

**By-laws
of the
SWISS ASSOCIATION OF FOOTBALL PLAYERS**

ARTICLE 1

Objective, Purpose, Scope of Tasks

The Purpose of the **Swiss Association of Football Players**, abbreviated "**SAFP**"; hereinafter "the Association"; a non-profit organisation, is:

- in particular to promote, to support, to advise and to represent professional football players and their interests in any way possible;
- to support, to advise and to represent such football players vis-à-vis national and international sports associations, organisations and organisers as well as football clubs and associations as well as sponsors and other persons and/or companies;
- to support, to advise and to represent football players who are actively playing football in Switzerland and who would like to participate in the sport of football abroad;
- to support, to advise and to represent football players who are actively playing football abroad and who would like to play in Switzerland;
- to serve as a forum for the exchange of any type of information in connection with football;
- to promote the collaboration between their members on a national and international level;
- to strengthen the promotion of young players and to aid their change into a higher league or another club, and to support, to advise and to represent them;
- to align union actions to an active and qualitative employment policy as well as to fair wage, work, and living conditions;
- the conclusion of collective employment agreements in the interest of the employees as well as their representation in collective disputes;
- to enforce the right of co-determination of the workforce on all levels.

The Association intends to achieve these purposes among other things as follows:

- Organisation of annual meetings and further meetings as well as seminars and events;
- Publication of information leaflets;
- Membership in and/or co-operation with other institutions and organisations having similar or identical purposes;
- Supporting, advising and representing one or all members, wherever possible in German, French, Italian or English language.

ARTICLE 2

Language

The official language of the Association is German. The members, however, should have contacts who are well versed in the French, Italian or English language available to them.

In international relationships, the language is English.

Terms used in the by-laws, such as player, president, chair person, secretary etc. include both sexes.

ARTICLE 3

Domicile, Offices, Administration

The Association has its domicile in Glattbrugg. It may also have additional offices and/or administrations in other places, to the extent that this is desirable.

ARTICLE 4

Membership

Any natural person professionally engaged in the football sport or wishing to engage in this field can be a member of the Association.

Any natural person may be member of the Association if he/she has a close link to the professional football sport.

ARTICLE 5

Subscription and Loss of Membership

Admission to the Association is made through the management board on the basis of a written application to the management board.

After a hearing with the member concerned, the management board decides with an absolute majority of its members on the exclusion of the member concerned, in particular if the member considerably impairs the purpose of the Association, the professional reputation of the football player or the football sport or when he repeatedly fails to pay the membership fees.

The decision of the management board is final.

Resignation from the Association is possible anytime by giving written notice to the management board.

When a member changes to an association abroad, without his written resignation he remains a member and agrees that the required data for the admission into the foreign partner organisation, with official recognition by FIFPro, will be shared with this partner organisation.

By signing the written application for admission, for the duration of the membership the member transfers to the Association all collective rights with regard to photographs and names (= those individual rights to photographs and names which are intended to be used for a collection [in particular Panini] or in any other form, where several players or several teams are combined). Not affected by this stipulation are the member's own individual usage rights to his own name and photograph. The Association is entitled to commercially use these collective rights to photographs and names in the interest of all members and to transfer these to third parties, particularly to FIFPro, for use.

ARTICLE 5a

Transfer of Personal Data

During the period of membership the member agrees that his personal data may be transferred to FIFPro itself or to foreign partner organisations who are officially recognized by FIFPro.

ARTICLE 6

Bodies

The bodies of the Association consist of the general assembly, the management board and the auditors.

ARTICLE 7

General Assembly

The ordinary general assembly takes place within the first six calendar months of the year.

Exceptional general assemblies can be requested by the management board; it must do so when at least one tenth of members file a written request.

The invitation is sent out at least 7 days prior to the meeting and states the business to be discussed.

ARTICLE 8

Competence of the General Assembly

The general assembly is entitled to make decisions on the following affairs:

1. Election of management board;
2. Election of the president and the vice-president of the board;
3. Determination of rules;
4. Approval of the annual report and financial statements of the Association;
5. Alteration of the by-laws and rules as well as liquidation of the Association.

ARTICLE 9

Rule of Order of the General Assembly

The president takes the chair at the meeting. The secretary is in charge of recording the minutes.

The general assembly makes decisions with a simple majority of the votes. The chairman will also vote. In case of a tied vote, the chairman's vote will be the decisive vote.

Individual and open ballot applies to the election of the president and vice-president. The new election of board members will take place by secret ballot. Re-election of the board members will be done in globo according to the suggestion of the board, unless the general assembly decides on individual election. The board will briefly introduce the suggested new candidates in an appropriate manner.

Decisions on alterations of the by-laws and the rules require participation of at least 10% of the members and a majority of 2/3 of the members present.

Liquidation of the Association requires the decision of a majority of two thirds of the members, be it at a general assembly or by way of a written ballot vote.

ARTICLE 10

Board

The board consists of a maximum of up to seven persons.

The members of the board shall be elected at the ordinary general assembly for a period of four years until the next ordinary general assembly at that time.

ARTICLE 11

Competence of the Board

The board represents the Association externally, towards any third party. They take care of all business not subjected to the general assembly according to the by-laws, in particular:

1. Admission and expulsion of members;
2. Safeguarding of the interests of the members;
3. Mediation of disputes among the members;
4. Establishment of the membership dues within the framework of Art. 15 of the by-laws.

The management board shall appoint one of its members as secretary and one as treasurer of the Association.

ARTICLE 12

Procedural Rules of the Board

As a rule, upon invitation of the president, the board meets once a month. Upon request of at least two board members and upon stating the matters to be dealt with in the meetings, additional meetings may take place.

Decisions require the presence of the majority of the board. The board decides with a simple majority of the votes (exception: Art. 5, Para 2 of the by-laws). The chairman also votes. He makes the deciding vote if the votes are equal.

Board decisions can also be made in writing. For this purpose, the simple majority of all members of the board is required.

The secretary's office takes care of the administration of the board and arranges for the minutes of the meetings.

The board organises the substitution of the individual batches and the signatory powers.

ARTICLE 13

Arbitral Jurisdiction

Conflicts between the members can be settled by the arbitral tribunal of the Association.

The arbitral tribunal consists of three members of the board.

The board issues a resolution, which is to be approved by the General Assembly.

ARTICLE 14

Auditors

The auditors consist of two members at the most. They will be elected by the ordinary general assembly for a period of one year, respectively until the next ordinary general assembly. Re-election is permissible.

The auditors are to audit the financial statements of the Association and have to issue a written report on their result and present this report at the ordinary general assembly.

ARTICLE 15

Membership Dues

Each natural person pays a one-time subscription fee of a maximum of CHF 1'000 as well as an annual membership due of a maximum of CHF 1'000.

Each legal entity pays a one-time subscription fee of CHF 3'000 as well as an annual membership due of a maximum of CHF 2'000.

The subscription fee and the annual dues will be decided on by the members of the board and can be adjusted as deemed necessary.

Upon resignation of a member, neither the subscription nor the annual dues are subject to a refund.

ARTICLE 16

Liability

Only the assets of the Association are liable for the liabilities of the Association.

Any personal liability of the members for the liabilities of the Association is excluded.

ARTICLE 17

Remuneration

The Association shall indemnify all of its board members or leaders, former board members or leaders, as well as any additional people, who may have served at the Association's request or by its election as a director or officer of another body against all expenses actually and necessarily incurred by them in connection with the defense or settlement of any action, suit or proceeding in which they, or any of them, are made

parties, or a party by reason of being or having been a board member or director or officer of the Association or of such other body except in relation to matters as to which any such director or officer or former director or officer or person shall be adjudged in such action, suit or proceeding to be liable for willful misconduct in the performance of duty and to such matters as shall be settled by agreement predicated on the existence of such liability.

ARTIKEL 18

Dissolution of the Association

Upon dissolution of the Association, the general assembly decides on the archiving.

After dissolution of the Association, the remaining assets will be passed on to an institution of similar or identical nature. The distribution of the remaining assets amongst the members of the dissolved Association is not permissible.

ARTICLE 19

Effective Date

The present by-laws have been adopted at the Association's extraordinary general meeting on 7 September 2015 and have become effective as of that date.

Zurich, 7 September 2015

Dr. Lucien W. Valloni

Angelo Stomeo