

Pursuant to Article 44 of the Croatian Football Federation Statutes and Article 1 Paragraph 2 of the FIFA Regulations on Working with Intermediaries entered into force on 1 April 2015, the Executive Committee of the Croatian Football Federation adopted at the session held on 12 December 2016, and amended at the session held on 23 August 2018 the

**REGULATIONS
ON WORKING WITH INTERMEDIARIES**

I GENERAL PROVISIONS 2

II REGISTRATION OF INTERMEDIARIES 3

III RIGHTS AND OBLIGATIONS OF INTERMEDIARIES 5

IV RIGHTS AND OBLIGATIONS OF PLAYERS..... 6

V RIGHTS AND OBLIGATIONS OF CLUBS 7

VI DISCLOSURE AND PUBLICATION OF INFORMATION 7

VII PAYMENTS TO INTERMEDIARIES..... 8

VIII CONFLICT OF INTEREST 9

IX DISPUTES IN CONNECTION WITH INTERMEDIARIES ACTIVITY 10

X BODIES AND PROCEEDINGS 10

XI SANCTIONS 11

XII TRANSITIONAL PROVISIONS 11

Annexe 1

 LIST OF DOCUMENTATION FOR THE REGISTRATION12

Annexe 2

 Intermediary Declaration for natural persons 13

Annexe 3

 Intermediary Declaration for legal persons 15

Annexe 4

 Intermediary Declaration – FIFA TMS IRT17

Annexe 5

 Players Declaration – FIFA TMS IRT 18

I GENERAL PROVISIONS

Article 1 - Scope

1

These Regulations lay down the procedure in relation to the engagement of the services of an intermediary by players and clubs to:

- a) conclude an employment contract between a player and a club, or
- b) conclude a transfer agreement between two clubs.

2

The application of these Regulations is strictly limited on the activity of the intermediary as described in paragraph 1 of this article. Particularly, these Regulations do not regulate any other service that an intermediary can provide other parties, such as coaches.

3

These Regulations contain principles laid down by the FIFA Regulations on working with intermediaries and is in accordance with the laws currently in force in the Republic of Croatia.

Article 2 - Definitions

Terms referring to natural persons are applicable to both genders as well as to legal persons. Any term in the singular applies to the plural and vice-versa.

For the purpose of these Regulations:

- an intermediary is a natural or legal person who, for a fee or free of charge, represents players and/or clubs in negotiations with a view to concluding an employment contract or represents clubs in negotiations with a view to concluding a transfer agreement;
- client is a player or a club who has concluded a representation agreement with an intermediary;
- employment contract is a professional contract, labour contract or a scholarship contract;
- transfer is the process of transferring a player from the club with which he was registered to the club with which he will be registered providing that he concludes an employment contract with that club.

Article 3 - Engagement of an intermediary

1

Players and clubs are entitled to engage the services of intermediaries when concluding an employment contract and/or a transfer agreement.

2

In the selection and engaging process of intermediaries, players and clubs shall act with due diligence. In this context, due diligence means that players and clubs shall use reasonable endeavours to ensure that the intermediaries sign the relevant intermediary declarations from the Annexe 2 and/or 3 and 4 of these Regulations and the representation contract concluded between the parties.

3

Whenever an intermediary is involved in a transaction, he shall be registered pursuant to article 4 of these Regulations.

4

The engagement of officials, as defined in point 13 of the *Definitions section of the FIFA Statutes*, as intermediaries by players and clubs is prohibited. Such persons are: any board member, committee member, referee and assistant referee, coach, trainer and any other person responsible for technical, medical and administrative matters in FIFA, a confederation, a member association, a league or a club as well as all other persons obliged to comply with the FIFA Statutes (except players and intermediaries).

II REGISTRATION OF INTERMEDIARIES

Article 4 - Procedure

1

Intermediaries must be registered in Croatian Football Federation (hereinafter referred to as: HNS) every time they are individually involved in a specific transaction relating to:

- a) concluding an employment contract between a player and a club affiliated to HNS, or
- b) concluding a transfer agreement between two clubs at least one of which is affiliated to HNS.

2

If a player engaging the services of an intermediary signs an employment contract with a club affiliated to HNS, he must provide the club or HNS directly all the documents from Annex 1 of these Regulations. If a player decides to provide the documentation directly to HNS, he has to deliver the documentation personally or via registered mail. If a player decides to provide the documentation to the club, the club must deliver the documentation to HNS via the web based system FIFA TMS IRT. Any noncompliance with these provisions represents a breach of these Regulations in accordance with the article 25.

3

In case of renegotiation of an employment contract, a player engaging the services of an intermediary must also provide HNS with the same documentation from paragraph 2.

4

Following the conclusion of the relevant transaction, a club affiliated to HNS and engaging the services of an intermediary within the scope of paragraph 1 of this article must submit to HNS all documents from Annexe 1 of these Regulations. The documentation must be uploaded into the web based system FIFA TMS IRT. Any noncompliance with these provisions represents a breach of these Regulations in accordance with the article 25.

5

Players and clubs must deliver all the documentation from paragraphs 2 and 4 of this Article each time any activity within the scope of article 1 paragraph 1 of these Regulations takes place.

Article 5 - Requisites for registration

1

An intermediary has to be a natural person with impeccable reputation.

2

If an intermediary is a legal person, that legal person and natural persons representing that legal person within the scope of the transaction in question have to have an impeccable reputation.

3

An intermediary contracted by a club and/or a player must not have any contractual relationship with leagues, associations, confederations or FIFA that could lead to a potential conflict of interest. Intermediaries are precluded from implying, directly or indirectly, that such a contractual relationship with leagues, associations, confederations or FIFA exists in connection with their activities.

Article 6 - Representation contract

1

An intermediary can represent a player or a club only if he concludes a relevant written representation contract with that player or club. The law of the Republic of Croatia shall be applied accordingly on the conclusion and termination of the contract.

2

The representation contract must contain the following minimum details: the names and surnames of the parties, the nature of the legal relationship (service, consultation, job seeking, or other legal relationship), the scope of services, the duration of the legal relationship, the remuneration due to the intermediary, the general terms of payment, the date of conclusion, the termination provisions and the signatures of the parties.

3

The representation contract is valid for the period of maximum two years. It can not be tacitly and automatically extended. A new written contract has to be concluded for every subsequent period of a maximum of two years.

4

If the player is a minor, the player's legal guardian(s) shall also sign the representation contract in compliance with the law of the Republic of Croatia currently in force and the contract shall be attested by a notary.

5

The representation contract shall be issued in three originals which shall be duly signed by both parties. Parties shall keep one copy each, and one shall be sent to the association for registration purposes.

6

The provisions set out in this article are without prejudice to the client's right to conclude an employment contract or a transfer agreement without the assistance of an intermediary.

III RIGHTS AND OBLIGATIONS OF INTERMEDIARIES

Article 7 - Right to make contact, prohibition of approaching

1

Intermediaries have the right to:

- a) contact every player who is not under an exclusive representation contract with another intermediary;
- b) represent the interests of any player or club with which he concluded a representation contract

2

Intermediaries are prohibited from approaching any player who is under contract to a club with the aim of persuading him to terminate his contract prematurely or to violate any obligations stipulated in the employment contract.

3

Every intermediary shall ensure that his name, signature and the name and signature of his client appear in any contracts resulting from transactions in which he is involved.

Article 8 - Adherence to statutes, regulations and laws applicable in the territory of the association

1

Intermediaries shall respect and adhere to the statutes, regulations, directives and decisions of the competent bodies of FIFA, the confederations and HNS, as well as the laws governing employment applicable in the Republic of Croatia.

2

Intermediaries shall ensure that every transaction concluded as a result of their involvement complies with the provisions of the aforementioned statutes, regulations, directives and decisions of the competent bodies of FIFA, the confederations and HNS, as well as the laws applicable in the territory of the the Republic of Croatia.

3

Intermediaries shall ensure that on the occasion of every transaction in which they are involved they sign declarations from the Annex 2 and/or 3 and 4 of these Regulations. Copy of the declaration shall be given to the player and/or club.

4

HNS shall withhold the registration of the intermediary who does not abide by the rules laid down in this regulations and the registration of the negotiated contracts.

IV RIGHTS AND OBLIGATIONS OF PLAYERS

Article 9 - Engagement of intermediaries

1

A player may engage the services of an intermediary to represent him in the negotiation or renegotiation of an employment contract.

2

A player cannot conclude a representation contract with an intermediary if he did not ensure that that intermediary signs the relevant intermediary declarations from Annex 2 and/or 3 and 4 of these Regulations.

Article 10 - Reference in negotiated contracts

1

A player must ensure that every contract concluded as a result of negotiations conducted by an intermediary who was engaged by the player concerned contains the intermediaries name, surname and signature.

2

If a player does not use the services of an intermediary, the player shall ensure that this fact is also explicitly stated in the relevant employment contract.

Article 11 - Declaration

The player needs to sign the declaration from the Annexe 5 of these Regulations every time he engages the service of an intermediary.

V RIGHTS AND OBLIGATIONS OF CLUBS

Article 12 - Engagement of intermediaries

1

Clubs are entitled to engage the services of intermediaries to represent them in negotiations relating to player transfers or employment contracts.

2

A club cannot conclude a representation contract with an intermediary if he did not ensure that the intermediary signs the relevant intermediary declarations from Annex 2 and/or 3 and 4 of these Regulations.

Article 13 - Reference in negotiated contracts

1

A club must ensure that every contract concluded as a result of negotiations conducted by an intermediary who was engaged by the club concerned contains the intermediaries name, surname and signature.

2

If a player does not use the services of an intermediary, this fact shall also be explicitly stated in the relevant transfer agreement(s) and/or employment contract(s).

Article 14 - Limitation in relation to payments

Clubs shall ensure that payments to be made by one club to another club in connection with a transfer, such as transfer compensation, training compensation or solidarity contributions, are not paid to intermediaries and that the payment is not made by intermediaries. This includes, but is not limited to, owning any interest in any transfer compensation or future transfer value of a player. The assignment of claims is also prohibited.

VI DISCLOSURE AND PUBLICATION OF INFORMATION

Article 15 - Disclosure of information

1

Players and/or clubs are required to disclose to HNS the full details of any and all agreed remunerations or payments of whatsoever nature that they have made or that are to be made to an intermediary.

2

Players and/or clubs shall, upon request of HNS, in addition to the the representation contract, disclose to the HNS, confederations and FIFA, all contracts, agreements and records with intermediaries in connection with activities in relation to these provisions, for the purpose of their investigations.

3

Players and/or clubs shall in particular reach agreements with the intermediaries to ensure that there are no obstacles to the disclosure of the above-mentioned information and documents.

4

All representation contracts shall be attached to the transfer agreement or the employment contract, as the case may be, for the purpose of registration. Clubs or players shall ensure that any transfer agreement or employment contract concluded with the services of an intermediary bears the name and signature of such intermediary.

5

In the event that a player and/or a club have not used the services of an intermediary in their negotiations, the pertinent documentation lodged within the scope of the respective transaction shall contain a specific disclosure of this fact.

Article 16 - Publication of information

1

HNS shall make publicly available at the end of March of every calendar year, on the official website, the names of all intermediaries that have been registered as well as the single transactions in which they were involved.

2

In addition, HNS shall also publish the total amount of all remunerations or payments actually made to intermediaries by its players and by each of its affiliated clubs (the consolidated total figure for all players and the individual clubs' consolidated total figure).

VII PAYMENTS TO INTERMEDIARIES

Article 17 - General provisions

1

The amount of remuneration due to an intermediary who has been engaged to act on a player's behalf shall be calculated on the basis of the player's basic gross income for the entire duration of the contract.

2

Clubs that engage the services of an intermediary shall remunerate him by payment of a lump sum agreed prior to the conclusion of the relevant transaction. If agreed, such a payment may be made in instalments.

3

Any payment for the services of an intermediary shall be made exclusively by the client to the intermediary.

4

Exceptionally, after the conclusion of the relevant transaction and subject to the agreement with the club, the player may give his written consent to the club in order to pay the intermediary on his behalf. The payment made on behalf of the player shall be in accordance with the terms of payment agreed between the player and the intermediary.

Article 18 - Prohibited payments

1

Officials, as defined in Article 3 Paragraph 4 of these Regulations, are prohibited from receiving any payment from an intermediary based on remuneration he received, as well as any other payments paid to that intermediary in a transaction. Any official who contravenes the above shall be subject to disciplinary sanctions.

2

If the player concerned is a minor, players and/or clubs that engage the services of an intermediary when negotiating an employment contract and/or a transfer agreement are prohibited from contracting or making any payments to such intermediary.

VIII CONFLICT OF INTEREST

Article 19 - Due diligence

1

Prior to engaging the services of an intermediary, players and/or clubs shall use reasonable endeavours to ensure that no conflict of interest exists either for the players and/or clubs or for the intermediaries.

2

No conflict of interest would be deemed to exist if the intermediary discloses in writing any actual or potential conflict of interest he might have with one of the other parties involved in the matter, in relation to a transaction, representation contract or shared interests, and if he obtains the express written consent of all the other parties involved prior to the start of the relevant negotiations.

Article 20 - Engagement of the same intermediary

1

If a player and a club wish to engage the services of the same intermediary within the scope of the same transaction under the conditions established in Article 19 Paragraph 2 of these Regulations, the player and the club concerned shall give their express written consent prior to the start of the relevant negotiations, and shall confirm in writing which party (player and/or club) will remunerate the

intermediary. The parties can agree that each party pays a part of the remuneration.

2

In addition to all of the above mentioned documents, parties shall also deliver the agreement from paragraph 1 of this article and eventually the statement from article 19 paragraph 2 for registration purposes.

IX DISPUTES IN CONNECTION WITH INTERMEDIARIES ACTIVITIES

Article 21 - Disputes

Neither the Arbitration of HNS nor the Arbitration court of HNS shall hear disputes involving intermediaries.

X BODIES AND PROCEEDINGS

Article 22 - Committee for working with Intermediaries

1

Committee for working with intermediaries is a supervisory body and is responsible for the application of these Regulations, registration of intermediaries and contracts in which they were involved.

2

The Committee shall consist of a president and two members appointed by the Executive Committee of HNS for a four years term.

3

Committee decides, in principle, in sessions, however the president can determine that a decision be delivered in writing (registered mail, telefax, e-mail).

4

President convenes the sessions, and a majority of votes is necessary for decision making.

Article 23 - Registration of employment contracts in which intermediaries were involved

1

During the validation of employment contracts, the Committee for the registration of clubs and players of HNS controls if the name and signature of the intermediary appear in the contract, i.e. if there is a clause in the contract stating that the services of an intermediary were not used.

2

If the Committee determines that the intermediary was involved in the conclusion of a contract, it shall deliver a copy of the contract to the Committee for working with intermediaries.

XI SANCTIONS

Article 24 - Imposition of sanctions

Any violation of the provisions of these Regulations by the player or club represents an offence punishable in accordance with the provisions of the HNS Disciplinary Regulations.

X TRANSITIONAL MEASURES

Article 25 - Matters not provided for

Any matters not provided for in these Regulations shall be decided by the Committee for working with intermediaries.

Article 26 - Pending procedures

Any proceedings instigated in front of HNS before the effective date of these Regulations shall be completed in accordance with the Players' Agents Regulations dated 9 September 2015.

Article 27 - Enforcement

1

These Regulations come into force on the eight day upon the publication in the official Gazette of HNS.

2

As of the effective date of these Regulations, the Players' Agents Regulations from 9 September 2015 shall cease to have effect.

President
Davor Šuker

LIST OF DOCUMENTATION FOR THE REGISTRATION:

- if an intermediary is a **natural person**:

- a) Intermediary Declaration - for natural persons from Annexe 2 of these Regulations
- b) Intermediary Declaration - FIFA TMS IRT from Annexe 4 of these Regulations
- c) Copy of the intermediary's passport
- d) Players Declaration - FIFA TMS IRT from Annexe 5 of these Regulations
- e) Representation contract
- f) Transfer agreement, or
- g) Employment contract
- h) A specification of any conflicts of interest and the express written consent of all involved parties within the meaning of Article 19 Paragraph 2 of these Regulations (**if applicable**)
- i) A joint statement of the player and the intermediary specifying who will remunerate the intermediary within the meaning of Article 20 Paragraph 1 of these Regulations (**if applicable**)

- if an intermediary is a **legal person**:

- a) Intermediary Declaration - for legal persons from Annexe 3 of these Regulations
- b) Intermediary Declaration - FIFA TMS IRT from Annexe 4 of these Regulations
- c) Excerpt from court register - for legal persons (**not older than 2 months**)
- d) Intermediary Declaration - for natural persons from Annexe 2 of these Regulations
- e) Copy of the intermediary's passport
- f) Players Declaration - FIFA TMS IRT from Annexe 5 of these Regulations
- g) Representation contract
- h) Transfer agreement or
- i) Employment contract
- j) A joint statement of the player and the intermediary that they wish to engage the services of the same intermediary (**if applicable**)
- k) A joint statement of the player and the intermediary specifying who will remunerate the intermediary (**if applicable**)

Intermediary Declaration for natural persons

First name(s):

Surname(s):

Date of birth:

OIB number:

Nationality/nationalities:

Full permanent address (incl. phone/fax and e-mail):

I, _____
(First name(s), surnames(s) of intermediary)

HEREBY DECLARE THE FOLLOWING:

1. I pledge to respect and comply with any mandatory provisions of applicable national and international laws, including in particular those relating to job placement when carrying out my activities as an intermediary. In addition, I agree to be bound by the statutes and regulations of associations and confederations, as well as by the Statutes and regulations of FIFA in the context of carrying out my activities as an intermediary.
2. I declare that I am currently not holding a position of official, as defined in article 3 paragraph 4 of the Regulations on working with intermediaries, nor will I hold such a position in the foreseeable future.
3. I declare that I have an impeccable reputation and in particular confirm that no criminal sentence has ever been imposed upon me for a crime with intent, punishable by imprisonment for a term exceeding six months.
4. I declare that I have no contractual relationship with leagues, associations, confederations or FIFA that could lead to a potential conflict of interest. In case of uncertainty, any relevant contract shall be disclosed. I also acknowledge that I am precluded from implying, directly or indirectly, that such a contractual relationship with leagues, associations, confederations or FIFA exists in connection with my activities as an intermediary.
5. I declare, pursuant to article 13 the HNS Regulations on Working with Intermediaries that I shall not accept any payment to be made by one club to another club in connection with a transfer, such as transfer compensation, training compensation or solidarity contributions.
6. I declare, pursuant to article 18 paragraph 2 of the HNS Regulations on Working with Intermediaries, that I shall not accept any payment from any party if the player concerned is a minor.
7. I declare that I shall not take part in, either directly or indirectly, or otherwise be associated with, betting, gambling, lotteries and similar events or transactions connected with football matches. I acknowledge that I am forbidden from having stakes, either actively or passively, in companies, concerns, organisations, etc. that promote, broker, arrange or conduct such events or transactions.
8. I consent, pursuant to article 14 paragraph 1 of the HNS Regulations on Working with Intermediaries, to the HNS obtaining full details of any payment of whatsoever nature made to me by a club or a player for my services as an intermediary.
9. I consent, pursuant to article 14 paragraph 2 of the HNS Regulations on Working with Intermediaries, to the leagues, associations, confederations or FIFA obtaining, if necessary, for the purpose of their investigations, all contracts, agreements and records in connection with my activities as an intermediary. Equally, I consent to the aforementioned bodies also obtaining any other relevant documentation from any

other party advising, facilitating or taking any active part in the negotiations for which I am responsible.

- 10.** I consent, pursuant to article 15 paragraph 1 of the HNS Regulations on Working with Intermediaries, to the HNS holding and processing any data for the purpose of their publication.
- 11.** I am fully aware and agree that this declaration shall be made available to the members of the competent bodies of HNS.
- 12.** Remarks and observations which may be of potential relevance:

I make this declaration in good faith, the truth of which is based on the information and materials currently available to me, and agree that HNS shall be entitled to undertake such checks as may be necessary to verify the information contained in this declaration. I also acknowledge that, having submitted this declaration, in the event that any of the above-mentioned information changes, I must notify the HNS immediately.

(Place and date)

(Signature)

Intermediary Declaration for legal persons

Name of legal person/entity:

Address of legal person (incl. phone, fax, e-mail, website):

OIB number:

Hereinafter referred to as “the legal person”

First name(s) and surname(s) of the individual duly authorised to represent the aforementioned legal person/entity:

(NB: each individual acting on behalf of the company has to fill in a separate Intermediary Declaration)

I,

(First name(s), surnames(s) of the individual representing the legal person/ entity)

duly authorised to represent the legal person

HEREBY DECLARE THE FOLLOWING:

1. I declare that both the company I represent and that I myself shall respect any mandatory provisions of applicable national and international laws, including in particular those relating to job placement when carrying out activities as an intermediary. In addition, I declare that both the company I represent and that I myself agree to be bound by the statutes and regulations of associations and confederations, as well as by the Statutes and regulations of FIFA in the context of carrying out activities as an intermediary.
2. I declare that I am currently not holding a position of official, as defined in article 3 paragraph 4 of the Regulations on working with intermediaries, nor will I hold such a position in the foreseeable future.
3. I declare that the legal person I represent has an impeccable reputation and in particular confirm that no criminal sentence has ever been imposed upon it.
4. I declare that I have an impeccable reputation and in particular confirm that no criminal sentence has ever been imposed upon me for a crime with intent, punishable by imprisonment for a term exceeding six months.
5. I declare that neither the company I represent nor I myself have any contractual relationship with leagues, associations, confederations or FIFA that could lead to a potential conflict of interest. In case of uncertainty, any relevant contract shall be disclosed. I also acknowledge that the relevant legal person is precluded from implying, directly or indirectly, that such a contractual relationship with leagues, associations, confederations or FIFA exists in connection with its activities as intermediary.
6. I declare, pursuant to article 13 of the HNS Regulations on Working with Intermediaries, that neither the company I represent nor I shall accept any payment to be made by one club to another club in connection with a transfer, such as transfer compensation, training compensation or solidarity contributions.
7. I declare, pursuant to article 18 paragraph 2 of the FIFA Regulations on Working with Intermediaries, that neither the company I represent nor I shall accept any payment from any party if the player concerned is a minor.

- 8.** I declare that neither the company I represent nor I shall take part in, either directly or indirectly, or otherwise be associated with, betting, gambling, lotteries and similar events or transactions connected with football matches. I acknowledge that both the company I represent and I myself are forbidden from having stakes, either actively or passively, in companies, concerns, organisations, etc. that promote, broker, arrange or conduct such events or transactions.
- 9.** On behalf of the company I represent, I consent, pursuant to article 14 paragraph 1 of the HNS Regulations on Working with Intermediaries, to the HNS obtaining full details of any payment of whatsoever nature made to the company by a club or a player for its services as an intermediary.
- 10.** On behalf of the legal person I represent, I consent, pursuant to article 14 paragraph 2 of the HNS Regulations on Working with Intermediaries, to the leagues, associations, confederations or FIFA obtaining, if necessary, for the purpose of their investigations, all contracts, agreements and records in connection with the activities as an intermediary of the company. Equally, I consent to the aforementioned bodies also obtaining any other relevant documentation from any other party advising, facilitating or taking any active part in the negotiations for which the legal person I represent is responsible.
- 11.** On behalf of the company I represent, I consent, pursuant to article 15 paragraph 1 of the HNS Regulations on Working with Intermediaries, to HNS holding and processing any data for the purpose of their publication.
- 12.** I am fully aware and agree that this declaration shall be made available to the members of the competent bodies of HNS.
- 13.** Remarks and observations which may be of potential relevance:

I make this declaration in good faith, the truth of which is based on the information and materials currently available to me, and agree that HNS shall be entitled to undertake such checks as may be necessary to verify the information contained in this declaration. I also acknowledge that, having submitted this declaration, in the event that any of the above-mentioned information changes, I must notify HNS immediately.

(Place and date)

(Signature)

Intermediary Declaration – FIFA TMS IRT

I acknowledge that the Croatian Football Federation has implemented the Intermediary Regulations Tool (hereafter “IRT”), a service offering of FIFA TMS GmbH, Zollikerstrasse 226, 8008 Zurich, Switzerland (hereafter “FIFA TMS”) in order to collect and process the data to be submitted by clubs, players and intermediaries in accordance with the HNS Regulations on Working with Intermediaries (hereafter the “Regulations”). Except as set forth below regarding a possible extended use of the data, FIFA TMS will process such data only to the extent required by the Regulations, on behalf of and according to the instructions given by the Croatian Football Federation.

Extended use:

For the benefit of increased transparency and integrity in the market, I consent to the transfer of the following data to FIFA TMS, in order to allow FIFA TMS to publish and share such data with its football stakeholders across the globe, in particular other Member Associations, clubs and professional football players, through FIFA TMS’ other systems, services and offerings, as further detailed in FIFA TMS’ Privacy Policies available at www.fifatms.com:

- *Player - intermediary representation;*
- *Club - intermediary representation;*
- *Player registration (member association and club);*
- *Player contract start- and end-date and associated information.*

In addition, in the interest of improving the availability and accuracy of data on intermediaries across borders, I consent to the transfer of the following data about me to FIFA TMS in order to allow FIFA TMS to grant access to that data to other FIFA member associations that have implemented the IRT:

In case of a natural person:

- *First name, surname;*
- *Full address, phone/fax number, email address and website.*

In case of a legal person or company:

- *Name of the legal person/company;*
- *First name, surname of the legal representative(s);*
- *Full address, phone/fax number, email address and website of the legal person/company.*

Finally, I consent to the transfer of my date of birth and my nationality to FIFA TMS in order to allow FIFA TMS to identify or avoid making duplicate entries. Such data will be used only internally by FIFA TMS and will not be made accessible to third parties.

I acknowledge and agree that the extended use of the data about me, as identified above, will occur on a global scale, which means that such data may be accessed from countries without adequate data protection legislation. Data accessed and retrieved by users located in such countries could be further processed in a way that is not compliant with the data protection rules applicable in my jurisdiction or at FIFA TMS’ place of business. By giving my consent, I acknowledge this fact and confirm that I understand the risks resulting therefrom for the protection of my privacy.

I acknowledge that FIFA TMS will cease the publication of data referring to a player if such player is either no longer active or permanently banned. In this case, FIFA TMS will be entitled to process, use and transfer such data for archival purposes.

I acknowledge that I may request at any time information from FIFA TMS regarding the processing of my personal data and exercise my statutory rights with regard to such data by using the contact form available at www.fifatms.com.

I acknowledge that, if I do not agree that the data I submit is further processed and published by FIFA TMS as stated above, I must inform Croatian Football Federation thereof in writing when submitting this declaration. My data will then only be processed to the extent required under the Regulations.

(Name and surname)

(Place and date)

(Signature)

Players Declaration - FIFA TMS IRT

I acknowledge that the Croatian Football Federation has implemented the Intermediary Regulations Tool (hereafter "IRT"), a service offering of FIFA TMS GmbH, Zollikerstrasse 226, 8008 Zurich, Switzerland (hereafter "FIFA TMS") in order to collect and process the data to be submitted by clubs, players and intermediaries in accordance with the HNS Regulations on Working with Intermediaries (hereafter the "Regulations"). Except as set forth below regarding a possible extended use of the data, FIFA TMS will process such data only to the extent required by the Regulations, on behalf of and according to the instructions given by the Croatian Football Federation.

Extended use:

For the benefit of increased transparency and integrity in the market, I consent to the transfer of the following data to FIFA TMS, in order to allow FIFA TMS to publish and share such data with its football stakeholders across the globe, in particular other Member Associations, clubs and professional football players, through FIFA TMS' other systems, services and offerings, as further detailed in FIFA TMS' Privacy Policies available at www.fifatms.com:

- *Player - intermediary representation;*
- *Club - intermediary representation;*
- *Player registration (member association and club);*
- *Player contract start- and end-date and associated information.*

I acknowledge and agree that the extended use of the data about me, as identified above, will occur on a global scale, which means that such data may be accessed from countries without adequate data protection legislation. Data accessed and retrieved by users located in such countries could be further processed in a way that is not compliant with the data protection rules applicable in my jurisdiction or at FIFA TMS' place of business. By giving my consent, I acknowledge this fact and confirm that I understand the risks resulting therefrom for the protection of my privacy.

I acknowledge that FIFA TMS will cease the publication of data referring to a player if such player is either no longer active or permanently banned. In this case, FIFA TMS will be entitled to process, use and transfer such data for archival purposes.

I acknowledge that I may request at any time information from FIFA TMS regarding the processing of my personal data and exercise my statutory rights with regard to such data by using the contact form available at www.fifatms.com.

I acknowledge that, if I do not agree that the data I submit is further processed and published by FIFA TMS as stated above, I must inform the club or the Croatian Football Federation thereof in writing when submitting this form. My data will then only be processed to the extent required under the Regulations.

(Name and surname)

(Place and date)

(Signature)