



Annual Report

BOARD OF DIRECTORS

2022-2023

A GOOD LIFE FOR HORSES

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1. THE EEF

■ BOARD OF DIRECTORS

President:	Theo Ploegmakers
1 st Vice president	George Dimaras
2 nd Vice president	Quentin Simonet
Athletes Representative	Eleanora Ottaviani
Board Member	Nayla Stoessel
Board Member	Soenke Lauterbach
Board Member	Simone Perillo
Board Member	Sissy Max-Theurer
Board Member	Alan Andabaka

■ EEF ORGANISATION

Secretary General	Carina Mayer
Manager sport development	Teodor Sheytanov
Manager communication	Alice Ward

2. INTRODUCTION

Imagine an Equestrian world where sustainability is at the forefront of our actions, where innovation in our sport propels us forward, where challenges are transformed in success and where our collective efforts shape a Social License for our sport.

Welcome to our annual report for the year 2022-2023, a testament to the remarkable journey we have undertaking as a society as we redefine the possibilities for the equestrian sport in Europe.

In this annual report, covering the period from 01-07-2022 to 31-06-2023, we will inform you about our activities and outside conditions that had an influence on the performances of the EEF.

The board of the EEF likes to express its gratitude's to you the members, to the office organisation and other stakeholders for your support, trust and contribution to the EEF.

3. THE EEF MISSION

The mission of EEF is to maximise the potential and development of equestrianism throughout the continent.

EEFs responsibility is not limited to **LEADING**, to regulate traditional equestrian disciplines, our vision extends to **PROMOTING** the values and contribution of equestrianism, encouraging and providing education and **DEVELOPING** the equestrian sport throughout Europe.

In the past year, the role of the EEF has expanded to promote and lead the transition to become a sustainable equestrian sport.

The purpose of this annual report is to inform the members extensively about what has happened in the past year, realized and what the plans are for the following year.

In the plans for the next financial year, in addition to sports development, EU affairs, Social Licence and sustainability will also determine the policy.

The EEF will lead and support the European National federations in adopting a sustainable strategy suitable for their respective countries.

4. WHAT HAS BEEN ACHIEVED

■ GENERAL

The EEF organisation, the staff and the various working groups have worked hard over the past year to further develop the equestrian sport in Europe wherever possible.

This has increased the pressure on the organization and attention must therefore be paid to the structure and a further professionalizing of the organization in the coming year(s).

The Board

The board had mainly its meetings per video with one in-person meeting in Lausanne during the sports forum.

Social License

In the past year, the discussion has been dominated by the concept of Social License. Much has been written and spoken about whether the opinions of people who are not directly involved in our sport should be taken into account.

Working Groups

Over the past year, the various working groups have worked hard to promote and develop the sport in Europe wherever possible..

Enclosed you will find the reports of the various working groups.

■ SPORT DEVELOPMENT

Members of the development working group

- | | |
|----------------------------------|-------|
| • Quentin Simonet Chair: | (FRA) |
| • Marilena Mladin | (ROU) |
| • Barbara Ardu | (ITA) |
| • Tore Sannum | (NOR) |
| • Kaja Koczurowska Wawrzekiewicz | (POL) |
| • Maarten van der Heijden | (NED) |
| • Lars Christensson | (SWE) |
| • Anita Flamand | (SUI) |
| • Teodor Sheytanov | (EEF) |

Introduction

This report provides an overview of the progress, achievements, and challenges faced in the field of sport development over the past year. The report aims to highlight the impact of various initiatives and programs on national and international levels.

The development is divided as follows:

- Continuous support for the NFs and FEI Solidarity
- Education
- Sport

1. NFs continuous support

Calls, remote meetings but also in person meetings and visits were used to ensure regular contacts with NFs in order to provide support in their ongoing projects and contribution to their plans.

2. EEF Evolution League

One of the primary goals sport development is to increase participation and promote access to the sport. Over the past year, significant efforts have been made to engage a broader audience and to provide access of athletes from small nations to participate with a team. The launch of EEFEL was the initiatives in this direction – team competitions during FEI events. The rules for the dressage and jumping series were approved by FEI and later adapted for season 2023.

We succeeded in 2022 to run 4 events – two in jumping (ROU and BUL) and two in dressage (SVK and BUL). The format was very well accepted by the athletes and organizers and the OCs asked in 2022 if they could host these events again in 2023.

In 2023 we expand the plan geographically and there will be EEFEL events in ITA (San Marino), Greece, and events in BUL and SVK.

Although the events are successful we were not successful to secure a sponsor.

3. EEF Academy for education of national officials

Despite the fact that education of national officials is important to maintain fairness, accuracy, and consistency in equestrian competitions, many NFs have difficulties to implement such education system. Over the past year, significant efforts have been made to develop comprehensive training programs that provide official's with the necessary knowledge and skills. The EEF is providing this support to its member NFs.

Jumping

In cooperation with Carsten Sorlie and Sven Holmberg (both Level 4 FEI judges) and Stefan Wirth (Level 3 course designer and FEI tutor) a set of education materials for national judges and course designers was developed.

The section for the judges is completed. It includes education on the rules and regulations but also practical tips and guidelines, case studies and videos for online judging.

The part for course designers is now developed – we still need some photos and videos. But the main frame is ready.

The education materials were already used during the ESEE in Malta and North Macedonia educational courses were held. Those courses were also very helpful to implement some minor adjustments. The next course will in October in Cyprus.

At the beginning of 2024 we will organize a seminar to present the concept to the national tutors for the EEF NF. The possible date could be in January in Rome during the IJOC annual meeting.

Dressage

In close cooperation with EEF Dressage WG a program for education of national dressage judges has been developed.

The program was made in cooperation with the company BlackHorse, which will provide opportunities for online judging. The program will focus on the NFs from Central / Eastern Europe.

Phases of the project include:

1. Preliminary online education
2. Video's judging
3. Selection of the candidates and distribution mentor's groups
4. Video's judging and online mentoring
5. In-person educational courses by groups
6. Real judging opportunities under the mentors observation

The content of the course will be developed by the experts

- Katrina Wüst
- Hans-Christian Matthiesen
- Maarten van der Heijden

The project is planned to start with announcement to the NF in the second part of 2023 and to finish at the end of 2025.

Eventing

Both systems for jumping and dressage judges will be implemented in the education of Eventing officials.

In addition Lars Christenson will develop the part for technical delegates and X-country course designing and Christina Klingspor for X-county judges and case studies with online discussions.

Two (2) in-person courses for each group will be organized for the selected candidates

4. EEF assistance for NF's FEI Solidarity projects

EEF works in a very close connection with the FEI Solidarity department. We provide consultation services to numerous EEF NFs with the following items:

- Application for FEI Solidarity support
- Organization of the NF sport structure
- Nation sport rules and regulations

Some of the challenges we faced are:

Many NFs do not have a permanent staff and they depend on the good will and the efforts of volunteers. Sometimes only one or two persons are available. When those persons leave the federation there is no transition and some of the projects are on hold.

There are NFs which are approved for various FEI Solidarity projects but later they do not have the administrative capacity and/or enough participants to run the projects and they lose the allocated funds or the funds are not used effectively.

5. Regional Championships

After the declared interest from the Nordic-Baltic NFs to host regional championships in 2024, EEF has developed a proposal for cooperation which defines the main principles and minimum criteria for allocation of Regional Championships.

The rules for cooperation will be implemented for existing (Balkan Championships) and future Regional Championships.

The document sets rules for area such as: allocation, participation, organization, administration and reporting.

In 2023 three Balkan Regional Championship – dressage and jumping in Greece and endurance in Bulgaria will be organized. Unfortunately the driving Championships will not take place due to no sufficient number of teams and individuals.

6. Young riders academy camps

In the period October 2022 – April 2023 are, in cooperation with the Young Riders Academy, three training camps organized where prospective athletes were trained by Laura Klaphake. Additional education was provided – physical and mental fitness and course design.

Riders from TUR, ROU, SRB, BUL and POL took part.

7. Support for Ukraine

With the support of the Dutch Federation of Professional Equestrian Centers humanitarian aid was provided for riding clubs on the territory of Ukraine.

8. Sustainability in the developing EEF NFs

Taking into consideration the challenges some federations face our focus for these countries will be on education

- Ethical Equine Welfare: ensuring the well-being and welfare of horses is crucial. Sharing positive practices such as responsible horse care, appropriate training methods, and effective veterinary care are essential for ethical equine welfare.
- Officials and trainers continues education

Conclusion:

Equestrian sport in Europe is rich in history, tradition, and diversity. While there are similarities across countries, there are also notable differences at the level and knowledge across Europe.

The development of the equestrian sport in Europe needs continues efforts from EEF hand in hand with NFs who have to declare their needs.

■ SPORT DISCIPLINES

General comment for EEF Working Groups:

- Jumping
- Dressage
- Eventing
- Driving
- Endurance
- Vaulting

EEF Dressage, Driving, Endurance, Eventing, Vaulting temporary WGs have been reviewed. End of 2022 NFs were invited to put forward experts who could to participate in the FEI rule revision process, contribute actively to EEF development initiatives and more globally addressing any related matters raised by the EEF membership with the objective to reach a European consensus in the form of recommendations to the EEF Board.

Record number of applications from all corners of Europe have been received which show strong interest and commitment.

New compositions of EEF WGs, with very complementary profiles, were announced in January 2023.

■ JUMPING

Since the EEF GA 2022, the members of the EEF WG Jumping have remained unchanged, namely:

- George Dimaras Chair (GRE)
- Otto Becker (GER)
- Henrik Ankarcrona (SWE)
- Eleonora Ottaviani (IJRC)
- Dorottya Strobl (HUN)
- Edouard Couperie (FRA)
- Kaja Koczurowska Wawrzekiewicz (POL)

Since the EEF GA 2022, all of the WG's meetings, communications and activities have been conducted remotely and electronically. During this period the WG has had four (4) online meetings and numerous e-mail and telephone communications and deliberations, which comprise the following (in summary):

1. July 19 – e-mail discussion and update about the **Future of Division II**
2. Oct 18, 2022 – online meeting with agenda:
 - **EEF Series update**
 - **Group C Olympic Qualification Event**
 - **Preparation for FEI Nations Cup meeting of 25.10.2022**

and submission of WG proposals to EEF Board for approval ahead of FEI GA Capetown 2022
3. Dec 2022 – e-mail discussions about the approved Schedule of CSI Villeneuve-Loubet and co-operation with FRA NF to take action
4. Feb 15, 2023 – online meeting with agenda:
 - **Proposal for U25 European CH**
 - **Proposal for Baltic/Nordic CH**
 - **FEI Consultation (Taskforce) for Nations Cup**
 - **IOC recommendations on sanctions to Russian/Belarusian athletes**
 - **Annual FEI Rules changes**
 - **LES 2023 update**

and submission of WG proposals to EEF Board for recommendation to EEF Member NFs
5. Apr 5, 2023 – online meeting with agenda:
 - **FEI Nations Cup Taskforce Executive Summary of meeting on 28.3.2023 in Lausanne**
6. Apr 26, 2023 – deliberation by e-mail on an idea for a new series of CSIO4* and 5* in Europe
7. May 22, 2023 – online meeting with agenda:
 - **New LLN Draft Rules**

ahead of FEI Jumping Committee meeting dated May 30-31, 2023 and FEI Board meeting dated June 6-7, 2023 – submission of WG's recommendations to the EEF Board and to the FEI and discussion/negotiation with the FEI about final wording of the LLN Rules

8. May 31, 2023 – deliberation by e-mail for **“Feedback EEF on allocation of FEI EU CH”** for 2024 and 2025. Proposal submitted to EEF Board for approval and submission to FEI Board meeting dated June 6-7, 2023.
9. Jun 6, 2023 – deliberation on a proposal for a **“new series of CSIO4* and 5* in Europe”** ahead of the EEF online meeting of Jul 12, 2023 on Nations Cup in Europe

■ DRESSAGE

The current Working Group membership includes.

- | | |
|---------------------------------|-------|
| • Sissy Max-Theurer Chair | (AUT) |
| • Thomas Baur Secretary | (GER) |
| • Klaus Röser | (GER) |
| • Christoph Umbach | (LUX) |
| • Carlos Lopez | (POR) |
| • Maarten van der Heijden | (NED) |
| • Nathalie zu Sayn Wittgenstein | (DEN) |
| • Andrej Salatzki | (POL) |

EEF Evolution League

The rules for the EEF Dressage Evolution have been finalized. As soon there is a sponsor the league is ready to take off. The test events in 2022 have been successful and the OCs would be ready to host the league. We have cooperated with Teodor Sheytanov to finalize this.

EEF program for identification and education of National Dressage Judges

A first meeting with Katrina Wüst, a FEI judge General Education, Hans-Christian Matthiesen, chair of IDOC, Daniel Göhlen and members of the EEF DWG have been take place in Achleiten in June. The next steps have been discussed. Katrina Wüst, Hans-Christian Matthiesen and Teodor Sheytanov are working on the syllabus and then the NFs will be informed about the program. In fall the first online seminars provided by BlackHorse will be held. Maarten van der Heijden has joined the group to support the education part.

Hans-Christian Matthiesen has agreed to use the membership of IDOC to identify potential candidates for the program in the relevant countries.

Rule Changes 2024

The DWG has given their input to the EEF board about urgent repairs, corrections and problematic implementations to the newly introduced Rules revision for 2023

At the moment, of writing of this report, there is a review of the proposal of NFs and the FEI DC. Unfortunately it looks like that the FEI has again will not take most of the EEF input into consideration.

In the coming weeks a response of the DWG will be prepared and send to the EEF board in due time.

Officials per Diem

Part of the rule change process is the officials per diem. As of now the IDOC and the DO have made a proposal to the FEI. The FEI Board has decided to consult with the stakeholders prior to a rule change.

JSP/JAG

The FEI DC has taken the EEF proposal and a limitation of the term of JSP members, for 4 years, will be implemented. The problematic part is that the terms are renewable. It is not clear what staggered terms mean and clarification is needed. The DWG will seek this clarification with the FEI as soon as possible.

EEWC

Concerning the recommendations of the EEWC many discussions have taken place within the working group. The working group is very concerned about the recommendations and the principles of our discipline. The DWG will therefor pay very much and close attention when the final report is presented.

■ EVENTING

From January 2023 consists the working group eventing out of the following members:

- | | | |
|---|-----------------------------|-------|
| • | Philine Ganders-Meyer Chair | (GER) |
| • | Anne-Mette Binder | (DEN) |
| • | Laurent Bousquet | (FRA) |
| • | Lars Christensson | (SWE) |
| • | Gillian Kyle | (IRL) |
| • | Tanya Marcheva | (BUL) |
| • | Kristof Verlinden | (BEL) |
| • | Pawel Warszawski | (POL) |
| • | Richard (Dickie) Waygood | (GBR) |

The newly composed EEF WG is a very high-profile group from all over Europe and all the different stakeholder groups of the sport – several organisers, FEI officials as judges, TDs, course designers and stewards, riders and coaches can share a lot of expertise and experience. The WG has met three times so far since February 2023 via Zoom with all members and is planning to do so in future in about 8-12 weeks-rhythms.

It is appreciated to invite guests for an inspiring input and whoever has met interesting persons should make suggestions who could be invited. Furthermore one of the European eventing committee members should also be invited to the meetings for better understanding and exchange about relevant ideas and reasons.

Goals

The main goal of the WG is the discussion of several ideas and current topics to have a strong voice regarding the future-proof development of the Eventing sport, mainly from a European point of view but with a worldwide impact.

Development

A Sub-Working Group Eventing was created and is led by Lars Christensson looking after the development of the eventing sport especially in the Eastern European countries with further members Teodor Sheytanov (EEF Sport Development Manager), Pawel Warszawski (POL), Tanya Marcheva (BUL), Kristof Verlinden (BEL) and George Bazar (HUN). This subgroup is reporting back to the EEF eventing working group about the progress.

Main Discussion points

Rule revision changes for 2024

The EEF Eventing WG has given their input through the EEF board about urgent repairs, corrections and problematic implementations to the newly introduced Rules revision for 2023. In the last meeting the WG reviewed the proposal of NFs and the FEI EC. Due to a good arguments and exchange with the FEI EC most of the proposals were considered and supported by the FEI.

Relation of the test / influence

- Depth of Cups in Show Jumping test
- Starting Order at CCIO

Officials/ Organisers

- max. 6/8 years for CDs in CCI4*/5* (Art. 513.8.6)
- Conflict of interest (Art.513.10)
- Education System
- Eventing Vet for Indoor XC (Annex I 5.)
- Officials' remuneration (Art. 514)

Veterinary regulations

- Veterinary Regulations about bits (Art. 1044)
- Possibility of a morning re-inspection (Art. 1039 Vet Regs)

U25 European Championship and U25 Nations Cup

The EEF WG strongly promotes the implementation of an FEI European or World Championship for U25 and discussed the ideal level for this important step in between YR and Senior Championship. Furthermore a proposal by the IRL/GBR NFs for a Nations Cup Series is supported and could be most effective if the legs are organised together with the FEI CCI04*-Nations Cup Series.

Further discussion points:

- Safety / Frangible devices / new Flag rule/ Penalties and relation of tests
- Ideas to get more national officials interested in international officiating
- Tickets for horse owners Paris 2024
- New FEI Eventing Committee Member (judge)
- Better use of the 1st riders' briefing

The EEF WG is looking forward to have its influence on the positive development of the Eventing Sport in order to present it in a safe, modern way with happy horses and a wider interest of spectators, public and media in future.

■ DRIVING

Members of EEF driving working group:

- | | |
|-----------------------------|-------|
| • Quentin Simonet Chair | (FRA) |
| • Fritz Otto-Erley | (GER) |
| • Zsuzsi Mityko (withdrawn) | (HUN) |
| • Ad Aarts | (NED) |
| • Cristiano Cividini | (ITA) |
| • Bartłomiej Kwiatek | (POL) |
| • Michael Mayer | (SUI) |
| • Andrew Counsell | (GBR) |
| • Anna-Luise Wolfsteiner | (AUT) |
| • Jan Devaere | (BEL) |

The renewal of the WG composition positively contributed to diversify profiles, countries and generations or representatives on board.

Initial discussions focused on the purpose and vision to drive the thinking process of the group.

Enforcing the multi perspective (athlete, organisers, officials, spectators...) approach is defined as the way forward to modernise a sport with important traditions and ensure the discipline's sustainability.

The following is seen as fundamentals:

- accessibility/development and highlighted elite sport reinforcing each other;
- sport concept/rules allowing necessary challenges for the athlete and public understanding, engagement;
- permanently renewed acceptance from the public in terms of horse welfare into driving sport;
- overall competition balance where each test (dressage, marathon, cones) lead to a fair ranking;
- access for new officials and reinforced education opportunities.

The working group dealt with the FEI rules revision process. Despite 2023 being not a full rules revision year different types of issues have been addressed.

- The FEI alternative scoring system has been debated and supported for further real live testing prior potentially adjustment and implementation.
- Change for reserve combination (-vs- reserve horse) concept for single classes at championships,
- New movements in dressage tests with more explanation, videos to facilitate understanding of both judges and drivers.
- Dressage test renewal to be framed in a clear, planned, transparent process. It would also deserve to be framed with a scaled level of difficulties, movements, paces... expected in each of the different levels and categories. It would better structure the work of the panel which will design it in accordance to a transparent technical scale.
- Implement different dressage tests between Para Driving Grade I and Grade II.
- Despite pony measuring rules having been amended over the last years the WG still believe that the process with compulsory measuring sessions should also deliver a lifetime certificate for 6 & 7 years old ponies being measured <145cm.

FEI organised in spring a Driving Forum in Kronenberg NED right before the CAI. Several members of EEF WG attended firstly on behalf of their respective individual role, NF role but also sharing EEF WG standpoint when needed. The EEF president has been part of speakers specifically with his member role of Equine Ethics and Wellbeing Commission, independent commission working aside of FEI on "Social Licence to Operate".

Social Licence, Development, Youth, Sport format from the new FEI Youth Cup, World Challenge, CAI, WCup... were on the agenda.

The WG positively received the creation of the FEI Driven Dressage Test modification policy communicated in June.

The EEF Driving WG is having meetings to evaluate the 1st draft of proposed rules changes submitted by the FEI at the end of June in order to take a stand on which new proposals should be supported, amended or refused.

The WG also like to emphasise once more on the fact that the full rules revision periodical policy did not allow driving stakeholders and FEI to properly carry fruitful discussions, trials and potential evolutions in 2021. The WG expects from FEI, some room for discussion and potential important changes before the 2025 year discussion for implementation 1st of January 2026 as set in the current timeline.

■ ENDURANCE

From January 2023 the EEF Endurance WG is composed by:

- Quentin Simonet Chair (FRA)
- Annette Kaiser (GER)
- Patrizia Giaccherio (ITA)
- Jean Michel Grimal (FRA)
- Kleopatra Triantafyllou (GRE)
- Gabriela Mateikaite (LTU)
- Phil Nunnerley (GBR)
- Teodora Kostova (BUL)
- Kristyna Miratska (CZE)
- Vasco Lopes Avo (POR)
- Frida Westlund (SWE)

The WG met online and had been represented at the occasion of the FEI Sports Forum with few members in person and others online.

FEI Endurance Rules

The FEI Endurance rules have been the main topic on the agenda. The WG did work to provide EEF position at the different steps offered by the FEI and especially before 1st of March deadline to emphasise on the rules areas to improve and at the occasion of the FEI Sports Forum Endurance rules session.

The main areas addressed have been : CEI2* as CIM -vs- CI, Veterinary control and treatment, Access to field of play, CEI 3* and 2* Championships qualification systems, Reserve horse rules at Championships, IGA framework, Senior Elite Status, FEI World Endurance rankings, FEI Endurance Championship bidding/allocation/test event/championship process.

This work is still ongoing as at the date of this report the EEF Endurance WG prepare to get back to member's NFs and FEI with feedback on the FEI rules proposals received the 28th of June.

FEI Disciplinary & Anti-doping rules

At the occasion of the FEI Sports Forum, EEF WG representatives draw the attention of the FEI to the need of reinforcement from the FEI disciplinary and anti-doping systems with specific provisions in Endurance due to the specificities of the discipline.

Making NFs more accountable when they have a high number of offences amongst their stakeholders has been identified as a key area to explore. Concrete proposals will be made for next year's full revision process of Equine and Human anti-doping rules.

FEI 2022 Endurance World Championship, reallocated in 2023

A detailed debriefing from the 2022 FEI Endurance World Championships - reallocated to Bouthieb UAE in spring 2023 has been addressed to the FEI.

Conclusion:

- Despite the short notice, the OC delivered a strong frame to host such a championship. In particular, the following areas have been positively handled: Competition facilities, Contribution on cost covering, Prize Money, Opening ceremony, On site accreditation management, Supplies (Catering, Ice, Water...)

- Nevertheless we would highlight the following major negative points, which does not necessarily fall to the exclusive competence of one party :
- Death of horses
- Official communication from FEI/OC to NFs
- Disparities amongst team : on site/no monitoring apart the very last 24h, stabling
- Final of the individual classification case with potential previous issues.”

Several European nations pulled together strong team performances despite the local context being very different from their home ground.

Team competition project

A new team competition format is discussed to rejuvenate the image and social licence of Endurance. Emphasising on team effort and strategy can lead to better horsemanship, sustainable performance and improved competitiveness.

Concept: teams of 3-4 combinations, team result based on arrival time from the 3rd combination (no individual ranking apart for FEI qualifications), 2* 120km with requirements on track technicality.

Adjustments and potential ways to implement this concept will be part of the coming months agenda.

■ VAULTING

The Vaulting working group started its activity in January 2023.

Members of the Working Group:

- | | |
|----------------------------|-------|
| • Anita Flamand Chair | (SUI) |
| • Kai Vorberg | (GER) |
| • Francois Callegari | (ITA) |
| • Suzana Baciak Masarykova | (SVK) |
| • Clair de Ridder | (NED) |

In February, a set of proposals for the Vaulting Rules 2024 was communicated to the FEI.

Most of them were aiming at enhancing Horse Welfare:

- to allow a horse friendly familiarisation of new Horses with the context of international competitions, introduce a possibility for Individuals to compete in two Competitions of different levels at an Event,
- to release the tension as soon as possible after the performance, allow for the possibility to unfasten the side reins as soon as the program is finished.

Both proposals were accepted and added to the FEI Rule proposal for 2024.

Regarding other EEF VWG proposals, the FEI VTC needed more time to come up with a reply or solution and postponed their decision: adjustment of preparation time on the competition circle, closer monitoring of Horses' health in competition, implementation of new artistic score to help driving Horse friendly programs and allow for a more transparent and objective assessment by the judges (developed and tested by FEI WG Artistic since 2019)...

In April, an FEI VTC member launched a discussion on social media about a new Qualification process to be decided for Championships for Horses and Squads. The mentioned perspectives prompted the EEF VWG to discuss the matter with NF representatives; furthermore, various stakeholders contacted the VWG members

directly to draw the attention to the potential impact on the discipline (regarding Horse welfare, athletic relevance, development and last but not least economics).

The EEF summarized those concerns and communicated them to the FEI. Thereafter, the FEI VTC decided to amend the first edition of the qualification guidelines that had been published, taking the position of the EEF and its stakeholders into account.

Currently, the VWG works on the following subjects:

- Vaulting Rules 2024: new articles regarding tack (possibility to use draw reins in competition)
- Future EEF Cup for children/juniors/young vaulters: competition format, most appropriate date for finals...
- Content for communication conveying positive messaging about the discipline (display importance of Horse Welfare...).

■ EUROPEAN UNION

The EEF European Union committee is responsible for the contacts with the EU Organization(s) and is statutory working group. Its members have to be appointed by the General Assembly

The current Working Group membership includes

- | | |
|-----------------------------|-------|
| • Catherine Bonnichon Chair | (FRA) |
| • Klaus Miesner | (GER) |
| • Dr. Gianluigi Giovagnoli | (ITA) |
| • Paula Calamatta | (MLT) |
| • Mark Wenten | (BEL) |

During the year, the EU committee held two meetings by videoconference. The agenda was dedicated on EU funds' update (Erasmus Program...), on policies which can have an impact on the equestrian activities (Common agricultural policy and its implementation (national strategic plan), animal welfare and more precisely the result of EFSA report on the transport of Equidae, the implementation on animal health law in terms of cross borders movements, etc...).

As 2024 is a political year with the election in June of the MEPs and new Commissioners in the following months, the EEF has the opportunity to design an action plan: the promotion of equestrian sport towards the candidates.

The EEF complies with the obligations related to the EU Transparency Register.

European Horse network

Statutory Meetings

As an EHN member, the EU Committee Chair participated in several meetings, especially the 2 General Assembly meetings in Belgium (November 22 and June 23) and 4 board members' meetings.

MEP Horse group at the European Parliament

The EEF attended 2 MEP horse group meetings chaired by the Hilde Vautmans. In November 2022, a policy officer of the European Commission presented the revision of the animal welfare legislation. In June 2023, Ursula von der LEYEN, the European Commission President was present to the lunch at the European Parliament dedicated to the topic of horse keeping and the future EU animal welfare legislation.

Animal Welfare Working Group

Considering the European Commission revision on animal welfare, a working group on animal welfare prepared a position paper in which the EEF was totally involved. The EEF remarks were taken into consideration.

Conference of presidents of the members' structures

In June, a meeting of the Presidents was organised in Brussels. Based on the experience held in the Netherlands, a prospective study on “The equine industry in 2040” was proposed to the members. The result of the analysis, led by the Federation of Equestrian Centres in the Netherlands (FNRS) and supported by the IFCE (French Equine Institute) will be presented next autumn with possible scenarios foreseen. The topic of the place of equestrian sports in the Olympic and Paralympic Games, the question on how to promote equine industry In Paris 2024 and the issue of biosecurity measures against equine influenza were on the agenda. Ingmar De Vos, president of the International Equestrian Federation and IOC member, presented the main issues and challenges that the FEI and the equestrian sports have to face.

EU Sport Forum

Each year, the European Commission organises an EU sport Forum in the Member state which holds the presidency of the Council of the European Commission. With around 400 representatives of sport organisations and European Institutions, the EEF representatives, Ulf Brömster, Chair of the working group on sustainability and Catherine Bonnichon – de Rancourt, Chair of the EU Committee were invited to this conference. They attended different panel discussions related to important issues among which “Organising sustainable sport events in Europe” or “All able, all included: participation in sport and society”.

■ YOUNG LEADERS PROGRAM

Introductory

The Equestrian Young Leaders Europe (EYLE) project has been developed by the EEF, with funding from the European Commission Erasmus+, to promote the social development of young people through the use of the horse. Based on the existing projects in Sweden and Nederland (knowledge donors), and in partnership with Open University Nederland and three pilot countries, Hungary, Norway and Bulgaria.

Kick-off in-person meeting

The EYLE official kick-off was in October last year with an introductory meeting held in Belgium where all partners were presented.

To provide efficacy and good governance following working groups were set up:

- Knowledge centre: with representatives of Sweden and Nederland
- EYLE Project Management team – with representatives of EEF and the pilot countries
- The monitoring and evaluation centre - the Open University
- The EYLE Steering Group – the members of the EEF Development Working Group, representatives of Open University and board members of the partner countries

From the meeting, the initial 12-month plan for the project was outlined and agreed.

Communication plan and branding

A communications plan was developed and EYLE branding (logo, stationery, presentations, etc...) was designed and approved by the EYLE Steering Group.

Production of education material

The next step from the 12-month plan was the production of educational material for EYLE in 4 European languages.

The materials were provided by the Dutch NF and translated first to English and then to the languages of the partner countries.

For every level, the EEF developed a new Sustainability module which is three directions: human relations, horse welfare and natural resources. An online platform for e-learning is in development to support the in-person learning.

Workshop

During April, the Dutch National Federation (KNHS) hosted the participating nations in EYLE project to focus on coach education.

Led by the Dutch programme manager Fenna Westerduin, the two-day itinerary allowed for visits to riding schools that currently run the young leaders programme, alongside a full-day coach workshop.

Representatives from Bulgaria, Norway and Hungary were in attendance alongside the EEF project managers and a representative from the Swedish Federation. The workshop led the representatives through the same training provide by KNHS for all the Young Leader coaches in the Netherlands, in order to equip each nation with the skills to go back and train their own national coaches.

Study protocol of EYLE Project

EYLE consists of equine-assisted activities falling under the scope of Animal Assisted Services (AAS). The program aims to develop leadership qualities of social, psychological and pedagogical competencies in young people with an affinity for horses and equestrian sports. In this program, young people learn to take responsibility, think in a disciplined manner, manage their emotions, communicate clearly and act decisively.

The Open University developed a study protocol for the EYLE project.

The aim of this study is to evaluate the effects of the program regarding its effectiveness in enhancing social competencies and leadership skills in young people by comparing young people who followed the EYLE program (intervention condition) with young people from riding schools who do not participate in the program (control condition).

The participants in this study are the children/adolescents following the EYLE training, the parents and the coaches from Hungary, Bulgaria, and Norway.

The primary outcome will be social competence (targeted especially in the program at level 1+2).

The secondary outcome is leadership skills (targeted especially in the program at level 3+4). Further secondary outcomes are: self-esteem, self-efficacy, satisfaction with the program, and attendance.

The study will measure: social competence, leadership skills, self-esteem, self-efficacy, satisfaction. For this pilot study, a validated questionnaire will.

Control and monitoring of the progress

To control the progress and to provide assistance every month are organised online meeting with all partners.

Continuous Reporting

Being funded by Erasmus+, there is an online platform where we provide EU information and documents for the project's progress. The deliverables and milestones are subject to EU control and are part of the project contract and they are bound with strict timelines.

Although so far we are perfectly on time, the work with the platform is an area where we face some problems - it is not intuitive, and basic actions take days, sometimes months to be approved by EU.

▪ STRATEGY

The EEF Strategic Planning Working Group is responsible for the development of a short- and long-term strategy of the EEF. A short and long-term strategy is very important for the EEF as a growing organisation. To develop the strategy, the Working Group focuses on active engagement, liaison and interaction with the FEI and other stakeholder organisations.

The current Working Group membership includes

- Soenke Lauterbach Chair (GER)
- Theo Ploegmakers (NED)
- Nayla Stössel (SUI)
- Hidde Frankena (NED)
- Ulf Brömster (SWE)
- Avalon Everett (IRL)
- Carina Mayer (EEF)

Since autumn 2022, the Strategic Planning Working Group has focussed on a feasibility study if and how the management of European Championships could be taken over by EEF from FEI. After a process held internally within the Working Group, the EEF appointed Will Connell as an external consultant for further evaluation. Following these two reports, no final decision could be taken yet. Work continues by drafting a more detailed business plan related to the takeover of the management and to identify where the chances and risks for the EEF are. After finishing this business plan a decision will be made by the EEF board if and how discussion with the FEI will start.

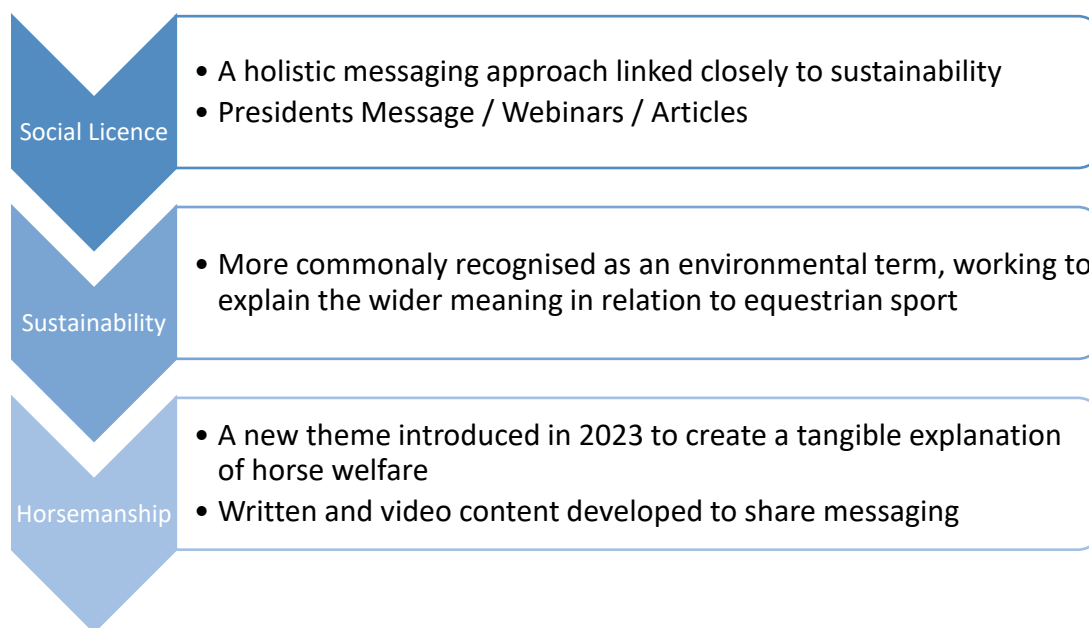
▪ COMMUNICATION

The current Working Group membership includes:

- Nayla Stoessel Chair (SUI)
- Carina Mayer (EEF)
- Alice Ward (EEF)

Communication Concept

We have developed key themes and messaging topics.



Sport specific

This year a complete Longines EEF Series (“LES”) has once again been successfully delivered across 7 regional qualifiers, 2 semi-finals (final still to take place). A new British journalist (Amy Powell) was hired for the reporting this season with a specific task to make the Series more understandable (particularly through the RQs) and create more storytelling opportunities. This has been realized through the “Stories from the Series” content. Attempts have been made through meetings with OCs and NFs to strengthen relationships and information sharing and this will continue during the offseason and ahead of season ’24.

The events have once again been live streamed over the CMH and EEF websites.

From the first 9 events:

- over 89,000 views (48% increase)
- over 32,000 viewers (146% increase)

(Communication Channel stats (% comparisons taken from July 2022 - July 2023)

Facebook

- 2,453 followers. 64% female / 36% male
- Top countries; France, Romania, Greece, Portugal, Germany
- Total visits 5817 – 213.2% increase
- Total reach 78,162 (22.1% decrease)
- 180 new followers (7.1% increase)
- Trial of paid content achieved an additional reach of 11,663 accounts with 14,255 impressions (from a spend of 20 euros!)

Focus has been placed on building the Instagram account and a more defined strategy for social media will be reviewed this autumn.

Instagram

(Account created in April 2023 so stats are from creation)

- 894 followers. 68.5% female / 31.5% male
- Top countries; France, Italy, Germany, Greece, Netherlands
- Total profile visits 6381
- Total reach 77,486
- Over 170,000 views on video content

LinkedIn

(Been moved to a higher priority for EEF information share).

- 815 Followers (382% increase)
- 834 reactions
- 27,692 impressions

Website

- 18,000 users (up 192% compared to 2022).
- 44,000 page views (189% increase)
- The top visited page is the Longines EEF Series page. Top visiting countries are: USA, Germany, United Kingdom, Portugal, France, Netherlands

Newsletters

- Database 696 (19.5% increase)
- 51 emails sent (54.5% increase)
- 54% open rate (13% increase)

This year a new coverage reporting tool has been employed (Coverage Books) to provide a detailed analysis on the reach and quality of external press coverage for the EEF, and the Longines EEF Series specifically. Monthly reports from the beginning of 2023 are available.

▪ **COMMERCIAL**

The EEF Commercial Working Group is responsible for handling all commercial matters relevant to the EEF. They are doing this in close cooperation with our communication.

Sponsorships to support our sustainability project are a priority for the Working Group.

Members of the commercial working Group

- | | |
|------------------------|-------|
| • Nayla Stoessel Chair | (SUI) |
| • Simone Perrilo | (ITA) |
| • Alice Ward | (EEF) |
| • Carina Mayer | (EEF) |

Status report

The EEF has continued to improve its autonomous commercial capabilities working along three paths:

Further development of the Longines EEF Series

The main achievement has been the signature of a new sponsor for the Series-KEP Italia- which allowed to provide resources to be made available in favour of the OCs hosting the various events and to enlarge the communication reach of the Series.

KEP Italia is a leading producer of riding helmets, which was established back in 2007 and is based in Lombardy Italy. The company decided to become a partner of the EEF as it shares with the EEF the value of environmental

sustainability, making sure that in the production cycle the following principles are respected: choice of naturally treated materials that are no harm for human health, guarantee of sustainable waste management; compulsory recycling and choice of environmentally sustainable products to be used in the product chain.

Other potential partners have been contacted and, whilst no additional contract has been signed yet, the feedback is that of a continuous and increasing interest in the sustainability policy and strategy of the EEF and in the Longines EEF Series as they represent the ONLY equestrian series that allows the participation of all federations in an entire continent.

Definition of commercial platforms

During the course 2023, the EEF has been exploring new potential partnerships, touching different economic sectors. The contacts ran from clothing to veterinary products, as well as the possibility to developing an EEF merchandising strategy. Considering that the external activities of the EEF are relatively new, the feedbacks so far make us confident that more positive results can be achieved soon.

Search sustainability partners

The EEF is actively seeking a commercial partner that can support and become an ally in the EEF's sustainable strategy.

Such a partnership can vary from exchange of scientific results, being partners in new research programs or support the EEF financially in rolling out its sustainable strategy.

Specific contacts are ongoing and proceed along the refinement of the EEF sustainability strategy. The potential partners are either companies that have already developed an internal sensitivity to sustainability or companies that could actually offer products/services that are effectively useful to address the sustainability issues specific to the equestrian sport.

■ JUMPING ROUND TABLE

In 2022 the Jumping Round table discussed the future of the jumping sport in Europe. In this Round table participated the following stakeholders:

- | | |
|--------------------------|--------------------|
| • Theo Ploegmakers Chair | (EEF) |
| • Frank Kemperman | (FEI) |
| • Stefan Ellenbruch | (FEI) |
| • Tom Gordin | (EO) |
| • Peter Bollen | (EO) |
| • Kevin Staut | (IJRC) |
| • Dominique Megret | (JOC) |
| • Eric Strauss | (IJOC) |
| • Glen Maes | (IJOC) |
| • Rob Ehrens | (Chefs d ' Equipe) |
| • Michel Sorg | (Chefs d ' Equipe) |
| • George Dimaras | (EEF) |
| • Soenke Lauterbach | (EEF) |

Purpose of the Round Table was to make sure that our sport will be accepted and get approval from the community now and in the future. But it was also an opportunity to implement some new measures to eliminate problems that are encountered.

It was seen as necessary to discuss, with as much as possible stakeholders, the future of the sport in Europe and what could be improved to make our sport more acceptable and sustainable. This was seen as an important step forward in creating acceptance of our sport in the future.

In April 2002 the final document was sent to the participants for their approval. The received comments (only a few were received) were included and the final document was sent to the FEI.

During the World Championships in Herning Denmark (in August 2022) a delegation of the EEF and some participants in the Round Table, had a discussion with a delegation of the FEI.

Unfortunately it became clear that the FEI did not accept the comments and conclusions as made in the report.

The meeting was closed without any agreement.

■ SUSTAINABILITY

Members of the working Group:

- Ulf Brömster Strategic Lead: (SWE)
- Nadia Kolodchenko Chair
- Amanda Curtis (GBR)
- Iris Huisman (NED)
- Benedetta Pecini (ITA)
- Marcus Lundholm (SWE)
- Zuzana Baciak- Masarykova (SLO)
- Carina Mayer (EEF)
- Alice Ward (EEF)

Introduction

The work within the group is based on and part of EEF Strategic Plan with the overall vision - Secure and sustain the “social license” for equestrianism. We have reviewed and prioritised activities and aggregated a plan for the future, grouped in Lead, Develop and Promote areas. We have also during the term defined the scope for the Sustainability group to cover sustainable horses, humans and environment

We have during the term signed an agreement with IGA, International Grooms Association, with the intent to foster long-term support and commitment to each other. By working together the goal is to promote good practice to protect the workforce.

EEF President have participated as member in FEI Equine Ethics and Wellbeing Commission, EEWB, who’s purpose is to address issues of public and equestrian concern to ensure the welfare of the horse and social acceptance of the involvement of horses in sport.

Lead

During the term, EEF board have approved

EEF Green Policy Statement

EEF as a representative body for the 38 European based National Equestrian Federations is committed to promoting the sport equestrianism and its good practices, developing the sport across Europe, and providing leadership for a collective European voice in the sport.

The EEF aims to realise its vision by addressing the environmental impacts of the products, creating insights that enact change and promoting a culture of sustainability within the equestrian community.

Specifically, the EEF aims to:

- Reduce greenhouse gas emissions;
- Promote responsible resource use;
- Encourage waste reduction focusing on minimisation and reuse before recycling and disposal;
- Promote responsible water consumption;
- Protect local biodiversity;
- Promote technological advances and innovations; and
- Create a fair and just ethical standard.

The EEF will work with the equestrian community, event organisers, sponsors and other stakeholders to comply with the EEF Green Policy Statement.

Green Code of Conduct

- The sustainable working Group of the EEF has written a “Green Code of Conduct” which specifies the minimum environmental requirements applicable to the EEF and EEF partners
- The requirements set out in the Code aim to reduce the environmental impact of our behaviour as organization, of the events we are working with and provide a framework for continuous improvement.
- To check and discuss with the events how to implement and follow this Green Code of Conduct Katerina Liberi has been made available by the Greek Federation to take on the role being the contact person for the events and to check the use of the code.
- This all to create a more responsible sport culture, protecting the environment, truly respect the horse, the people and the planet. The EEF environmental vision is to inspire through action and advocate delivering meaningful positive environmental change within the European community and beyond.

For the Longines EEF Series, an annex to the Hosting agreement have been included, Sustainability & Environmental Protection annex. For the purpose, an assessment template has been developed and a sustainability event coordinator has been appointed.

Develop

Hoofprint

The environmental impact of the equine (sports) sector is gaining more importance. There all sorts of environmental impact such as loss of Bio Diversity, deforestation, water shortage, climate change etc. One important one is the emission of greenhouse gases (GHG) or carbon dioxide (CO₂).

The carbon footprint

As the equine sector (FEI) has signed the UN Charter to reduce in 2030 the carbon footprint with 50% it is necessary that we know what causes the carbon footprint, what are the most important stimulators and what can be done to reduce the CO₂ emissions.

Together with the University of Wageningen a tool, called **HOOFPRINT**, has been developed to gain insight into the carbon footprint.

This tool will be incorporated in a frame work, designed for the NFs, how to write a sustainable strategy.

Young Leaders program (EYLE)

A sustainability paragraph for the Equestrian Young Leaders Europe program has been developed, as the EEF is convinced from the importance that already on a young age future leaders of our sport should be aware and convinced how essential it will be, in the future, to be a sustainable sport.

Promote

A first Webinar in a series have been held, designed for the EEF members and wider equestrian stakeholders to bring the issues of sustainability into focus. The first event brought together speakers and national federation panellists to discuss the current status and requirements to build a strategy and create tangible actions.

EEF President have participated in a number of meetings and published a number of letters, addressing the Sustainability area.

The head of the WG have participated in a Nordic Workshop addressing Social License to Operate, horse welfare as well as riders' safety.

Sport horse welfare foundation

The EEF has started a cooperation with the Sport Horse welfare Foundation, an organisation committed to enhancing horse health, performance and horse welfare, and improving horse-rider relationships through high quality and inclusive research, education and increasing understanding.

This through the use of objective, reliable and valid data to advance the knowledge and understanding of training and management of the equine athlete. This will be achieved through bold innovations in scientific research, education, outreach and policy to ultimate improve the welfare of the horses by collection of metadata for larger groups of sport horses and shall, based on scientific analyses, develop recommendations which will be made available for riders, trainers general public and federations.

5. CHALLENGES AND OPPORTUNITIES FOR THE YEAR 2023

▪ Sustainability

The equestrian sport as we know will see a further transition into a sustainable sport. The role that the EEF will play in this transition will be reflected in the strategy.

Sustainability as such is important for equestrian activities for several reasons.

- Equestrian businesses and facilities rely on a healthy environment and ecosystem to support their activities. Being sustainable help to ensure the long-term viability of the businesses by protecting the natural resources that they depend on.
- Welfare and well-being of the horses are an important part of sustainability and a main factor in obtaining a Social Licence for the equestrian sport.
- Sustainable practices will help to ensure that horses receive the right care and are managed in such a way that is respectful to the needs and health of the horse. (Good life for Horses)
- Reduction of groundwater pollution by manure and waste. These practices will also reduce the carbon footprint of the equine sector.
- As temperatures are expected to rise horses are at risk of heat stress which can have health consequences. Horse owners, stable managers, event directors should develop protocols for monitoring the horses.
- To become a sustainability sport it will be necessary that education and awareness of the situation will increase. Education and publications can help to promote sustainable practices and increase resilience in the equine sector.

The EEF will play in the years ahead a key role in promoting and leading the sector to become sustainable. Horse Welfare an important part in obtaining a Social License for our sport is only possible through sustainability of the equine sector.

The situation in Europe is different from most of the rest of the world and requires therefor an European approach.

In order to enable the NFs to complete their own strategy EEF will together with the company WHITE GRIFFIN provide the members of the EEF with the following tools:

- A robust strategic framework that enables NFs to create their own a sustainable strategy independently
- A webinar(s) for NFs how to use the framework to develop a strategy for their federation

Not only writing a strategy is enough but a further and consistent implementation of these strategies will determine the real environmental and social impacts in the long term.

The EEF will explore if it is possible to employ a person to implement the sustainability strategy for the EEF itself and to support the NFs with implementing its strategy. This depending the financial possibilities there are in the years ahead.

▪ Social License

The call to get a social license for equestrian sport in general is becoming more urgent within the National federations. For the Federations that need support the EEF is planning educational programs for sustainability and social license.

▪ Sport

The Longines EEF Series

The creation from the new series, called the Longines League of Nations which will be a replacement from the NC series, will have consequences for the EEF Series also.

It is expected that the existing Longines EEF Series will have to be changed to adopt those consequences. We expect to have clarity about this in September 2023

The European Championships

One course of action in our strategy is to take over the management of the European Championships on all levels and all disciplines.

The first discussions, to investigate, with the FEI have taken place and also an external expert was appointed to investigate the needs from organizers and what they like to see from an EEF in that position. It is clear that in case the EEF would take the management of the European Championships the organization will change dramatically.

At the moment of writing this annual report a business plan is being worked on. As soon as this plan is ready, it will also be known what the possible financial consequences will be and how they can be financed. We will start discussions with the FEI as we assume that a takeover of the management will reduce costs for the FEI organization.

All this will determine whether it will be possible to take on the management of the European Championships.

The EEF Evolution League

The rules for the EEF Evolution League have been finalized. To start this competition a sponsor is needed. In 2023 test events were successful carried out and OCs are ready to host the competition.

Also the jumping discipline is ready to go ahead. To run the evolution league successful a sponsor is needed.

The competition is very important to develop the sport for countries in the Balkan, Baltic etc. further.

The EEF organization

As indicated at the beginning, there is, due to the many activities, pressure on the organization. The EEF organization is small (currently consists of three people) and therefore a lot of operational work is on the shoulders of board members.

We have to find solutions to restructure the organization in such a way that the board can fulfil its supervisory role and that the organization is able to carry out the operational part.

Sport development

Jumping

At the beginning of 2024 a seminar will be organized to present the education program, for national judges and course designers which were developed last year, to the national tutors for EEF NFs. The expected date could be in January 2024 in Rome during the IJOC annual meeting.

Dressage

The project for education of national dressage judges that has been developed is planned to start in the second part of 2023 and is expected to be finished at the end of 2025.

Eventing

Both systems for jumping and dressage judges will be implemented in the education of Eventing officials.

Two (2) in-person courses for each group will be organized for the selected candidates

Young Riders Academy

After consultation with the Young Riders Academy also in 2024 we can organize those camps for the countries in central Europe

▪ Equestrian Young Leaders Europe (EYLE)

The next stages are:

- The national dissemination plans / national communication plan in order to start the rollout of the programme (including participant recruitment, coach training etc).
- The questionnaire for the first study measurement point: at the start of the program (T0) (the other two are in the middle of the program (T1) and at the end of the program (T2)) has to be developed and the study to start.
- At the beginning of 2024, we expect the start EYLE activities in the pilot countries.
The aim is after the start in the pilot countries, the program can be implemented by other EEF NFs.

In 2024 during the Para Olympic Games EEF will organize six days educative seminar for Level 4 EYLE leaders:

The Equestrian leaders nominated by their NFs will develop skills to think ahead, set goals and initiate action. They will learn to take responsibility, to think in a disciplined way and to act decisively. They develop control over their emotions, learn to think in a solution-oriented way and acquire clear, honest communication, a sense of duty and determination.

The participants will work will develop the following core competences: leadership, showing vision, motivate, bearing responsibility, organizing, decided action, coaching.

6. FINANCIALS

General

The form of the budget as presented is different from the years before as we have brought it in line with the annual report. This to offer the GA a better possibility to compare the figures.

The EEF regards financial reporting as a critical aspect of corporate governance and an important role in facilitating transparency and trust between the EEF and its stakeholders.

2022-2023 Results

We can announce the successful closing of a profitable book year 2022-2023. Enclosed we present our financial results, which reflects a year of prosperity. The hard work of our organisation, board of directors, coupled with the support of our members has contributed to this successful year. Throughout the year the EEF has navigated challenges with resilience, identified opportunities and have made decisions in line with our strategy.

	2022-2023 Budget	2022-2023 Actual	2023-2024 Budget
OPERATING RESULT	61 900	280 808	61 000
Operating Income	1 751 000	1 852 295	1 706 000
Membership Fees	136 000	136 875	136 000
Membership fees - National Federations	130 000	130 875	130 000
Membership fees - Associated Members	6 000	6 000	6 000
Commercial Income	1 490 000	1 500 000	1 445 000
EEF Organisation (sponsoring)	0	0	
Longines EEF Series	1 470 000	1 470 000	1 395 000
EEF Evolution League	0	0	
KEP *	20 000	30 000	50 000
Other income	125 000	215 420	125 000
Sport Development (FEI)	125 000	141 420	125 000
Young Leaders Program	0	0	0
Sustainability project		0	0
Oper. Subsidies & compensatory *	0	74 000	0
Operating Charges	1 689 100	1 571 487	1 645 000
Offices	19 800	19 642	19 800
EEF Office Zaventem	12 000	12 042	12 000
President's office	7 800	7 600	7 800
Services	122 500	219 234	173 200
Notary fee	0	228	0
Accountant-Tax consultant	15 000	21 387	15 000
Legal	15 000	6 132	7 500
Trade reg. public. gazette, CBE	2 500	280	500
Commissions paid	15 000	0	0
Miscellaneous fees *	75 000	191 008	150 000
Fee social secretariat		199	200

Staff Charges	167 500	152 921	162 000
Remuneration Salaried Staff *	157 500	148 483	157 500
Employer's contribution social security	0	3 968	4 000
Staff insurance	0	470	500
Training, courses employees	10 000	0	0
Director's liability insurance	0	0	0
Travel insurance.	0	0	0
Supplies to enterprise	9 000	7 711	5 500
Print and office supplies	5 000	683	1 000
Documentation and subscriptions	2 500	0	0
Advertisement & Publicity	1 500	4 552	4 500
Maintenance of equipment and machinery		2 476	0
Communication	88 000	53 620	115 150
Internet connection	5 000	1 265	7 500
Telephone		356	400
Mobile phone	3 000	748	1 000
Postal costs		0	0
Shipping costs *	0	47 453	52 750
Contributions professional ass & membership fees *	0	1 060	50 000
Software cost	50 000	1 626	2 000
Website costs (hosting, domain, license etc.)	30 000	1 112	1 500
Travel & Representation costs	1 277 500	1 112 450	1 164 500
Third Party mileage reimbursements paid	50 000	0	0
Restaurant costs	7 500	3 560	4 000
Accommodation costs	15 000	7 418	7 500
Travel costs	35 000	46 885	51 000
Gifts, donations without attestation	0	16 210	0
Prize money *	1 100 000	859 588	900 000
Gifts customers/representation expenses	20 000	28 799	29 000
Reception costs (meetings) *	50 000	11 368	23 000
Parking & tolls	0	454	0
Trade show cost		3 000	0
Sponsorship *		135 168	150 000
Depreciation	5 000	6 865	6 000
Depreciation of intangible fixed assets	1 000	0	0
Depreciation of tangible assets	4 000	6 865	6 000
Other operating charges	0	0	0
Amounts written off	0	0	0
Increase in amount written off	0	0	0
FINANCIAL RESULTS	-200	-956	-1150
Other financial income	0	0	0
Realized exchange gains	0	0	0
Payment differences	0	0	0
Other financial charges	-200	-956	-1150
Realized exchange losses	0	-491	-650
Bank charges	-200	-410	-500
Late payment fees	0	-50	0
Payment differences	0	-5	0
OPERATIONAL RESULT	61 900	280 808	61 000

■ 2022 – 2023 Income and Charges explained

OPERATING INCOME	
COMMERCIAL INCOME	
KEP	<p>We have a one year contract with KEP. Two instalments of each 15 000 have been paid in 2022-2023.</p> <p>The third instalment 20000 will be paid in the book year 2023-2024.</p> <p>We expect to extend the contract with KEP</p>
OTHER INCOME	
Oper. subsidies & compensatory	<p>The 74 000 is a payment from the Erasmus program for the Young Leaders Program. We do not expect payments in 2023-2024 as the last payments will be paid at the end of the program in 2024-2025.</p>
OPERATING CHARGES	
SERVICES	
Miscellaneous fees	<p>In this post a collection of activities have been listed. Activities such as: CLIPMYHORSE, WAGENINGEN RESEARCH, ALCOR CONSULTING, HILL BROOK CONSULTING etc.</p> <p>In 2023-2024 certain activities will no longer be active anymore and as such the total costs are expected to be lower.</p>
COMMUNICATION	
Shipping costs	<p>In 2022-2023 those costs were budgeted as "THIRD PARTY REIMBURSEMENTS PAID MILEAGE". However in the actual result they are booked as "SHIPPING COSTS".</p>
Contributions professional ass. & membership fees	<p>The EEF will become a member of the EOC. An organization that is specialised in EU affairs. They can help to secure funds for NFs projects from Erasmus, supply specific information about expected new rulings etc.</p>
TRAVEL & REPRESENTATION COST	
Reception costs	<p>In 2023-2024 those cost will increase as we plan to have more meetings for the sustainability project.</p>
Sponsorship	<p>These are the subsidies we gave to OCs from Longines EEF Series events to support them in the organisation.</p>

▪ The Budget for the book year 2023-2024

Operating Income in 2023-2024

The income for the book year 2023-2024 is expected to be ca 146.000 Euro lower as the year before than budget.

Reasons for the lower income are:

- There will be no payment from the EU for our Young Leaders Programme.
- Lower income from Longines for the Longines EEF Series. This is due to the fact that in the book year 2022-2023 we only had one qualifier in region west and the prize money for that event will be returned to Longines in August 2023.
- Lower income for sport development.

There is no income presented from new partners but the EEF is, at the moment of writing the budget, in discussion with some possible new partners.

Operating Charges in 2023-2024

The operating charges are ca 74.000 euro higher as in the book year 2022-2023

This is the result of the following cost increases:

- Higher Staff Charges.(annual increase)
- Shipping cost are expected to be higher due to one more qualifier in the Longines EEF Series (region West) and a general increase in transport cost.
- The EEF will become a member of EOC, an EU organization. Reason for this membership is that the EOC can provide all the latest information about activities, new rulings, new proposals from the EU which are important for the action plan(s) of the EEF's EU Committee.
- The prize money for the Longines EEF Series will increase as there will be one qualifier more in Region West.
- The post sponsorship will increase. In this cost is the support for the OCs from the Longines EEF Series events retrieved. In 2023-2024 with one qualifier more this cost will go up

▪ Overview of the projects 2023-2024

PROJECTS 2023-2024

Longines EEF Series Prize money Road management Logistics Support OC's Bonuses Total 1 220 000	Sustainability Strategy White Griffin Webinars Sustainability officer Communication Hoofprint Travel Total 100 000	Development Officials Academy Eventing Dressage Vaulting Endurance Ukraine Travel Total 55 500
Balkan Championships Total 4 500	Young Leaders Program Meetings Documentation Travel E-learning platform Level 1-3 material Level 4 ELP External Experts Total 94 500	EEF Projects (Internal) NF support Working Groups meetings EU CIE /membership EOC Travel General Assembly Total 80 000
Baltic Championships Total 4 500		
Evolution League Dressage Jumping Travel Total 25 000	EU Championship External experts Legal Accountants Head Hunter Employee(s) Travel Meetings Insurance Total 8 000	General cost Board Accountant/Tax consultant Legal Communication external Communication Internal Travel Meetings Total 53 000

7. CLOSING REMARKS

As we conclude this report I would like to express my gratitude to all those involved in its preparation and presentation. Their dedication and meticulous efforts have allowed us to gain valuable insights into our organization's performance and actions. Our commitment to transparency and accountability remains unwavering, and this report reflects our unwavering commitment to responsible policies, management and financial stewardship.

Thank you all for your time and attention for this annual report. Should you have any questions or require more information, the EEF organization remains at your disposal to provide the necessary clarifications. Let's continue to work hand in hand to achieve our shared goals

Theo Ploegmakers
EEF President

A handwritten signature in black ink, consisting of a large, stylized 'O' followed by a series of horizontal strokes.