

BIIU NOMINATION UNIT DECISION

The BIIU Nomination Unit will review the applications received and verify that they comply with the established requirements (gender, continental origin, skills, documents). Conduct an evaluation of each candidate, considering their experience, skills, knowledge and qualities required for the position.

Each candidate for election by the Congress to an office on the Board must be nominated for election to such office by the National Federation of the country of which he or she is a citizen or by the Confederation of the same continent as his country of citizenship. For the avoidance of doubt, National Federations / Confederations may nominate several candidates for an office.

As specified in article 26.1 of the IBA Constitution [emphasis added], "The Independent Directors above shall: (a) include at least 5 (five) women; (b) include at least 1 (one) national of each Continent; (c) not include more than 3 (three) Directors having the nationality of the same Continent; (d) be further selected as described below". After resignation of Ms Seignolle from the Board of Directors, among Independent Directors there are only 4 (four) women and no representatives of AMBC.

In accordance with information that are given above, candidates for Board Member;

- Shall be female,
- Shall have nationality of the country belongs to American Continental Confederation
- Shall have skills that approved by the Nomination Unit
- Each Candidate shall file an application form (online form on IBA website)
- The following documents shall be attached to the application form by all Candidates:
 - Nomination Form (signed by an Eligible National Federation or a Confederation)
 - Conflict of Interests declaration form
 - Copy of the Candidate's passports
 - Proof of place of residence
 - Copy of the official register of criminal records
 - Copy of the official register of debt collection / bankruptcy
 - Detailed curriculum vitae or biography

- Any additional document supporting that the Candidate fulfils the eligibility criteria
- Online questionnaire allowing the assessment of the Candidate's skills against the Skills Map
- Any document supporting that the Candidate has specific skills to become an Independent Director

The nomination unit will conduct interviews with candidates to get to know them better and assess their suitability. The nomination unit will ask questions related to their vision for the federation, their previous experience in sports management and how they plan to address current boxing challenges. They will also ask candidates to submit detailed proposals and work plans that demonstrate how they would address the federation's current and future challenges. Then they will evaluate the proposals based on their viability, innovation and alignment with the organization's objectives and they will ask them how they would solve a problem that may arise for them as Independent Director.

The selection of potential candidates will be made according to the following criteria:

-Industry experience:

- Boxing
- Other sports
- Business
- Non-profit organisations
- Government services

-Industry knowledge and skills:

- Sports ecosystem knowledge
- Legal/regulatory/compliance
- Finance/accounting/audit
- Marketing/communications/PR
- CEO/CFO/COO/Senior management
- CSR
- HR
- Operations
- Technology

-Other relevant skills or attributes:

- Languages
- Education

-Behavioural attributes:

- Effective and succinct communication
- Self-awareness
- Empathy
- Integrity
- High Ethical Standards
- Willingness to challenge papers and proposals
- Interpersonal relations
- Listening skills
- Verbal communication skills
- Willingness to devote time to role
- Willingness to take decisions in the best interests of IBA
- Willingness to deal with conflicts that may arise
- Willingness to place interests of IBA above other professional or personal interests.
- Undue personal benefits
- Don't like others disagreeing
- Adapt to changes quickly
- Ability to ignore irrelevant information
- Adhere to IBA's ethos
- Commitment to the purpose mission values and ethos of the IBA
- Work as a team
- Creativity and innovation
- Constructive feedback

-Bonus points:

- Governance competence (strategic planning, experience in large organisations, compliance experience, stakeholder communication)
- Profile and reputation (high profile or ability to attract sponsors/investment)

The BIU Nomination Unit will evaluate these skills in the potential candidates and based on this evaluation each candidate will be given a score depending on whether or not he/she has

mastered the above mentioned skills. Based on the score they obtain, they will add up points. Based on this will be decided who will be the candidates in the elections that will be held next.

Once the candidates have been chosen, the elections can be held on the Congress date. The BIIU Nomination Unit will announce that voting will take place at the next Congress date.

IBA Nomination Unit Chairman
M. Emin Özkurt

