



Annual Ordinary EEF General Assembly 2026
Application Form for the position of
EEF President and/or EEF Ordinary Director (Board member)

PERSONAL INFORMATION	
Name, Surname	ALAN ANDABAKA
Phone	+385 91 9222200
Email	alan.andabaka@gmail.com
Nationality	CROATIAN
Date of birth	15 th January 1973.
National Federation (NF) of the candidate	CROATIAN EQUESTRIAN FEDERATION

With this document I apply for the position(s) of:

☒ **EEF President**
for term 2026-2030

☒ **EEF Ordinary Director (Board member)**
for term 2026-2030

The candidate can mark more than one position^s.

MOTIVATION AND VISION

Motivation for serving atEEF

Representing the Croatian National Federation, I have seen first-hand how the European Equestrian Federation (EEF) has grown to become the defining voice on the global stage. Serving as an elected member of the EEF Board since 2022 and leading the Balkan Equestrian Council for over a decade, I deeply understand the internal mechanics, structural demands, and political responsibilities our organization holds toward its 40 distinct member NFs.

Coming from a smaller, advancing federation, I offer an objective, entrepreneurial perspective centered on decentralized growth. My approach balances the elite sports goals of developed NFs with the rapid developmental needs of medium and smaller NFs. I am motivated to stand for the Presidency to ensure that every single region has equal opportunities to thrive, and to contribute a leadership style built on strict transparency, financial autonomy, and institutional integrity.

Vision for the EEF:

My vision is to build an inclusive, integrated, and commercially powerful future where the sport and the horses always come first. I will lead the EEF on a volunteer, non-compensated basis to completely eliminate conflicts of interest, executing a governance model built on six prioritized pillars :

Sport & European Excellence First: Return the primary focus of the EEF to the real sport and horse welfare. We will work productively within the FEI Board to lobby for common European views globally while shifting our public strategy to promote our sport proactively and positively. We will actively work with the FEI to sanction toxic behavior and derogatory stereotypes that actively degrade sportsmanship.

Financial Sustainability & Commercial Innovation: We cannot fund the future solely on membership fees. I will leverage my corporate networks to secure fresh international sponsorships. We will launch the phased **EEF Evolution League** (starting with Jumping and Endurance, followed by Dressage, Driving, and Eventing) to build a new network of world-class regional hubs.

Transparent Governance & Neutrality: Guarantee an absolute level playing field where the rules apply to everyone equally. We will ensure strict procedural correctness in all disciplinary or protest matters and enhance specific mechanisms for the absolute transparency and accountability of the EEF Board directly to its member NFs [cite: 1].

Environmental Sustainability & Infrastructure: Protect our sport's social license by turning the EEF Sustainability Framework into practical, green-certified venues that lower overhead for grassroots organizers. We will partner with universities and experts to develop sustainability measurement tools for NFs, invest heavily in upgrading championship infrastructure, and work with the EU to solve cross-border bureaucratic and tax issues.

Absolute Independence of Officials: Guarantee complete autonomy for judges, stewards, and technical officials on the Field of Play. We will institute a strict independent reporting mechanism within the EEF with a zero-tolerance policy on political interference, alongside strict communication protocols to protect officials' well-being.

Open-Door Diplomacy & Active Listening: End the disconnect between executive leadership and real-world challenges on the ground. We will replace closed-door decision-making with a transparent open-door policy, hosting regular roundtables with Chefs d'Equipe, Officials, and NF Presidents throughout the year

PROFESSIONAL BACKGROUND
Sports Career / Equestrian Background Board Member, European Equestrian Federation (EEF) Sept 2022 – Present Co-guiding structural, regulatory, and strategic policy progress for European equestrian sports within the FEI framework. Direct advocate for horse welfare agendas, sustainable sporting layouts, and robust social licenses. Chairman, Balkan Equestrian Council (BEC-BKV) 2017 – Present (Representative since 2009) Directing political and structural coordination across regional federations to equalize and unify athletic pipelines while scaling development pathways for young athletes. President / Member of the Supervisory Board, Croatian Equestrian Federation (CRO NF) 2007 – 2016 Served as President of the Supervisory Board (2012–2016) governing operational ethics, compliance monitoring, and financial health audits. Previously served as a Supervisory Board Member (2007–2012) maintaining systemic accountability. Large-Scale Technical Event Direction 2002 – 2025 Direct oversight of 140+ national and international sports events . Executed marquee regional fixtures for the Balkan Championships Organizing Committee across multi-discipline platforms including Jumping (2011, 2014, 2018, 2025), Endurance (2016, 2025), Dressage (2017), and Driving (2021, 2024). Managed logistical/financial frameworks for CSIO4*W Zagreb (6 editions, 2002–2007) and the Brijuni Challenge (2005–2006). Personally engineered over 120 National and 20 International shows. Competitive Athletic Background 2001 – 2012 Started riding back in 1985. and re-started as active competitive amateur level showjumping athlete (S3 Grade) and horse owner on national and international circuits.
Professional career/Work experience Director of South East Europe, Glisce AG Jan 2014 – Present Directing total commercial operations, cross-border distribution, and B2B client networks for the world's leading eco-friendly synthetic ice infrastructure brand, directly aligning corporate development with environmental governance. Wine Estate Owner, Audentia Optimist Aug 2023 – Present Managing strategic development, agricultural processes, international distribution networks, and premium brand positioning for an exclusive boutique vineyard, winery, and boutique hotel in Istria, Croatia. Founder & Entrepreneur, Treca Sreca / TTL Sept 1991 – Present Piloting a highly successful, 35-year family business enterprise running specialized operations across hospitality management, artisanal distillation, and HORECA sector supply pipelines.

REFERENCES AND ADDITIONAL DOCUMENTS
List of references and the additional document provided by the candidate: 1. CV 2. MANIFESTO 3. Support letter of Croatian Equestrian Federation

DECLARATION

I, the undersigned, hereby declare that the information provided in this application form is true and accurate to the best of my knowledge. I understand that providing false information may result in disqualification from the selection process.

I acknowledge and accept the terms, requirements and job description of the EEF for the open positions and I am committed to upholding the principles and values of the European Equestrian Federation.

Date and signature of the candidate:

07.09.2026.

A handwritten signature in blue ink, appearing to be 'A. Ahlberg', is written over a horizontal line.

APPROVAL & SUPPORT OF THE NF

Name of the National Federation:

CROATIAN EQUESTRIAN FEDERATION

Name of the person signing on behalf of the NF:

ZDRAVKA POLJAKOVIĆ SKURIĆ

Title (President or Secretary General): NF PRESIDENT

Signature/ stamp:

A handwritten signature in black ink, appearing to be 'Z. Poljaković Skurić', is written below the signature line.

Please submit the completed application form, along with any supporting documents, to the EEF Secretary General on secretarygeneral@euroequestrian.eu by 7th of September 2026 at 23:59 CET.

ANNEX I - NONDISCLOSURE OF CONFIDENTIAL INFORMATION

Name: ALAN ANDABAKA

National Federation CROATIAN EQUESTRIAN FEDERATION

“Confidential Information” shall include but not be limited to any and all specifications, commercial and technical or non-technical data, contracts or other agreements, financials, business plans and analysis, drawings, product and service concepts and configurations, marketing proposals, documentation, or other technical or business information in relation to the EEF business, which is marked with an indicator such as “Confidential” or identified as such by the president and/or secretary general, but excluding information which:

- is or comes into the public domain otherwise than by disclosure or default by the member;
- was or is lawfully obtained or available from a third party who was lawfully in possession of the same and free to disclose it; or
- was already known to the member as evidenced by written record pre-dating such disclosure.

The EEF Director will not disclose any confidential Information to third-parties other than persons under appropriate burden of confidentiality and who are required to have the information in order to carry out the discussions regarding the EEF. The Director will take all reasonable measures and such measures shall include the highest degree of care to protect the secrecy of and avoid disclosure or use of confidential information in order to prevent it from falling into the public or the possession of persons other than those persons authorised to have any such information.

I will notify the president and the secretary general in writing of any misuse or request of disclosure of confidential information, which may come to the my attention.

I have read and understood this responsibility acceptance and accept the responsibilities and constraints listed above. I recognise that I might be removed or suspended from the position for which I was elected if I do not comply with these responsibilities and constraints.

Date: 07.09.2026.

Signature:

A handwritten signature in blue ink, appearing to read 'Alan Andabaka', is written below the signature line.

ANNEX II – POTENTIAL CONFLICT OF INTEREST DISCLOSURE STATEMENT

1. Do you or a member of your immediate family transact business with or provide services to the EEF, one of its National Federations, an organiser of EEF Series and/or events, and/or a sponsor of such Events? Please list the relevant entities or persons below and describe the dealings. If none, please state "none".

NONE

2. Are you or a member of your immediate family an officer, partner, director, trustee, owner (in the case of public companies, of at least 5% of total equity), beneficial owner, consultant or employee of any person or entity that does business with or provides services to the EEF, one of its National Federations, an organiser of EEF Series and/or events, and/or a sponsor of such events? Please list the relevant entities or persons below and describe the dealings. If none, please state "none".

NONE

I understand that during my term I am required to update this disclosure promptly if my circumstances change. Failure to provide complete and accurate information, or failure to update this disclosure when required, may result in my removal from the relevant EEF body.

Date: 07.09.2026.

Signature:

A handwritten signature in blue ink, appearing to be 'A. Ahlberg', is written below the signature line.



HRVATSKI
KONJIČKI
SAVEZ

Croatian Equestrian Federation
Fédération Equestre de Croatie
Član • Member • Adhérent • FEI • HOO

To:

European Equestrian Federation (EEF)
Belgicastraat 9, Box 2
1930 Zaventem
Belgium

Via email: secretarygeneral@euroequestrian.eu

Subject: Written Letter of Support for the Candidacy of Mr. Alan Andabaka

Dear Members of the EEF Board and Secretary General,

On behalf of the Croatian Equestrian Federation (Croatian NF), I am writing to formally express our full, unconditional support and endorsement for the candidacy of **Mr. Alan Andabaka** for the positions of **EEF President** and **EEF Ordinary Director (Board Member)** for the upcoming term 2026–2030.

In strict accordance with Article 21 of the EEF Statutes, the Croatian Equestrian Federation confirms that Mr. Alan Andabaka is our sole endorsed candidate for the elections to be held during the General Assembly on 22 September 2026 in Dublin.

Mr. Andabaka has a long-standing, impeccable track record of leadership and dedication within both our national federation and the wider European equestrian community. His extensive experience as an active EEF Board Member since 2022, Chairman of the Balkan Equestrian Council, and his proven corporate expertise make him uniquely qualified to lead the European Equestrian Federation toward a sustainable, transparent, and inclusive future.

We highly value his vision for the decentralized growth of the sport, financial innovation, and commitment to the welfare of the horse. The Croatian Equestrian Federation stands firmly behind his manifesto and is confident that his leadership will bring immense value to all 40 member National Federations of the EEF.

Thank you for your time and for considering this official nomination.

Yours sincerely,

Zdravka Poljaković Skurić

President

Croatian Equestrian Federation



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Alan Andabaka

Equestrian Sports Leader, Sports Governance Expert, & International Entrepreneur

Zagreb, Croatia / Lucerne, Switzerland

| +385 91 9222200 | ✉ alan.andabaka@gmail.com

Executive Profile

A highly accomplished sports executive and entrepreneur with over 35 years of multi-sector experience bridging **international sports governance, high-level sports management, and premium corporate development**. Currently serving as an [EEF \(European Equestrian Federation\) Board Member](#) and **Chairman of the Balkan Equestrian Council**, with a proven history of championing transparency, athletic experience and regional synergy. A multilingual leader (fluent in English, Serbian, Bosnian, Macedonian and Slovenian) combining tactical athletic background with extensive global distribution, hospitality, and agribusiness portfolios.

Core Competencies

- **Sports Governance & Diplomacy:** Broad strategic oversight of 40+ European National Federations within the FEI framework.
- **Large-Scale Event Organization:** Direct oversight of 140+ national and international sports events.
- **Strategic Growth & Institutionalism:** Architect of cross-border development programs and unified international voices.

- **International Sales & Business Development:** Executive leader handling multi-country corporate sales, distribution, and customer care models.
 - **Equine Welfare and Sustainability Advocacy:** Visionary leader driving ethical horsemanship, transport logistics, clean sports policies and Equestrian Sustainability strategies.
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Executive Sports Experience

Board Member

European Equestrian Federation (EEF) | Zaventem, Belgium

Sept 2022 – Present

- Co-guide structural and regulatory progress for European equestrian sports, representing collective goals.
- Spearhead European regulatory frameworks, international competition pipelines, and strategic policy development.
- Advocate for horse welfare agendas, sustainable sporting layouts, and robust social licenses for global equestrian disciplines.

Chairman

Balkan Equestrian Council (BEC-BKV) | Balkan Region

2017 – Present (Representative since 2009)

- Direct political and structural coordination across regional federations to equalize and unify athletic pipelines.
- Oversee historical, multi-discipline championships to scale development pathways for young regional athletes.

President / Member of the Supervisory Board

Croatian Equestrian Federation (CRO NF) | Zagreb, Croatia

2007 – 2016

- *President of the Supervisory Board (2012–2016):* Governed operational ethics, compliance monitoring, and financial health audits.

- *Member of the Supervisory Board (2007–2012):* Maintained systemic accountability and fair athletic opportunities across national sport programs.
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Sports Event Direction & Athletic Background

Technical Event Organization (2002 – 2025)

- **Balkan Championships Organizing Committee:** Executed marquee regional fixtures across multi-discipline platforms including Jumping (2011, 2014, 2018, 2025), Endurance (2016, 2025), Dressage (2017), and Driving (2021, 2024).
- **Executive Board Operations:** Managed logistical and financial frameworks for the **CSIO4*W Zagreb** (6 Editions, 2002–2007) and the **Brijuni Challenge** (2005–2006).
- **Show Organizer Portfolio:** Engineered and executed **over 120 National Shows** and **over 20 International Shows** across Croatia, directing logistics, sponsor retention, and safety operations.

Athletic Record

- **Started riding racing horses in 1985.** and re-started in Showjumping as Amateur competitive Athlete (S3 Grade): Active national and international circuit rider and horse owner from 2001. to 2012.
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Professional Career & Corporate Background

Director of South East Europe

Glice AG | Lucerne, Switzerland / Regional HQ

Jan 2014 – Present

- Manage total commercial operations, after-sales networks, heavy maintenance lines, and B2B client satisfaction metrics across SE Europe for the leading eco-friendly synthetic ice infrastructure brand.

Wine Estate Owner

Audentia Optimist | Motovun, Istria, Croatia

Aug 2023 – Present

- Direct strategic development, agricultural processes, distribution networks, and premium brand positioning for an exclusive boutique vineyard and winery with Boutique Hotel.

Founder & Entrepreneur

Treća Sreća / TTL | Zagreb, Croatia

Sep 1991 – Present

- Own and pilot a long-standing family business enterprise running specialized operations across hospitality management, artisanal distillation, and HORECA sector supply pipelines.

Personal Details & Languages

- **Date of Birth:** January 15, 1973
- **Nationality:** Croatian
- **Languages:**
 - **English:** Native or Bilingual Proficiency
 - **Serbian :** Native
 - **Bosnian :** Native
 - **Macedonian :** Working Proficiency
 - **Slovenian :** Working Proficiency

ALAN ANDABAKA - EEF PRESIDENTIAL MANIFESTO 2026

EMPOWERING SPORT, RESTORING INTEGRITY, DRIVING COMMERCIAL INNOVATION, AND ELEVATING NATIONAL FEDERATIONS

A Vision for a Fair, Transparent, and United European Equestrian Community

Dear Presidents, Delegates, and Colleagues,

European equestrian sport is entering a promising era of growth, modern development, and global leadership, which calls upon the European Equestrian Federation (EEF) to serve as a beacon of transparency, fairness, and institutional integrity. True leadership with humbleness, braveness and sincerity is built on collaborative service that serves our National Federations (NFs), protects our dedicated officials, and guarantees an absolute level playing field for every single athlete, ensuring equal dignity regardless of the size or political weight of their nation.

Having served as an elected member of the EEF Board since 2022 and having led the Balkan Equestrian Council for over a decade, I deeply understand the internal mechanics, structural demands, and political responsibilities our organization holds toward its 40 distinct member NFs. Coming from an advancing federation, I offer an objective, inclusive perspective centered on decentralized growth. My approach balances the elite sports goals of developed NFs with the rapid developmental needs of medium and smaller NFs, ensuring that every region has equal opportunities to thrive.

I am standing for the Presidency of the EEF to leverage my equestrian knowledge and competitive experience alongside my corporate background, combining them with proven institutional strategies to deliver a comprehensive governance model built on six core pillars.

1. Elevating the Sport and Championing European Excellence

Our absolute priority must always be the real sport and the welfare of the horse. The EEF must actively cultivate an environment where athletes from all 40 member nations can perform at their highest potential.

- **Proactive Global Representation:** Working productively within the FEI Board and all FEI departments to promote and lobby for common European views and equestrian know-how on the global scene, while maintaining strict respect for the needs and views of other geographical regions.
 - **Positive Public Image:** Returning the main focus of the EEF to how we celebrate our sport, taking pride in it and promoting it to the world proactively and positively.
 - **Protecting Sportsmanship:** Actively working with the FEI to sanction toxic behavior, offensive social media campaigns, and derogatory national stereotypes that actively degrade the values of sportsmanship.
 - **Implementation:** Establishing a permanent "EEF-FEI Coordination Working Group" to align European voices ahead of FEI General Assemblies, alongside launching a "Celebrating European Horsemanship" digital PR campaign to highlight grass-roots and elite equine welfare stories across all regions.
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2. Financial Sustainability and Commercial Innovation

We cannot fund the future solely on membership fees or traditional revenue streams. We must actively bridge the corporate sector with the sports arena to finance the next generation of European events.

- **New Commercial Sponsorships:** Leveraging private-sector networks to bring fresh international corporate sponsorships directly to the EEF.
 - **European Event Series:** Introducing structured series rolled out in distinct phases that attract local and regional sport interest and sponsors, upgrading modern infrastructure across emerging equestrian nations.
 - **Implementation:** Introducing a three-tiered "EEF Corporate Partners Program" targeting established companies and luxury lifestyle brands, while re-launching the "EEF Evolution League" series for Jumping and Endurance within the first 12 months to stimulate regional sponsorships. To fund our long-term integrity and technical infrastructure without increasing NF membership fees, we will fast-track the creation of an **EEF-Linked Philanthropic Foundation** and aggressively pursue **EU Erasmus+ Sport Grants** specifically designated for cross-border technical equity and integrity platforms.
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3. Transparent Governance and Elimination of Conflicts of Interest

An international sport governing body must remain institutional, transparent, and completely free from conflicts of interest. The EEF must always stand as a vehicle for the collective progress of all 40 member nations.

- **Total Separation of Roles:** Maintaining strict neutrality and non-conflict status, representing all 40 member nations equally through a non-compensated, volunteer presidency strictly focused on serving the NFs.
 - **Accountability in Disciplinary Matters:** Ensuring that when protests occur between European nations, the EEF stands as a beacon of strict procedural correctness, ensuring transparency and accountability of the EEF Board directly to its member NFs.
 - **Institutional Improvements:** Pursuing targeted institutional improvements in the EEF organization and rules following open and honest consultation with the NFs and all EEF stakeholders.
 - **Implementation:** Deploying an independent, secure digital Whistleblowing Portal for all NFs to report governance concerns, combined with a strict mandate to publish official EEF Board meeting minutes and voting outcomes to member NFs within 48 hours.
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4. Horse Welfare, Environmental Sustainability and Technical Infrastructure

We must protect our sport's social license by turning our public commitments into practical, ground-level realities that safeguard the environment and optimize operations.

- **Proactive Advocating:** Taking a front stand to advocate for our horses, our sport, and for our community's ethical principles, shaping a positive public narrative regarding our position in society.
 - **Green-Certified Venues:** Turning the EEF Sustainability Framework into practical, green-certified venues that lower operational overhead for grassroots organizers by working alongside universities and outsourced experts.
 - **Championship Infrastructure:** Investing heavily in upgrading the quality and reliability of championship infrastructure—including timing systems, electrical safety, and clean water compliance.
 - **European Regulatory Advocacy:** Working closely with the European Union, national governments, and competent European authorities to streamline the bureaucratic, practical, and tax matters impacting horse transport.
 - **Implementation:** Developing a standardized, low-cost "EEF Green Venue Certification" checklist in partnership with academic agricultural institutions, coupled with creating a central EEF Technical Equipment Pool to subsidize high-quality timing and data systems for emerging event organizers. Simultaneously, we will expand our ethical mandate to guarantee that **human safeguarding and groom welfare protocols** are integrated directly into our venue criteria, ensuring safe environments for both horses and the humans who care for them.
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5. Absolute Independence of Officials and Field of Play

Our judges, stewards, and technical officials are the backbone of clean sport. They must be allowed to make difficult decisions on the Field of Play with complete autonomy, free from political interference, and without fear of retaliation or pressure.

- **Zero-Tolerance Policy on Interference:** Instituting a strict, independent reporting mechanism within the EEF where any attempt to influence, coerce, or contact an active judge regarding a live protest will result in immediate suspension.
- **Protection of Officials' Welfare:** Enforcing strict communication protocols, ensuring officials are never subjected to inappropriate, unprocedural pressure or late-night coercion during active championships.
- **Implementation:** Appointing an independent, non-Board "EEF Sports Ombudsman" to handle confidential complaints from officials, alongside a mandatory "Communication Vacuum" rule prohibiting non-essential contact with the ground jury from two hours before a competition until the official results are signed. Furthermore, we will incorporate the **EEF Academy framework** to provide mandatory, standardized certification modules for judges and stewards, explicitly teaching them how to navigate and report political pressure under the protection of the Ombudsman.

6. Open-Door Diplomacy and Active Listening

Fostering a close and continuous connection between executive leadership and the real-world challenges faced by organizing committees, athletes, and officials on the ground is essential.

- **Structured Consultation:** Replacing closed-door decision-making with a transparent, open-door policy, hosting regular roundtables with Chefs d'Equipe, Officials, and NF Presidents throughout the year.
 - **Mutual Respect and Unity:** Fostering an environment where every National Federation - large or small - can compete with the absolute certainty that the rules apply to everyone equally.
 - **Implementation:** Mandating quarterly virtual "EEF Open Door" meetings open to all NF Presidents, and scheduling regional in-person forums on the margins of continental championships to address localized grassroots operational challenges.
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Conclusion: A Choice for the Future of European Sport

Equestrian sport is under global observation regarding ethics, integrity, and its social license to operate. European equestrianism deserves a President who leads by example, commands respect through flawless ethical conduct, and treats the position as a sacred trust. We are in the EEF to contribute, build bridges, and unite our community. Let us build an inclusive, integrated, and commercially powerful future where sport and horses always come first.

I kindly ask for your vote and your trust this September to restore integrity, respect NFs, protect riders, horses and officials and build a truly prosperous EEF together.

Sincerely,

Alan Andabaka