case

A player who has a Federation of Origin that is different from his/her nationality and has a restriction due to the nationality laws in his/her Federation of Origin preventing him/her from obtaining the nationality of his/her Federation of Origin until certain conditions are satisfied, may represent the national team of his/her Federation of Origin in underage competitions, with the approval of the FIVB. In order to do so, the player must present:

a. Proof of the legal restriction due to nationality laws in the Federation of Origin;

b. Proof of a residence permit in the Federation of Origin;
c. Proof that he/she has established residence in the country of his/her Federation of Origin for a minimum of three (3) continuous years immediately prior to the filing of the request for approval with the FIVB and
d. A declaration from the player that he/she will apply for the nationality in his/her Federation of Origin once he/she satisfies the eligibility conditions required by the nationality laws of his/her Federation of Origin.

2.4.2.2 Limitation on special case players

Only two (2) players approved by the FIVB to represent a national team based on Article 2.4.2.1 above can be registered on the final roster (O-2bis) of a team for a given event.

2.4.3 National Federations shall conduct all necessary investigations to ensure the player does not hold a prior registration in another Federation.

2.5 PASSPORT

All players wishing to participate in FIVB, world or official competitions, must present an individual passport issued by the competent authorities of the country they represent. The FIVB Board of Administration may establish different or additional requirements.

3. AGE AND SEX/GENDER

3.1 AGE

The FIVB has determined the following age categories:

- Girls' Under 18,
- Boys' Under 19,
- Women's Under 20,
- Men's Under 21,
- Men's and Women's Under 23.

3.2 SEX/GENDER

3.2.1 Purpose

The purpose of this regulation is to determine the eligibility of a player to participate in a sex category by considering 1) the competitive balance of the relevant sex category taking into account the interests and safety concerns of the other athletes competing in that category with the 2) gender of an individual player.

By creating this regulation, the FIVB is not seeking to determine the sex or

gender of an individual but is rather creating eligibility criteria to compete in a specific sex category for all volleyball competitions as defined within this provision.

The FIVB Board of Administration shall be responsible for periodically reviewing this regulation in light of last developments related to sex/gender categorisation in elite sports.

3.2.2 Definitions

3.2.2.1 For purposes of this regulation, the following definitions shall apply:

"Sex" shall mean the biological and genetic characteristics, such as chromosomes and hormones, that typically categorize a person as male or female and assigned at birth.

"Gender" shall mean the social or psychological identification of an individual to a gender category, which may be the same or different than that individual's sex.

3.2.3 Initial Categorisation

The initial categorisation of a player's sex for purposes of eligibility shall be attested by the sex of that player based on a sex-determining region Y ("SRY") test. The presence of Y chromosome shall mean that a player is initially eligible to only compete in the male category, and the absence of a Y chromosome shall mean that a player is eligible to compete in the female category.

Each National Federation is responsible for demonstrating that the athletes that they propose to field are eligible to compete in the competition category in which they are entered. As such, each National Federation shall be responsible for providing SRY test results from a laboratory approved by the FIVB or Confederation for each player that it wishes to field for a competition as part of the eligibility check conducted by the FIVB or Confederation.[1] For club competitions, each National Federation shall be responsible for ensuring that clubs within its jurisdiction provided the required SRY test.

In the event that a Medical Delegate for a competition has valid medical reasons, such as a medical assessment of physiological development, information received from third parties, etc., to believe that the SRY test provided by a National Federation may not accurately reflect a player's sex as defined above, if there is evidence of fraud related to the SRY test results provided by a National Federation or in the absence of an SRY test provided by a National Federation at the timing of the filing of its initial roster for a competition, the Medical Delegate may request the FIVB or Confederation to conduct an independent SRY test in a confidential manner.

The party bearing the cost of the independent SRY test result shall be determined based on the result of the test if it has been commissioned based on valid medical reasons or evidence of fraud or shall be at the cost of the National Federation in the event of an absence of an SRY test.

If the result of the SRY test reveals that the presence (or not) of a Y chromosome does not match the sex category in which he/she/they

[1] The FIVB Board of Administration has approved that case-by-case SRY testing may be conducted, and that the requirement for each National Federation to be responsible for providing SRY test results for each player that it wishes to field shall begin as of the 2026 National Team season.

has/have been registered or fails to provide an SRY test, the player will immediately be declared ineligible to compete in that gender category unless he/she/they has/have a change of sex categorisation approved in accordance with the below provisions. Such determination shall be final and not subject to appeal as the player has the opportunity to apply for a change of sex category.

In the event of intentional conduct in an effort to field a player in the incorrect sex category, the FIVB shall have the right to refer the case to the FIVB Disciplinary Panel for a violation or attempted violation of the FIVB Disciplinary Regulations.

3.2.4 Change of Sex Categorisation

3.2.4.1 If a player's gender identification does not match the sex category to which the player has been allocated in accordance with Article 3.2.3 above, a player may request to change his/her/their sex categorization one time for purposes of eligibility in the competitions defined below if he/she/they can demonstrate to the comfortable satisfaction of the Sex Eligibility Committee that no competitive advantage is derived from such change based on the totality of the circumstances.

3.2.4.2 As part of its "totality of circumstances" analysis, the FIVB can take into account any physiological (e.g. nature of the change, height, weight, BMI, muscle mass), medical (e.g. nature and time of change, sex change operation, testosterone levels, muscle receptor measurements, new scientific developments and discovery, etc.), sporting (e.g. sports performance in national leagues, position, experience participating in other gender) and any other considerations submitted by the player or requested by the Sex Eligibility Committee. Particularly, the Sex Eligibility Committee shall consider the physiological development of the player based on the puberty that he/she/they experienced.

3.2.4.3 The composition of the Sex Eligibility Committee shall consist of one legal expert and one medical expert appointed by the FIVB and one athlete appointed by the FIVB Athlete's Commission. There must be at least one male and one female member sitting on the Sex Eligibility Committee. It shall issue a reasoned decision as to whether or not it approves the change of sex categorisation.

3.2.5 Eligibility to Play after a Change of Sex Categorisation

Only one (1) player having previously played in another sex category can be a part of a team for a given event unless otherwise decided by the FIVB Board of Administration.

3.2.6 Applicability

For the avoidance of doubt, the application of this rule shall be limited to FIVB, World and Official Competitions organised by the FIVB, its Confederations and its Zonal Associations.

For national club competitions, each National Federation responsible for the registration of players for the club competition in its territory shall determine its own eligibility rules regarding gender.

3.2.7 Appeal

An appeal against the rejection of a change request by the Gender Eligibility Committee may be submitted exclusively to the FIVB Appeals Panel within a period of fourteen (14) days from the notification of the decision. The procedure of the appeal shall be conducted in accordance with Section III of the FIVB Disciplinary Regulations.

4. OTHER ELIGIBILITY RULES

4.1 GENERAL RULE

Any player who fulfils the requirements of the rules on nationality, age, gender and other criteria established by FIVB (and/or IOC, where applicable), is eligible for participation in FIVB competitions, including the Olympic Games and qualifying tournaments, on the condition that he complies with the principles of affiliation established by the respective National Federation and fulfils the conditions set out in these Regulations.

4.2 ELIGIBLE PLAYERS

4.2.1 An eligible player may receive, during the period of his preparation and his sports activity, material and financial assistance, either from sports organisations (National Federation, NOC, League, Committees or Clubs belonging to voluntary organisations recognized by his Federation), or from private or public institutions.

4.2.2 An eligible player may receive his country's support for preserving and raising the level reached in his studies and in his work within his community at the moment of his incorporation in a sports program.

4.2.3 Material assistance includes:

a. board and lodging expenses;
b. sportswear and equipment;
c. travel expenses; and
d. expenses for medical and dental treatment, physiotherapy, including therapeutic and psychological services and necessary medicine.

4.2.4 Financial help may be granted without limitation as follows:

a. compensation to replace a justified loss of salary or a scholarship to continue his studies or to continue his professional career;
b. pocket money;
c. subscription to an insurance or pension plan whether governmental or private under the terms of the national law; and
d. engagement by or endorsement for a sports, government, private organisation, or sports club.

4.2.5 No National Federation, club or player may demand any financial guarantee or special economic conditions to participate in FIVB competitions. Infringement of this rule is a basis for sanctions according to FIVB Regulations.

4.3 DECISIONS ON THE ELIGIBILITY OF PLAYERS

The FIVB Board of Administration, or, in urgent cases, the Executive Committee/the President, decides on the application of the rules for the eligibility of players. It may ask the Legal Commission to study the case and submit recommendations.

5. CHANGE OF FEDERATION OF ORIGIN

5.1 GENERAL

A player's Federation of Origin may be changed if the player has not represented any national team of the Federation of Origin; however, it may be changed only once. Changes of Federation of Origin may be approved only by the FIVB Executive Committee, upon proposal of the FIVB President, and provided that the right to be heard of the current Federation of Origin has been respected.

5.2 GENERAL CONDITIONS

A change of Federation of Origin (hereinafter "the Change") may be approved only if the following conditions are cumulatively met:

5.2.1 The player has established residence in the country of his new Federation of Origin (hereinafter "the new Federation") for a minimum of three (3) continuous years immediately prior to the time of filing the application for the Change or the player had obtained the nationality of the country of the new Federation before the date in which the player's Federation of Origin was determined.

5.2.2 The player has obtained the nationality of the country of the new Federation.

5.2.3 The player has not represented any national team of the Federation of Origin.

5.2.4 The player's Federation of Origin agrees to the Change.

5.2.5 The new Federation agrees to the Change.

5.2.6 The applicable administration fee for the Change has been paid to the FIVB (see Article 5.3 below).

In the event that the player's Federation of Origin does not agree to the Change under Article 5.2.4 and the wording of Article 5.2.4 notwithstanding, the FIVB Executive Committee shall have the unequivocal right to determine, in its sole discretion, whether the Change is reasonable and justifiable and to approve the Change, provided that the FIVB Executive Committee gives an opportunity to the player's Federation of Origin to explain the reasons for its disagreement.

5.3 PROCEDURE

5.3.1 The following documents shall be submitted to the FIVB:

a. One (1) copy of the respective FIVB form (see www.fivb.com), duly signed and stamped by the player, his/her Federation of Origin and the new Federation; and
b. Proof of three (3) years continuous residence in the country of the

new Federation. Residence means the place where the player "lives and sleeps" and can be found in the majority of the days of the year; and

c. Copy of the player's International Passport of the country of the new Federation.

5.3.2 The administrative fee for a Change shall be paid by the new Federation to the FIVB and determined based on the difference between the respective categories of the Federation of Origin and the new Federation and the number of years that the player has played within the Federation of Origin (years played outside of the Federation do not count towards this number) in accordance with the below chart:

Difference in NF Categories (FoO – New NF) > **Years with FoO v**	-4	-3	-2	-1	0	1	2	3	4
0-2									
	CHF 20,000	CHF 17,500	CHF 15,000	CHF 10,000	CHF 10,000	CHF 7,500	CHF 7,500	CHF 5,000	CHF 5,000
2-5									
	CHF 30,000	CHF 25,000	CHF 20,000	CHF 17,500	CHF 17,500	CHF 12,500	CHF 12,500	CHF 8,500	CHF 8,500
5-10									
	CHF 40,000	CHF 32,500	CHF 27,500	CHF 25,000	CHF 22,500	CHF 17,500	CHF 15,000	CHF 10,000	CHF 10,000
Above 10									
	CHF 60,000	CHF 45,000	CHF 35,000	CHF 30,000	CHF 27,500	CHF 25,000	CHF 22,500	CHF 20,000	CHF 17,500

5.3.3 In the event that a player has the nationality of his/her new Federation prior to the determination of his/her Federation of Origin, the otherwise applicable administrative fee shall be half of the applicable administrative fee provided in the chart above.

5.3.4 The administrative fee will be reimbursed if the Change is not approved (if

applicable, at the end of the appeal proceedings if the dismissal is upheld by the competent body).

5.3.5 The new Federation and the FIVB may agree on the payment of the administrative fee in instalments.

5.3.6 The Federation of Origin may not request the payment of any additional fees from the new Federation or the player for a change of Federation of Origin.

5.4 SPECIAL CASES

5.4.1 After his/her Federation of Origin has been determined, if a player's Federation of Origin is different than a nationality that the player has prior to the determination of his/her Federation of Origin, the FIVB may approve to change his/her Federation of Origin to the National Federation of his/her nationality free of charge until he/she either:

a. is registered on the O-2 for a national team with his/her original Federation of Origin or
b. his/her application to change Federation of Origin is received by the FIVB before he/she turns eighteen (18) years of age.

whichever comes first.

5.4.2 In case

a. the player has established residence in the country of the new Federation for a minimum of eight (8) continuous years; and
b. the application for a Change is filed with the FIVB on or after the 1st of January of the calendar year during which the player turns 38 years old; and
c. the player may have represented the senior national team of his/her original Federation of Origin (Article 5.2.3) but is not eligible to represent the national team of his/her new Federation and
d. the conditions of Article 5.2.2 (nationality) as well as Article 5.2.5 (agreement of the new Federation) are met and the player's Federation of Origin agrees to the Change,

the condition of Article 5.2.6 (administration fee) shall be waived.

5.4.3 For the avoidance of doubt, the FIVB Executive Committee shall have the same right to review and approve a Change in the event that a player's Federation of Origin does not approve a Change as provided in the last provision of Article 5.2 above under this Article 5.4.

5.5 CONSEQUENCES

5.5.1 Unless decided otherwise, the decision of the FIVB Executive Committee

to approve the Change is effective from:

a. two (2) years from the day of its notification to the new Federation for changes of Federation of Origin under Article 5.2 above or

b. immediately from the day of its notification to the new Federation for changes of Federation of Origin under Article 5.4 above.

5.5.2. As of that date, the player shall have the same rights and obligations with players of the new Federation (e.g. he can directly compete in club competitions of the new Federation without a need for ITC).

6. TRANSFER OF PLAYERS

Note:

International transfers between two (2) National Federations belonging to the same Confederation are subject to the FIVB Regulations (which prevail over any Confederation's or any National Federation's regulations) but will be handled administratively by the respective Confederation. References to FIVB in the present Chapter shall be understood as referring to the corresponding Confederation, where applicable. With the previous written approval of FIVB, Confederations may adopt their own continental administrative regulations relating to the transfer of players among their National Federations. In case of doubt or controversy, FIVB's regulations and decisions shall prevail.

The FIVB remains, at all times, (a) responsible for transfers between National Federations belonging to different Confederations; (b) the ultimate authority as regards the interpretation and application of these Regulations around the world; and (c) the sole authority competent to decide any and all transfer disputes arising from the interpretation and/or application of these Regulations around the world, including cases of international transfers between National Federations within the same Confederation.

6.1 GENERAL PRINCIPLES

6.1.1 In order to safeguard the technical and administrative authority of each National Federation in regulating and promoting the practice of volleyball according to the principles of equality, fair play and fair competition in its country, the approval of International Transfer Certificates (ITCs) will be based on the following principles:

a. National Federations may organise, with the approval of the FIVB, their own professional Leagues and authorize their players to play in a local or foreign professional League recognised by the FIVB. The National Federation shall be responsible for registering all players playing for clubs in the highest division within their territory in the FIVB's Volleyball Information System (VIS) upon request of the FIVB.

b. The National Team period is from 16 May to 15 October. During this time, national team competitions shall have priority in the calendar. National Leagues and Confederation club competitions may operate during this time only subject to the approval of the

FIVB. Such approval may be given for Confederation club competitions or the highest division of National Leagues if the territory in which the National League is based is not participating in international competitions and the National League or Confederation can demonstrate that no national team players participating in international national team competitions will take part in the competition during its overlap with the National Team period. For all other leagues, approval may be granted so long as the National League can demonstrate that no national team players participating in international national team competitions will take part in the competition during its overlap with the National Team period. National Leagues and Confederation club competitions shall not be entitled to operate for fourteen (14) days before the day of the first match of and fourteen (14) days after the day of the last match of any national team competition(s) in which the national team of the territory of the National League is competing, unless otherwise approved by the FIVB.

c. National Federations are competent to determine, in accordance with the FIVB Regulations, the composition of all affiliated clubs participating in their recognized National Leagues.

d. National Leagues are in principle composed of clubs with players whose Federation of Origin is the same as that of the club. National Leagues shall operate in accordance with the decisions made by their National Federation.

e. National Federations may allow their affiliated clubs to register an unlimited number of players from another Federation of Origin on condition that they possess an ITC approved by FIVB. In order to be consistent with this rule, National Federations shall not impose quotas on the number of players from another Federation of Origin that can be registered by a club but may create registration rules requiring a certain number of “homegrown players.” The National Federations may define what is meant by a “homegrown player.”

f. These Regulations balance the freedom of contract of clubs and players with the recognition of the contribution made by National Federations, its clubs and Confederations in the development of individual players.

g. In all cases, contractual terms between a player and a club shall not implicitly or explicitly deviate from the provisions of these Regulations. In its sole discretion, the FIVB may require that a player or club provide a copy of said contractual terms in order to properly enforce these Regulations (e.g. multi-year ITCs, determinations of a maximum fee, etc.).

h. In all cases, all Volleyball teams and players registered by a club with its National Federation must play in accordance with, and be subject to, the National Federation, Confederation and FIVB

Regulations.

6.1.2 Rights of the National Federations

National Federations have the right to protect the integrity of their affiliated players and clubs and determine the procedure for the national transfer of players. They may establish national regulations for the transfer of players to foreign clubs, provided that such rules are supplementary to and not against the provisions of the FIVB Sports Regulations. In the event of discrepancy, the FIVB Sports Regulations shall prevail.

6.1.3 Rules for international transfers

Players and clubs must abide by the rules of their National Federations for national transfers and by the FIVB Regulations for all international transfers.

6.1.4 Players subject to transfer procedure

These Regulations apply to all international transfers of players who are either licensed by or members of a National Federation affiliated to the FIVB.

6.1.5 Compulsory transfer formalities

The transfer procedure laid down in this Chapter is compulsory and applicable to all international transfers.

6.2 TRANSFER PROCEDURE

An International Transfer Certificate system (hereinafter "ITC system") is in place on the FIVB website and is only accessible to the FIVB, Confederations, National Federations, Clubs and Players, through a password provided by the FIVB. The following procedure shall be strictly applied to the international transfers of players:

6.2.1 A club (hereinafter "Receiving Club") interested in a player with a different Federation of Origin:

a. informs its own National Federation (hereinafter “Receiving Federation”) of the name, age, address and Federation of Origin of the player, and
b. requests permission from the Receiving Federation to proceed with the transfer.

6.2.2 The Receiving Federation verifies if the Receiving Club complies with its statutes and meets the requirements established by the FIVB and, if it does not find any impediment, confirms its agreement in the ITC system.

6.2.3 The Receiving Club negotiates the financial and transfer conditions for the transfer of the player with his or her Federation of Origin and, if the player is under a written, legally binding contract with a club beyond the scheduled transfer date (hereinafter “Current Club”), then also with his or her Current Club. The potentially applicable fees are defined in Article 6.3 below.

6.2.4 Once all of the involved parties (including the player) have confirmed their agreement in the ITC system and the electronic template for transfer certificates has been completed, the Receiving Club pays the applicable International Solidarity and Administration Fee to the FIVB (see Article 6.3.2 below).

6.2.5 a. After all data has been verified by the FIVB Legal and Transfers Department and the receipt of the International Solidarity and Administration Fee in the account has been confirmed by the FIVB Finance Department, the FIVB registers the ITC number in the same electronic template and delivers the ITC authorizing the transfer of the player.

b. In the event of multi-year ITCs, the suspension of the ITC (see Article 6.5.1.1 below) shall be released and the ITC delivered upon receipt of the payment of the International Solidarity and Administration Fee for each respective season.

c. For "No International Rights" ITCs, the FIVB may sign the ITC on behalf of the Federation of Origin when the latter is hindering the issuance of the ITC and has failed to provide valid reasons for doing so.

d. If a National Federation is suspended, the FIVB may sign ITCs on its behalf during the suspension to allow the players in question to play volleyball. No Federation of Origin Solidarity Fee shall be payable.

6.2.6 The FIVB generates the ITC and sends a copy of it, in PDF format, to:

a. The Receiving Confederation,
b. The National Federations (of Origin and Receiving),
c. The Clubs (Current, if any, and Receiving),
d. The Player, and
e. The Confederation of Origin.

6.2.7 Immediately upon receipt of the PDF with the ITC duly completed for each season, the player may be registered by the Receiving Federation and Confederation for that season.

6.2.8 Special provisions for minor players:

6.2.8.1 Transfer of minors

a. The FIVB may authorize the international transfer of a player before the relevant season during which they turn eighteen (18) in the following limited circumstances:

i. Provided a player has already been registered in accordance with Article 2.4.1 of these Regulations, an international transfer of a player between the seasons after the first registration but before the season in which the player turns eighteen (18) may be authorized if the following conditions are satisfied:

1. The parents of the minor agree to the transfer;

2. The schooling of the minor is guaranteed, and proof of such schooling is submitted;

3. The residence of the minor is guaranteed by the Receiving Club or his/her family and proof of residence is submitted;

4. The supervision of the minor by an adult is guaranteed through a parent or legal guardian, a family member or a chaperone agreed upon by the parents and the Receiving Club; and

5. A commitment by the Receiving Club to pay for the travel of the minor back to his/her home country if the minor's parents live outside of the country of the Receiving Club upon conclusion of the season or termination of the transfer. This condition applies only to clubs entitled to participate in international competitions (including players playing for their youth or lower division teams).

ii. Minor transfers granted in accordance with the above provision shall be limited to one season. A Receiving Club will have to re-apply for a minor transfer annually.

b. No International Solidarity and Administration Fee shall be paid to FIVB for transfers authorised under paragraph (a) above. In case the parties involved cannot agree on the Federation of Origin Solidarity Fee to be paid to the Federation of Origin, the FIVB will determine the amount of the fee in accordance with Article 6.3.3(c) and Appendix C.

c. A violation of the transfer of minors provisions above by a club shall be considered a major offence and result in an automatic prohibition of registering and lining-up of any players requiring an ITC in any competition, including any National League competitions, as well as any other sanctions applicable under the FIVB Disciplinary Regulations, which may be applied more than once and cumulatively.

6.3 FEES

6.3.1 Definitions

For purposes of these Regulations, there are three potentially applicable fees that could be payable as defined below:

a. “International Solidarity and Administration Fee” shall mean the fixed fee defined in Appendix 1 of the FIVB Financial Regulations payable to the FIVB (or to the respective Confederation) by the Receiving Club, which shall cover the FIVB’s expenses and shall also be redistributed to volleyball entities responsible for the development of a player in accordance with Article 1.5.2 of the FIVB Financial Regulations.

b. “Federation of Origin Solidarity Fee” shall mean the fee payable to the Federation of Origin by the Receiving Club to support Volleyball development programs, including training compensation to the clubs responsible for developing the player who is transferring.

c. “Transfer Fee” shall mean the fee payable by the Receiving Club to a club to buy out its rights to the player’s services under a legally binding contract.

6.3.2 International Solidarity and Administration Fee to FIVB

a. The Receiving Club shall pay an International Solidarity and Administration Fee to the FIVB for the international transfer of a player. For multi-year ITCs, the International Solidarity and Administration Fee to the FIVB shall be payable for each season of the international transfer of the player.

b. For the scale of International Solidarity and Administration Fees, refer to the Appendix to the FIVB Financial Regulations. The International Solidarity and Administration Fees payable for “International Rights” transfers shall assist in covering the solidarity and administration of “No International Rights” transfers.

c. Parties cannot contest the categorisation of their National Federation under these Regulations. Once entered into the VIS system by a National Federation and approved by the FIVB, the divisions of the National League in their territory, a National Federation may only contest the divisions of their National Leagues if there is a change in the divisions of the leagues, e.g. the creation of a new division, etc. Said National Federation shall bear the burden of proving to the FIVB that such change justifies a change of the divisions of the National League in the VIS System.

6.3.3 Federation of Origin Solidarity Fee

a. As a principle, the Federation of Origin Solidarity Fees are designed to encourage programs for the continued growth of Volleyball within the Federation of Origin through the international transfer of players developed within the infrastructure of the Federation of Origin. However, such principle must also be balanced with the player’s right to work and earn a living based on the skills that he or she has developed.

b. The Federation of Origin Solidarity Fee and its payment schedule shall be negotiated and agreed upon the Receiving Club and the

Federation of Origin in writing within the parameters defined in these Regulations. When negotiating the Federation of Origin Solidarity Fee, the Federation of Origin and Receiving Club shall take into account the following criteria:

i. Level of experience of the player including age, length and consistency of the volleyball career (National Team experience, previous transfers, injuries, disciplinary record, etc.), overall performance as per publicly available statistics.

ii. Positive contribution of the Federation of Origin towards the player's Volleyball career.

iii. Length of the transfer.

iv. Previous Federation of Origin Solidarity Fee(s) for the player.

v. Level of the Federation of Origin.

vi. Level of the Receiving Club and relevant league.

vii. Level of the Receiving Federation.

c. In all cases, the Federation of Origin Solidarity Fee shall not exceed the maximum amounts provided in the Appendix C to these Regulations. In the event that the transfer is exempted from the payment of an International Solidarity and Administration Fee (see Appendix 1 to the FIVB Financial Regulations), no Federation of Origin Solidarity Fee shall be payable to the Federation of Origin.

d. To the extent that an agreement on the Federation of Origin Solidarity Fee cannot be reached by the Receiving Club and impacting a contract already signed by the player and the Receiving Club resulting in the Federation of Origin blocking the issuance of the player's ITC, a party may request the FIVB's intervention to decide on the applicable Federation of Origin Solidarity Fee in accordance with the procedure defined in Appendix D to these Regulations.

e. In the event that the Federation of Origin fails to sign the ITC by refusing to accept or comply with the FIVB's decision on the Federation of Origin Solidarity Fee, the FIVB may approve the ITC without the consent of the Federation of Origin if the ITC is not signed within forty-eight (48) hours before the start of the player's first match for the Receiving Club in the season in which the transfer pertains.

f. Each Federation of Origin shall adopt a distribution system for the Federation of Origin Solidarity Fee that provides support to those clubs that contributed to the development of the player who was subject to the transfer in which the Federation of Origin Solidarity Fee was paid.

g. Bilateral transfer agreements waiving Federation of Origin Solidarity Fees

i. Two (2) National Federations may reach an agreement under which transfers of players from one National Federation to the other will not require payment of Federation of Origin Solidarity Fees to the player's Federation of Origin. For the avoidance of doubt, the International Solidarity and Administration Fee payable to the FIVB (or to the respective Confederation) and the ITC procedure cannot be waived by an agreement between National Federations.

ii. A bilateral agreement enters into force only after written approval by the FIVB.

iii. Each National Federation may not conclude more than three (3) bilateral agreements.

6.3.4 Transfer Fee

a. A Current Club is a club that has a signed written contract with a player that is legally binding beyond the date of a proposed transfer.

b. Should a player wish to permanently transfer to a new club within the duration of his or her contract with his or her Current Club and the current contract is still legally binding, the Current Club may request the payment of a transfer fee as compensation to buy the Current Club out of its contractual rights over the services of the player under a legally binding contract.

c. In the event that the player and the Current Club have a dispute over whether they are bound by a legally binding contract, Article 6.10 below shall apply.

6.4 INFORMATION ON THE ITC

The following information shall be included in the ITC:

- the player's full name and sex;
- date of birth;
- current nationality;
- passport number and country of issue;
- Federation of Origin;
- Current Club (if any);
- Receiving Federation and Club;
- Former national team (for players having changed their Federation of Origin)
- Player's release for duty for his/her national team;
- duration of transfer, and

- approval by the player, his/her Current Club (if any), the Receiving Club and both National Federations.

6.5 DURATION OF THE ITC

6.5.1 Mention of the duration

6.5.1.1 An ITC can be granted in accordance with the duration of the player's contract with the Receiving Club for a period of up to a maximum of five (5) consecutive National League seasons. The starting and ending date of the transfer must be indicated on the ITC (transfer period). In any case, the ITC will finish fourteen days (14) before the start of the National Team season following the last season for which the ITC was approved unless the FIVB has approved the operation of the National League during the National Team period in which case it shall be the last day of the season.

6.5.1.2 National Leagues and Clubs are obliged to respect the conditions established in the ITC.

6.5.1.3 All Clubs are obliged to release players under FIVB ITC at least fourteen (14) days before the start of the National Team period to allow for a rest for the players and, subsequently, to play with their respective National Team during the National Team period unless otherwise approved by the FIVB.

6.5.1.4 ITCs, regardless of the transfer period stated, are suspended during the National Team period unless otherwise approved by the FIVB.

6.5.2 Enforcement of transfer for the whole transfer period

Unless otherwise agreed on the ITC, the Federation of Origin may only reclaim the player during the National Team period before the end of the transfer period. Following the end of the transfer period, the player is automatically free to play for another club, subject to the provisions of these Regulations.

6.5.3 Duties of the Receiving Club and Federation

a. The Receiving Club and Federation may not prolong the player's license to enable him to play longer than the duration of the transfer period.
b. In the event of non-compliance with paragraph (a) above, the FIVB may impose sanctions on the player and/or the Receiving Club and/or the Receiving Federation and League.

6.5.4 Return to the Federation of Origin

At least fourteen (14) days before the start of the National Team period

in each season, the player's license is automatically suspended and, once the National Team period starts, his/her license is assigned to his/her Federation of Origin for national team duty until the end of the National Team period unless the FIVB decides otherwise due to exceptional circumstances (e.g. prolonged competition period due to event cancellation, etc.). All ITCs shall be deemed suspended until the end of the National Team period. The FIVB may, in its sole discretion, allow ITCs during the National Team period for National Leagues whose operation has been approved by the FIVB.

6.5.5 New transfer after the transfer period

A new ITC is always required at the end of the transfer period, unless the player returns to play for a club in his Federation of Origin. A new ITC is required also in the event that the player wishes to continue playing at the same Receiving Club or at a different club of the same Receiving Federation after the initial transfer period has finished. In any event, the restrictions of Articles 6.1.1.b and 6.5.1 with respect to the National Team period apply.

6.5.6 New transfer within the transfer period

6.5.6.1 Premature Termination of the Contract

Should the contractual relationship between Receiving Club and player end during the Transfer period, the FIVB must receive a release letter signed by both parties (Receiving Club and player) indicating the date of the termination. Only after receipt of this documentation may the player be permitted a new international transfer (in case of dispute or if otherwise stipulated in the player's contract, refer to Article 6.10.1).

6.5.6.2 Short Term Assignment of ITC (Loan)

In the event of a multi-year ITC granted in accordance with the provisions above, a club may agree to assign the ITC of a player, subject to the agreement of the player, to another club for the duration of up to one (1) National League season at any time while it has a valid ITC for the player, subject to the provisions of these Regulations, including the restrictions related to the National Team period. The club receiving the player on assignment may not assign the ITC to a third party without the prior consent of the FIVB and the club assigning the ITC.

6.6 CHANGE OF RESIDENCE

6.6.1 The change of a player's residence to another country, whether voluntary or not, still requires the player, the Receiving Federation and the Receiving Club to follow the established transfer procedures as set out in these Regulations.

6.6.2 Players who have nationality problems, refugees, or players who have completed two (2) years' proven inactivity may be allowed to play in national and/or international competitions under the FIVB umbrella with club teams of their new country of residence before they obtain the nationality of their new country and/or satisfy other legal requirements. In such cases, the FIVB shall act as the player's Federation of Origin for the purposes of the transfer.

6.7 VALIDITY OF TRANSFER AND TRANSFER VIOLATIONS

6.7.1 Validity

6.7.1.1 A transfer is only valid when:

a. the ITC has been issued in compliance with these Regulations;
b. the Receiving Federation is up to date with its financial obligations towards the FIVB; and
c. there is no prior application for ITC in process of approval or another ITC in effect for the same player.

6.7.1.2 An ITC shall authorise the player to represent the Receiving Club in the division specified therein and its teams in lower divisions or junior competitions, subject to applicable eligibility rules, and the payment of the applicable fees for the highest division in which the player will play.

Participation in a higher division when an ITC is already active shall require the amendment of the existing ITC to the higher division and the payment of the difference in applicable fees so long as such amendment is completed before the end date of the ITC.

6.7.2 Lack of ITC

A player who plays outside his Federation of Origin without a valid ITC shall be suspended for a period of up to one (1) year as well as any other potential sanctions applicable under the FIVB Disciplinary Regulations.

Control Committees of Volleyball tournaments, including Continental competitions, shall carefully examine the transfer certificates of foreign players on a club team and notify the FIVB in case of violation or unclear situation.

6.7.3 Further consequences in cases of violation

Sanctions may also be applied to those National Federations and clubs which have violated the established transfer procedure or have not fulfilled the conditions agreed upon in the ITC.

(see also Article 1.4.4 of the FIVB Financial Regulations and Article 14 of the FIVB Disciplinary Regulations)

6.8 NATIONAL LAW

6.8.1 Local decisions

Decisions concerning international transfers of players based on domestic laws or regulations and against the rights of a (foreign or local) National Federation or against the FIVB Constitution or Regulations are not binding on the FIVB.

6.8.2 International participation

Whenever a local court gives a player the right to a local license based on national law and against FIVB Regulations, the FIVB organs (including Confederations) must not grant an international license and must prevent that player from taking part in any international competitions under their authority.

6.8.3 After notice from the FIVB, other affiliated National Federations must not allow a team which has a player who has not complied with the FIVB Regulations to play in their territory.

6.8.4 Clubs or players shall seek recourse to settle transfer disputes amongst themselves or within the FIVB's internal dispute systems, such as the FIVB Appeals Panel.

6.9 FIVB REGISTER

The FIVB shall keep a complete electronic register of all international transfers and national registrations.

6.10 CONTRACTUAL RELATIONS

6.10.1 Subject to a club's obligation to release players for National Team competitions (Articles 6.1.1.(b), 6.5.1 and 7.2.6), the Receiving Club may retain the player's ITC until the end of the transfer period. If the player requests to transfer during this period, the FIVB shall intervene, after hearing both parties, to decide whether there is a valid contract binding the player with the club until the end of the transfer period.

CHAPTER 2 Status of Teams, Leagues and Other Organisations

7. TEAMS

7.1 NATIONAL TEAM

7.1.1 The team selected by its National Federation and authorized to bear its country's name is considered the national team.

7.1.2 The national team must not include foreign players, in accordance with Section I, Chapter II Article 5 of the FIVB Event Regulations and Section I, Chapter 1 of these Regulations.

7.1.3 A national team may only play against another national team. When a club team is involved, the team will be named "All-Star Team of (the country or region)" during the whole competition.

7.1.4 A national team that has participated as such in any international competition may not be given the status of a club team for international competitions.

7.2 CLUB TEAM

7.2.1 The club team is composed of a group of players affiliated with a National Federation, in order to participate in sanctioned competitions.

7.2.2 A club belongs directly to the National Federation of the country of its residence.

7.2.3 Clubs and players must commit themselves at the moment of their affiliation to abiding by the Constitution, Regulations and decisions of the National Federation of their country and those of the FIVB.

7.2.4 National Federations must transmit a copy of the FIVB Regulations to a club at the moment of its affiliation.

7.2.5 All clubs are obliged to release players to play with their national team in FIVB international competitions during the fixed period of 16 May to 15 October unless the club has previously obtained both National Federation and FIVB authorization to retain such players.

7.2.6 The clubs have the obligation to release players for their National Teams at least fourteen (14) days before the start of the National Team period or of the starting date of the FIVB, World or Official competition for which they have been selected, whichever is earlier.

8. LEAGUES AND OTHER ORGANISATIONS

8.1 SPORT ORGANISATION, PROFESSIONAL LEAGUES, NATIONAL LEAGUES, CLUBS, TEAMS, CIRCUITS OR OTHER THIRD PARTIES

8.1.1 Any sport organisation, professional leagues, National Leagues, clubs,

teams, circuits or other third parties wishing to organise an FIVB Competition must obtain prior approval from the FIVB.

8.1.2 Any sport organisation, professional leagues, National Leagues, clubs, teams and circuits wishing to organise or participate in an official national level volleyball competition in their country, must obtain prior consent of their National Federation.

8.1.3 However if a National Federation for any legal or valid reason, is not able to recognize such organisations or to authorize their participation in an official volleyball competition, the latter can appeal directly to the FIVB for their recognition (and registration).

8.1.4 Only National Leagues registered with the FIVB are entitled to enroll foreign players in accordance with the rules of their respective National Federation.

8.1.5 Only clubs taking part in a National League registered with the FIVB shall be invited or allowed to qualify for and take part in Continental Clubs' Championships and FIVB Clubs' World Championships.

8.1.6 Registered National Leagues are secured via an internet link with the FIVB website and will be provided with one page of space for their own news, plus an emergency line with FIVB for urgent cases.

8.1.7 Based on the services to be provided by the FIVB to the registered National Leagues, the latter shall pay FIVB a yearly fee approved by the FIVB Board.

SECTION II Agents

CHAPTER 3 General Provisions

9.1 DEFINITIONS

For the purposes of this Section:

- "Agent" means an agent licensed by the FIVB.
- "Applicant" means an individual who wishes to obtain a License.
- "Athlete" means a volleyball athlete.
- "Club" means a volleyball club.
- "Coach" means a volleyball coach.
- "Declaration" means a declaration to be signed and filed with the FIVB together with the Applicant's application for a License; the Declaration is included in Appendix A hereto.
- "Federation of Origin" means the Federation defined under Article 2.4.1 of these Regulations. For the purposes this Section, it also means the National Federation of the Coach's, Applicant's or Agent's nationality (and, in the event of multiple nationalities, with whom he/she has the most volleyball ties).
- "International Transfer" means a transfer for which an International Transfer Certificate is required under the FIVB Sports Regulations.
- "License" means the FIVB Agent's License.
- "Representation Agreement" means a contract entered into between an Agent and an Athlete or between an Agent and a Club.
- "VIS" means the Volleyball Information System created and owned by the FIVB.

9.2 OBJECTIVE

These Regulations are intended to establish a fair, harmonized and transparent system for Agents as well as to ensure a sufficient level of protection both for the Athletes using the services of Agents and for others who may be required to deal with Agents as part of their activities.

9.3 SCOPE

This Section governs the licensing process and the activities of Agents.

Agents, Clubs, Athletes, Coaches and National Federations shall comply at all times with their respective obligations as set out in this Section.

Athletes, Coaches and Clubs shall not use, for any International Transfer, the services of agents, who do not hold a License.

Athletes, Coaches and Clubs shall not be involved in any International Transfer if they

are aware or should reasonably have been aware that another party is using the services of any agent who is not holding a License.

Applicable law may provide more restrictive requirements than those set forth in this Section.

9.4 NATIONAL FEDERATIONS

National Federations may establish their own agents regulations regarding domestic transfers of Athletes within their own federation. Such regulations:

a. Must be approved by FIVB;

b. Must respect the principles set out in this Section; and

c. May enter into force no earlier than their written approval by FIVB.

In the event that the National Federation's regulations are in conflict with these Regulations, the latter shall prevail.

If a National Federation has already enacted its own agents regulations when this Section enters into force, the relevant National Federation is granted a transitional period of two years to ensure that its agents regulations comply with the principles set out in this Section, and to obtain written FIVB approval of the amended regulations. After this period has elapsed, the National Federation may not apply any agents regulations not approved in writing by the FIVB.

CHAPTER 4 Conflicts of Interest

10.1 Agents shall avoid any actual or potential conflicts of interests. Whenever any conflict of interest arises, an Agent shall disclose it to the relevant client(s) and remedy the conflict immediately. The Agent is not required to remedy the conflict and may continue with the transaction if the client(s) expressly agree in writing with the disclosed conflict. In particular, to avoid any conflicts of interest, an Agent (and any legal entity or non-incorporated business through which the Agent operates) shall not:

a. Represent or advise more than one party in the same transaction; or

b. Accept payment for his or her services by anyone other than his or her client; or

c. Represent or advise a club in any transaction if the Agent (or any legal entity or non-incorporated business through which the Agent operates) is under contract with any Athlete or Coach registered with that club; or

d. Directly or indirectly use a third party to circumvent the restrictions set out in letters a. to c. above.

10.2 Athletes, Coaches and Clubs shall not be involved in any transaction or payment if they are aware or should reasonably have been aware that an agent, whether FIVB licensed or not, is involved in such transaction or payment in violation of Article 10.1.

CHAPTER 5 FIVB License

11. LICENSING PROCESS

11.1 The Applicant shall file an application with the FIVB using the template application form (**Appendix A**). With the application, the Applicant shall submit a certificate of his/her criminal record, a copy of his/her passport, a photo of him/herself that is not older than one year and the signed Declaration. The Applicant shall send a copy of the application and supporting documentation to his/her Federation of Origin. The Federation of Origin shall provide its comments (if any) on the respective application to the FIVB within two weeks after receipt of the application and supporting documents.

11.2 An Applicant may not be an Athlete, Coach, referee, line judge or scorer table official and may not hold a position within the FIVB, a Confederation, a National Federation, Club, or any organization affiliated or connected to such entities such as leagues or players' associations.

11.3 An application may be rejected if the Applicant does not have a good reputation, specifically if the Applicant has committed any felony, or any misdemeanors related to financial mismanagement.

11.4 If an Applicant's application satisfies all of the conditions defined in Articles 11.1 to 11.3 above, the FIVB shall invite the Applicant to take an Agent test and communicate the required number of points. Such test will be organized by the FIVB at least once a year.

11.5 The Agent test shall include:

a. a written examination on the content of the following regulations: FIVB Event Regulations (Chapter 1), FIVB Sports Regulations, FIVB Disciplinary Regulations, FIVB Medical and Anti-Doping Regulations (Chapter A), FIVB Code of Ethics; and
b. if deemed necessary by the FIVB, an interview of the Applicant by a person appointed by the FIVB.

11.6 Within a month after the Agent test, the FIVB shall notify its decision to the Applicant, to his/her Federation of Origin and to all Confederations.

11.7 Based on the documentation submitted by the Applicant, his/her performance at the Agent test and the information (if any) provided by his/her Federation of Origin, the FIVB may in its sole discretion decide to grant or refuse the License.

11.8 In the event the FIVB decides to grant the License, the Applicant shall pay a guarantee for compliance with these Regulations during his/her activities, in the amount of CHF 5,000 (five thousand Swiss Francs), and a registration fee of CHF 1,000 (one thousand Swiss Francs) and the FIVB shall send to the Applicant his/her personal identification card as "FIVB Licensed Agent" ("Identification Card"). Upon receipt of both the guarantee and the annual license fee ("pro rata"), the Applicant shall become an FIVB Licensed Agent.

11.9 The License shall be personal and non-transferable.

12. VALIDITY OF THE LICENSE

12.1 The License is valid as of the date it is granted for an unlimited period of time unless it is withdrawn by the FIVB in accordance with this Section or returned by the Agent.

12.2 The Agent shall pay an annual fee in the amount of CHF 1,000 (one thousand Swiss Francs) for each year in which he or she is holding a License. If the Agent fails to pay the annual fee within thirty (30) days after notification by the FIVB, the FIVB may withdraw the License.

12.3 The Agent shall participate in an Agent seminar organized by the FIVB each year. If the Agent fails to participate in the required Agent seminar without any sufficient explanation for his/her non-participation, the FIVB may withdraw the License.

12.4 The FIVB may withdraw the License if the Agent no longer fulfills the requirements under 11.2 and 11.3.

13. VIS

13.1 The FIVB will provide the Agent with a personal username and password allowing access to the VIS.

13.2 An Athlete or a Receiving Club may authorize up to one Agent each to view a pending ITC application.

13.3 An Agent may not be allowed to alter in any way the pending ITC application.

13.4 Any dispute arising from or in relation to an Agent's authorization (or not) to view a pending ITC, will be decided exclusively by the FIVB. Such a decision may not have any legal impact on the contractual arrangements – or any rights and obligations emanating therefrom – of the parties involved.

14. TERMINATION OF ACTIVITY

14.1 An Agent who terminates his/her activity for any reason shall file a signed declaration to that effect with the FIVB and at the same time return his License.

14.2 The FIVB shall reimburse to the Agent the guarantee mentioned in Article 11.8 above. Such reimbursement may not take place earlier than six (6) months from the date the FIVB received the declaration and the License in accordance with Article 14.1 above.

14.3 The FIVB may *ex officio* withdraw the License of an Agent who has failed or has been unable to comply with Article 14.1 above and announce such decision publicly. In such a case, the FIVB shall decide in its sole discretion whether the guarantee mentioned in Article 11.8 above shall be reimbursed to the Agent.

14.4 The FIVB shall publish on its website the name of any Agent who has terminated his or her activities or had his or her License cancelled.

CHAPTER 6 RIGHTS AND OBLIGATIONS

15.1 RIGHTS OF AGENTS

Subject to mandatory provisions of any applicable law, an Agent may:

a. represent and advise an Athlete or a Club in relation to an Athlete's International Transfer;
b. represent and advise an Athlete, a Coach or a Club in relation to a contract to perform services outside the territory of the Athlete's / Coach's Federation of Origin;
c. receive a fee for his/her services mentioned under (a) and/or (b) above;
d. refer to him or herself as "FIVB Licensed Agent";
e. be mentioned on the FIVB website as "FIVB Licensed Agent";
f. use the VIS as provided for in Article 13 above;
g. have access to the dispute resolution system established in the FIVB Regulations.
h. In the event that the FIVB decides to create a system of distribution of tickets for FIVB competitions, have the right to participate in that distribution system.

15.2 OBLIGATIONS OF AGENTS

15.2.1 An Agent shall:

a. comply with the FIVB Constitution and Regulations at all times and observe the applicable law;
b. notify the name(s) of his/her client(s) to FIVB;
c. represent his/her client in good faith and demonstrate integrity and transparency in all of his/her dealings;
d. ensure that his/her client personally signs the contract which has been negotiated on the client's behalf;
e. co-sign a contract that he/she has negotiated on behalf of an Athlete, a Coach or Club;
f. (if applicable) notify the name of the legal entity through which he operates to FIVB together with a personal declaration that the Agent remains at all times responsible towards FIVB and any third parties for any actions or omissions made by a person acting for or on behalf of the legal entity;
g. ensure that the full amount of the guarantee mentioned under Article 11.8 above remains at all times deposited with the FIVB;
h. obtain a license by his/her Federation of Origin, if the latter has enacted agent regulations for national transfers and comply with such regulations and
i. obtain the relevant education certificate for his/her participation in the FIVB Play Clean, Competition Manipulation and any other education courses mandated by the FIVB;
j. participate in the Agent seminar organized by the FIVB every year.

15.2.2 An Agent may not:

a. terminate, encourage or be involved in the termination of an Athlete, Club or Coach's contract on the basis of non-payment of the agent fee;
b. use the FIVB logo in any way unless approved by the FIVB and always subject to the guidelines issued by the FIVB;
c. encourage his/her client to violate the FIVB Constitution or Regulations.

CHAPTER 7 AGENT CONTRACTS

16.1 The Agent is only entitled to provide his/her services to a client if they have concluded a written contract ("Agent Contract"). The Agent shall use, to the extent possible, the template Representation Agreement with all his/her clients (see Appendix B).

16.2 The duration of an Agent Contract shall not exceed a period of two years. It may be renewed through a new written contract of the parties.

16.3 The remuneration provided for the Agent in the Agent Contract for his/her services in relation to a contract of an Athlete or a Coach with a Club may not exceed ten per cent of the total value of that contract.

CHAPTER 8 SANCTIONS

17.1 The FIVB may impose sanctions in accordance with the FIVB Disciplinary Regulations on an Agent, an Athlete, a Coach, a National Federation or a Club for a violation of any provision of this Section.

17.2 For the avoidance of doubt, the sanctions that may be imposed for a violation of any provision of this Section include the following sanctions:

a. A temporary or permanent withdrawal of the License in the event an Agent violates any provision of this Section. In this event, the FIVB shall publish the name of the Agent on its website;

b. A ban on international transfers on an Athlete who violates any provision of this Section;

c. A ban on registration of new players and/or a ban on participation in international club competitions on a Club that violates any provision of this Section.

17.3 The FIVB may offset a monetary sanction against an Agent through the guarantee which he/she paid prior to receiving the License. The Agent shall then repay the balance of the guarantee.

SECTION III Financial Disputes

CHAPTER 9 Complaint Process

18. FINANCIAL DISPUTES BETWEEN CLUBS, PLAYERS, FIVB-LICENSED AGENTS AND COACHES

18.1 PROCEDURE BEFORE FIVB/CONFEDERATION

a. A club, a player, a coach, an FIVB-licensed agent or a legal entity controlled by an FIVB licensed agent may file a complaint before FIVB. For the purposes of this provision, "control" means (i) the power, direct or indirect, to cause the direction or management of such entity, whether by contract or otherwise, or (ii) ownership of fifty percent (50%) or more of the outstanding shares, or (iii) beneficial ownership of such entity.

b. After receiving a written complaint (“Complaint”) and providing the respondent with an opportunity to submit its reply in writing (“Reply”), the FIVB can decide a financial dispute of an international dimension between a club, a player, a coach or a FIVB-licensed agent provided that the Complaint is filed no later than three (3) years from the date of the last day of the relevant National League season during which the dispute arose. It can also decide financial disputes of an international dimension between a coach and a National Federation.

c. Any counterclaim must be filed within the time limit for the Reply; subsequent filing of a counterclaim shall be inadmissible. The provisions on Complaints, including the payment of the applicable handling fee, shall apply mutatis mutandis to counterclaims.

d. The Complaint and the Reply shall include a summary of facts as well as specific requests for relief. The Complaint shall be accompanied by proof of payment of the administrative fee in the amount of CHF 500 (five hundred Swiss Francs) per Claimant. The FIVB may set a final time limit for the payment of the administrative fee, failing which the Complaint shall be deemed withdrawn. The complaining party shall have the burden of proving its allegations. The FIVB may request further submissions and translations into English from the parties.

e. If the Parties and the underlying facts of financial disputes are sufficiently similar or the requests for relief are in respect of the same contract, the FIVB may automatically consolidate them into one proceeding in the interest of procedural efficiency. Each Claimant shall still bear the respective handling fee in accordance with Article 18.1.d.

f. The FIVB conducts the procedure expeditiously – and endeavours to complete it within two (2) months from closing the submissions period – in accordance with guidelines to be established by the FIVB. The decision will be taken on a balance of probabilities and by applying general principles of justice and fairness without reference to any particular national or international law (*ex aequo et bono*). The FIVB may award a contribution towards the applicable

handling fee to the prevailing party. It shall state brief reasons. The FIVB may award a contribution of up to CHF 2,500 towards each prevailing party's reasonable legal fees and other expenses incurred in connection with the proceedings (including the applicable handling fee and the costs of witnesses and interpreters). When deciding on this contribution, the FIVB shall take into account the outcome of the proceedings as well as the conduct and financial resources of the parties.

g. The FIVB may, at any stage of the procedure, assist the parties in reaching a settlement or decide to submit the case directly to the FIVB Tribunal. It may refrain from entertaining the Complaint in case no ITC has been issued for a player's transfer or in case of an illegal transfer.

h. The FIVB may set a final time limit for the parties' compliance with its decision and also determine that non-compliance will result in the imposition of sanctions under Article 21.3 below. Said sanctions may apply automatically after the lapse of the time limit.

i. In case of disputes involving parties from the same Confederation, the FIVB may delegate its powers under this Article to the respective Confederation. The FIVB will then have the right to extend worldwide the sanction(s) imposed by Confederations.

18.2 APPEAL

Within fourteen (14) days from notification of the decision under Article 18.1 above, any affected party may request that the case be reviewed by the FIVB Tribunal. The Request for Review does not have suspensory effect unless otherwise decided by the FIVB Tribunal.

CHAPTER 10 FIVB Tribunal

19. GENERAL PROVISIONS

19.1 COMPOSITION

19.1.1 The FIVB establishes an independent tribunal which will decide financial disputes between clubs, players, FIVB-licensed agents and coaches in a fair, fast and inexpensive manner.

19.1.2 The FIVB Tribunal is composed of five (5) judges, one from each Confederation, and five (5) substitute judges, one from each Confederation. The judge and the substitute judge from the same Confederation shall not have the same nationality. The judges and the substitute judges are appointed by the FIVB Board of Administration for a renewable term of four (4) years between the sessions of the FIVB elective Congress. One judge is appointed as the Chairperson and one judge as the Vice-Chairperson of the FIVB Tribunal.

19.1.3 Persons appointed to the FIVB Tribunal must have legal training and experience in the resolution of international sports disputes and may not hold any other position, with the exception of honorary titles, in FIVB or the Confederations. They must have proficient knowledge of English and be available to conduct proceedings in an expeditious manner.

19.1.4 The members of the Tribunal and all officers of the FIVB Tribunal's Secretariat involved in proceedings before the FIVB Tribunal cannot be held liable for any act or omission in connection with proceedings hereunder except in cases of grossly negligent or willful acts or omissions.

19.1.5 Cases before the FIVB Tribunal shall be heard by the Chairperson, provided that the amount in dispute does not exceed CHF 200'000 (two hundred thousand Swiss Francs). All other cases shall be heard by the Chairperson and two (2) other members of the FIVB Tribunal, appointed by the Chairperson. If one or more of the members is unavailable or ineligible due to reasons of conflict (see Article 20.4), the Chairperson shall appoint another member of the FIVB Tribunal. If the Chairperson is unavailable or ineligible due to reasons of conflict (see Article 20.4), he/she shall be replaced by the Vice-Chairperson. The Chairperson may appoint another member of the FIVB Tribunal to hear a case instead of the Chairperson.

19.2 JURISDICTION

19.2.1 The FIVB Tribunal is competent to decide financial disputes of an international dimension between clubs, players, FIVB-licensed agents and coaches from within the world of volleyball. The FIVB Tribunal's jurisdiction extends also to financial disputes of an international

dimension between a coach and a National Federation.

19.2.2 Only disputes:

19.2.2.1 arising between the natural and legal persons/entities mentioned in Article 19.2.1; and

19.2.2.2 decided previously by the FIVB / a Confederation or referred by the FIVB/a Confederation to the FIVB Tribunal

can be submitted for resolution by the FIVB Tribunal.

19.2.3 The Tribunal shall have the power to rule on its own jurisdiction.

19.2.4 Whenever a case has been submitted to the FIVB Tribunal in accordance with this Article, the present Regulations shall apply.

19.3 SEAT

The legal seat of the FIVB Tribunal is in Lausanne, Switzerland, irrespective of the place where a hearing or any other procedural act takes place.

19.4 LANGUAGE

19.4.1 The working language of the FIVB Tribunal shall be English. After consultation with the parties, the Tribunal may decide to hold the proceedings in another official language of the FIVB.

19.4.2 Documents provided to the FIVB Tribunal in a language other than English must be accompanied by a certified translation unless the Tribunal decides otherwise.

19.5 COMMUNICATION

All communications between the parties and the Tribunal shall be effected through the FIVB Tribunal's Secretariat.

20. PROCEEDINGS BEFORE THE FIVB TRIBUNAL

20.1 CONDUCT OF PROCEEDINGS

20.1.1 As a general rule, proceedings shall be conducted in writing, including facsimile and e-mail. The Tribunal is entitled to request the parties to submit electronic copies of their submissions.

20.1.2 To the extent not provided otherwise herein, the Tribunal shall determine in its sole discretion the procedure before it, taking into account the principles of equal treatment of the parties and their right to be heard.

20.1.3 A party may represent itself or be represented by legal counsel on the basis of a power of attorney.

20.2 REFERRAL BY FIVB/CONFEDERATION

In accordance with the FIVB Sports Regulations, the FIVB/a Confederation may decide to refer the matter directly to the FIVB Tribunal after receiving a person's complaint. In this case, the FIVB/Confederation shall submit the entire file of the case to the FIVB Tribunal's Secretariat.

20.3 REQUEST FOR REVIEW

20.3.1 The Request for Review of a decision taken by FIVB/a Confederation (hereinafter "RfR") shall be filed either by e-mail, facsimile or ordinary post to the FIVB Tribunal's Secretariat as follows:

Address Fédération Internationale de Volleyball (FIVB)

Att. FIVB Tribunal

Château Les Tourelles,

Edouard-Sandoz 2-4

1006 Lausanne, Switzerland

Facsimile +41 21 345 35 45

E-mail fivb.tribunal@fivb.com

20.3.2 The RfR shall contain the following:

a. The names, nationality, postal addresses, telephone, facsimile numbers and e-mail addresses of the Claimant and the Respondent and their respective counsel;
b. A copy of the decision or the referral by FIVB/the Confederation.
c. A statement of all the facts and legal arguments;
d. The Claimant's request for relief.
e. All available written evidence on which the Claimant intends to rely, including the relevant contract.
f. Any request for a hearing and for the examination of (a) witness(es).
g. A bank certificate confirming payment of the applicable handling fee (see Article 20.10).

20.3.3 The FIVB Tribunal may set a final time limit for the payment of the handling fee, failing which the RfR shall be deemed withdrawn.

20.3.4 If more than one party files a RfR in relation to the same decision, they shall be automatically consolidated into one proceeding. The RfR with the highest amount in dispute determines the composition of the FIVB

Tribunal in accordance with Article 19.1.5. Each party shall pay the applicable handling fee in accordance with Article 20.11.1 based on its own request for relief in its RfR.

20.4 INDEPENDENCE

20.4.1 The Tribunal shall disclose to the parties any circumstances likely to affect the independence of one or more of its members with respect to any of the parties. A member shall be deemed not to be independent if he/she has the same nationality as one of the parties (see also Article 19.1.5).

20.4.2 A member of the Tribunal may be challenged if the circumstances give rise to legitimate doubts regarding his/her independence. The challenge shall be brought in writing within seven (7) days after the ground for the challenge has become known to the party making the challenge. Challenges are to be determined exclusively by the Chairperson who shall rule on the challenge after giving an opportunity to state their position to all parties and the other members of the Tribunal appointed to the case. If the Chairperson is the member being challenged, the Vice-Chairperson will decide on the challenge following the same procedure.

20.4.3 In the event that the challenge is accepted, the member will be replaced by his/her substitute. In the event that a challenge is brought and accepted also against the substitute, the Chairperson shall appoint another judge or substitute judge from the Tribunal to the case.

20.5 ANSWER

After receipt of the complete RfR or – in case of referral by the FIVB/a Confederation – of the initial complaint filed before the FIVB/Confederation, the Tribunal shall communicate it to the Respondent and set the time limit to file the Answer. The Answer shall contain:

a. A statement of defence, including a statement of all the facts and legal arguments.
b. Names, nationality and addresses of the Respondent and counsel, unless this has already been set out in the RfR.
c. All available written evidence on which the Respondent intends to rely.
d. Any request for the holding of a hearing and for the examination of (a) witness(es).
e. Details of the relief sought.

20.6 COUNTERCLAIMS

20.6.1 In case of referral by the FIVB/a Confederation, any counterclaim must be filed within the time limit for the Answer; subsequent filing of a counterclaim shall be inadmissible. The provisions on complaints before the FIVB/the respective Confederation, including on the payment of the applicable administrative fee, shall apply mutatis mutandis to counterclaims before the FIVB Tribunal.

20.6.2 In case of an RfR, any counterclaim filed by the Responding Party will be treated as a separate RfR and must comply with the deadline set forth in Article 18.2 and comport with the requirements of Article 20.3, including the payment of the applicable handling fee, in order to be admissible. As with any RfR, a counterclaim may not introduce any claims not (timely) filed in the first instance.

20.7 FURTHER PROCEEDINGS

20.7.1 After reviewing the RfR and the Answer, the Tribunal shall determine in its sole discretion whether a further exchange of submissions is necessary. Unless it decides that it is necessary, further submissions will not be taken into account.

20.7.2 The Tribunal may order the production of (additional) evidence or the parties' responses to specific questions, or give directions for the further proceedings. It may request the FIVB or the Confederation to produce a copy of the case file.

20.7.3 The Tribunal is authorized to attempt to bring about a settlement to the dispute.

20.8 HEARING

20.8.1 The Tribunal shall determine at its sole discretion, taking into account the parties' submissions, whether a hearing is to be held or not. It may decide that the hearing is to be held by telephone or video conference.

20.8.2 The Tribunal may decide to make the organisation of a hearing conditional upon the payment of administrative costs by the parties.

20.8.3 Each party shall be responsible for the availability and costs of its witnesses and experts.

20.9 LAW APPLICABLE TO THE MERITS

Unless otherwise agreed by the parties, the Tribunal shall apply general considerations of justice and fairness without reference to any particular national or international law (*ex aequo et bono*).

20.10 DECISION

20.10.1 The Tribunal shall have full power to review the facts and the law of the dispute.

20.10.2 If the Respondent fails to submit an Answer or fails to submit his Answer in accordance with Article 20.5 above, the Tribunal may nevertheless proceed with the case and deliver a decision. The same applies if any party fails to abide by a procedural order or by directions given by the

Tribunal or fails to appear at a hearing.

20.10.3 When the Tribunal is composed of three (3) members, the decision shall be made by a majority decision. In case of a tie, the Chairperson has the casting vote.

20.10.4 The Tribunal shall give a written, dated and signed decision with summary reasons.

20.10.5 The Tribunal shall endeavour to render the decision no later than six (6) weeks after the completion of the proceedings.

20.10.6 Decisions of the FIVB Tribunal are not confidential unless ordered otherwise by the Tribunal.

20.11 COSTS

20.11.1 Subject to Article 20.7.2, the facilities and services required for the operation of the FIVB Tribunal are free of charge for the parties, save for a handling fee of:

- CHF 1’500 (one thousand five hundred Swiss Francs) for cases with an amount in dispute up to CHF 30’000 (thirty thousand Swiss Francs);
- CHF 2’000 (two thousand Swiss Francs) for cases with an amount in dispute between CHF 30’001 and CHF 100’000 (thirty thousand and one Swiss Francs and one hundred thousand Swiss Francs);
- CHF 3’000 (three thousand Swiss Francs) for cases with an amount in dispute between CHF 100’001 and CHF 200’000 (one hundred thousand and one Swiss Francs and two hundred thousand Swiss Francs);
- CHF 4’000 (four thousand Swiss Francs) for cases with an amount in dispute between CHF 200’001 and 500’000 (two hundred thousand and one Swiss Francs and five hundred thousand Swiss Francs);
- CHF 5’000 (five thousand Swiss Francs) for cases with an amount in dispute between CHF 500’001 and CHF 1’000’000 (five hundred thousand and one Swiss Francs and one million Swiss Francs);
- CHF 7’000 (seven thousand Swiss Francs) for cases with an amount in dispute exceeding CHF 1’000’000 (one million Swiss Francs).

All payments to the FIVB Tribunal must be made in CHF to the following FIVB account:

Banque Cantonale Vaudoise (BCV)
Place Saint-François 14
CH-1001 Lausanne / Switzerland
Account: T 5344.53.25
IBAN: CH33 00767 000T 5344 5325
BIC Code (Swift Address): BCVLCH2LXXX
Bank clearing: 767

The FIVB shall allocate an annual budget for the Tribunal, primarily from the administration fees from International Transfer Certificates.

20.11.2 As a general rule, the decision shall grant the prevailing party a contribution towards its reasonable legal fees and other expenses incurred in connection with the proceedings (including the applicable handling fee and the costs of witnesses and interpreters). When deciding on this contribution, the Tribunal shall take into account the outcome of the proceedings, as well as the conduct and the financial resources of the parties.

20.12 APPEAL

Decisions of the FIVB Tribunal can only be appealed to the Court of Arbitration for Sport (CAS), Lausanne, Switzerland and any such appeal must be lodged with CAS within twenty-one (21) days from the receipt of the decision. The CAS shall decide the appeal *ex aequo et bono* and in accordance with the Code of Sports-related Arbitration, in particular the Special Provisions Applicable to the Appeal Arbitration Procedure.

CHAPTER 11 **Failure to comply with a decision**

21. SANCTIONS

21.1 If a National Federation, club, coach, agent or player that was a party to proceedings before the FIVB/Confederation, the FIVB Tribunal or before the Court of Arbitration for Sport (CAS) fails to comply with the decision of said body, it commits an offence. The FIVB may impose the following sanctions on this party:

a. Warning;
b. Fine up to CHF 50,000 (fifty thousand Swiss Francs);
c. Prohibition of receiving an ITC (for clubs) or prohibition or restriction to transfer internationally (for players);
d. Withdrawal or temporary suspension of a licence (for coaches and agents);
e. Prohibition of registering and lining-up foreign players in any competition (for clubs);
f. Prohibition of participating in international competitions.

21.2 The above sanctions can be extended in FIVB's sole discretion, to natural or legal persons which are directly or indirectly linked to the first party, either from a legal or sporting perspective (e.g. different entity under a similar name, same board of directors, officials, technical staff, same sporting license, etc.). The FIVB shall ensure that the party against which such sanctions shall be extended has the right to state its position and provide evidence before extending against such party.

21.3 In all cases, the above sanctions can be applied more than once and cumulatively.

SECTION IV Final Provisions

CHAPTER 12 Miscellaneous

22. ENTRY INTO FORCE

22.1. These Regulations were approved by the FIVB Board of Administration on 8 May 2026 and shall enter into force on the same date. They can be amended by a decision of the FIVB Board of Administration.

22.2 These Regulations supersede all previous versions of the FIVB Sports Regulations and amendments thereto, which are hereby cancelled.

Appendix A

Application Form for FIVB Agent's License Test

Last name:
First name:
Federation of Origin:
Date of birth:
Nationality:
Name and address of the company/agency:
Private address of the applicant, in the absence of a company/agency:
Telephone and email details:

➔ Please attach:
-a copy of the passport of the applicant,
-an official abstract of the applicant's criminal record,
-a recent passport-size picture
-the Declaration duly signed

Declaration

I, the undersigned applicant, confirm herewith that:

I am not a volleyball athlete, coach, referee, line judge or scorer table official;

I do not hold a position in the FIVB, a Confederation, National Federation or Club;

I am not in any way involved, either personally or through third persons, in the FIVB, a Confederation, a National Federation or a Club;

I have notcommitted any felony, or any misdemeanors related to financial mismanagement, and I acknowledge that the FIVB is fully free to appreciate my application regarding this criterion;

I acknowledge and understand that in order to become and remain an FIVB Agent, I will have to pay a guarantee for compliance with the FIVB Sports Regulations, in the amount of CHF 5,000 (five thousand Swiss Francs);

I acknowledge and understand that in order to become and remain an FIVB Agent, I will have to pay an annual registration fee of CHF 1,000 (one thousand Swiss Francs);

I understand that I could be invited by the FIVB for a personal interview and a test in Lausanne, Switzerland, at the FIVB headquarters, which I will have to attend on my own expenses;

I have read and understood the FIVB Data Protection Regulations available under www.fivb.com

I will comply with the FIVB Constitution and all FIVB regulations and decisions. In particular, I recognize that I must strictly comply with the FIVB Sports Regulations in force and as modified from time to time by the FIVB.

I understand that I am subject to disciplinary sanction by the FIVB in case of breach of the FIVB Constitution and all FIVB regulations and decisions.

Date:

Place:

Name and Signature of the applicant:

Appendix B

STANDARD FIVB AGENT-CLIENT CONTRACT

Between:

***[*NAME OF ATHLETE/COACH/CLUB*]**, *[*address and nationality*]* (hereinafter the "Client"),

AND

[*NAME OF AGENT*],

***[*NAME OF AGENCY (if applicable*],** *[*address of the Agent/Agency*]* (hereinafter the "Agent");

The Client and the Agent are collectively referred to the "Parties".

THE PARTIES HEREBY AGREE TO THE FOLLOWING TERMS:

Preamble

This contract (hereinafter the "Contract") is based on a standard agreement provided by the FIVB pursuant to the FIVB Sports Regulations.

1. Scope and Term of the Contract

1.1 The Client herewith contracts the Agent to exclusively represent him/her in all negotiations regarding international transfers or contracts of the Client in *[*insert territory of exclusive representation e.g. a country or a continent*]*.

1.2 The term of the Contract starts on *[*date*]* and shall expire on *[*date* - may not exceed 2 years]*.

1.3 The Parties agree that the duration of this Contract can only be extended by a new written agreement signed by both parties.

2. Application of the FIVB Sports Regulations

The Parties agree that their relationship under this Contract shall be governed by the FIVB Sports Regulations as amended from time to time. In particular, the Parties agree to be entitled to and bound by the respective rights and duties provided for in the FIVB Sports Regulations

3. Compensation

3.1 In consideration for the services to be performed by the Agent under this Contract, the Agent shall be compensated as follows:

> ***[*insert percentage, not to exceed 10%*]* percent of the total value of the contract negotiated by the Agent on the Client's behalf**

3.2 The compensation stipulated in Clause 3.1 shall be paid net of any applicable taxes, in particular VAT, which the Player may need to pay in addition to the net amount.

3.3 The Client shall pay the compensation stipulated in Clause 3.1 to the Agent by no later than *[*insert date*]*. The parties also agree that, in case the international transfer or the contract

negotiated by the Agent includes a clause according to which the Agent will be paid by the other party and not by his Client, then the Client will be released from his obligation under this Clause 3.

3.4 All compensation to the Agent under this Contract shall be made to the Agent's bank account, the details of which will be notified in writing by the Agent to his Client on a proper invoice.

4. Miscellaneous

4.1 This Contract constitutes the entire agreement between the Parties with respect to the subject matter hereof.

4.2 This Contract, including thisclause, may only be amended by an agreement in writing signed by both Parties.

5. Dispute Resolution

Any dispute arising from or related to the present contract shall be submitted to the FIVB in Lausanne, Switzerland and shall be resolved in accordance with Article 18 of the FIVB Sports Regulations. The language of the procedure shall be English. The FIVB and (if needed) the FIVB Tribunal and the Court of Arbitration for Sport upon appealshall resolve the dispute *ex aequo et bono*.

IN WITNESS THEREOF, the Parties hereto intending to be legally bound by the terms of this Contract do execute this Contract as of:

*[*date*], [*place*]*

AGENT/AGENCY CLIENT

_____ _____

[Name of Agent/Agency] [Name of Client]

DISCLAIMER

This Standard Contract does not take into account the legal requirements of the countrieswhose national laws may apply to this Standard Contract. The addition, amendment or deletion of any clause to this standard agreement in order to comply with the laws of a specific jurisdiction requires FIVB's prior written approval.

Appendix C

Maximum Federation of Origin Solidarity Fees (Article 6.3.3(c) of the FIVB Sports Regulations) (per season)

When negotiating the Federation of Origin Solidarity Fee, a Federation of Origin and a Receiving Club should take into account the criteria defined in Article 6.3.3(b) of the FIVB Sports Regulations.

In all cases, the Federation of Origin Solidarity Fees should not exceed the maximum values below.

NF Categories > **Divisions/Leagues** **v**	1	2	3	4	5
Highest	Up to CHF 2,500*	Up to CHF 5,000*	Up to CHF 7,500	Up to CHF 15,000	Up to CHF 25,000
2nd Highest	---	Up to CHF 1,500*	Up to CHF 2,500	Up to CHF 5,000	Up to CHF 10,000
3rd Highest	---	---	---	Up to CHF 2,500	Up to CHF 2,500
Lower	---	---	---	---	---

*The Federation of Origin Solidarity Fee is applicable only when an International Solidarity and Administration Fee is applicable.

In the event that the transfer is exempted from the payment of the International Solidarity and Administration Fee (i.e. Article 1.3.3 of the FIVB Financial Regulations), no Federation of Origin Solidarity Fee shall be payable to the Federation of Origin (Article 6.3.3(c) FIVB Sports Regulations), except for the transfer of minors (Article 6.2.8.1(b) FIVB Sports Regulations).

Appendix D

Procedure for the FIVB's intervention in determination of Federation of Origin Solidarity Fee (Articles 6.3.3.d. of the FIVB Sports Regulations)

1. Prior negotiations

1.1. In accordance with Article 6.3.3.d. of the FIVB Sports Regulations, should the Receiving Club and the Federation of Origin fail to reach an agreement on the Federation of Origin Solidarity Fee for the transfer of the player for the coming season, the FIVB's intervention may be requested to resolve the dispute in accordance with the process described below.

2. Request

2.1. The player, the Receiving Club and/or the Federation of Origin may file a signed written request before the FIVB, using the form attached to this Appendix.

3. Procedure

3.1. The FIVB shall simultaneously provide the Receiving Club and the Federation of Origin with the opportunity to provide its position in writing, on a confidential basis and within a set deadline, including:

3.1.1. A figure (in Swiss Francs) representing the requested value of the Federation of Origin Solidarity Fee for the coming season;

3.1.2. Brief arguments justifying the value requested based on the criteria defined in Article 4.2 below; and

3.1.3. The relevant supporting evidence along with English translations where necessary.

3.2. Should a party fail to provide its position within the set deadline, no additional time shall be granted, and the FIVB will issue a decision based on the records as it stands.

3.3. Evidence of the following shall not be admissible:

3.3.1. The financial standing of a party.

3.3.2. Press comments, testimonials or similar material bearing on the performance of the player, save for recognised player awards for playing excellence.

3.3.3. Similar fees in other sports or occupations.

3.3.4. The costs of the parties' representatives (legal counsels, agents, etc.).

3.4. The FIVB's intervention as per this Appendix D does not prevent the parties from discussing the amount of the Federation of Origin Solidarity Fee for the transfer of the player and reaching an amicable resolution at any point in time prior to the FIVB issuing its decision.

3.5. Each party shall bear its own costs.

4. Decision

4.1. The FIVB shall conduct the procedure expeditiously and, save for exceptional circumstances, shall endeavour to issue a decision within five (5) working days of the last day of the deadline for receiving the parties' positions as per Article 3.1 of this Appendix D.

4.2. The criteria to be considered by the FIVB are defined in Article 6.3.3.b. of the FIVB Sports Regulations.

4.3. The FIVB's decision shall state brief reasons.

4.4. The FIVB's decision shall be compulsory and binding upon both parties.

5. Transparency

5.1. The FIVB shall maintain records of the decisions issued under this process showing generic information of each case, including the figures proposed and awarded, to be anonymised and published on the FIVB's website.

6. No Appeal

6.1. The FIVB's decision related to the amount of the Federation of Origin Solidarity Fee is final and shall not be subject to appeal.

Schedule 1- Request Form for FIVB intervention regarding Federation of Origin Solidarity Fee

Send to:

Fédération Internationale de Volleyball
legal@fivb.com

Full Name: .....

On behalf of: (Check relevant box)

☐ Player

☐ Federation of Origin

☐ Receiving Club

Address: .....

.....

.....

Email: .....

Counsel or Representative (if applicable)

Full Name: .....

Email: .....

[Note: if applicable, please provide a valid Power of Attorney]

I hereby request the FIVB's intervention in accordance with Article 6.3.3.b. and Appendix D of the FIVB Sports Regulations to decide on the applicable Federation of Origin Solidarity Fee to be paid by the Receiving Club to the Federation of Origin.

Full Name of Player: .....

Player email: .....

Player VIS N°: .....

ITC N°: .....

Federation of Origin: .....

Receiving Club and email: ……

Receiving Federation: ……

Date of first match: ……

Timeline for ITC: ……

Date: ……

Signature: ……

Name and Title in Print: ……