

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	Emil Flam
Phone	+47 95898445
Email	flam.emil@gmail.com
Nationality	Norwegian
Date of birth	August 23, 1990
National Federation (NF) of the candidate	Norwegian Equestrian Federation (NRYF9)

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

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EEF President

for term 2026-2030

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EEF Ordinary Director (Board member)

for term 2026-2030

The candidate can mark more than one position.

MOTIVATION AND VISION
Motivation for serving at EEF Dear National Federations, dear EEF Board Members, It is with great motivation that I apply to serve the EEF as an Ordinary Director. My main motivation is straightforward: to help the EEF become the organisation its National Federations are asking it to be — one that understands their realities, makes clear choices and turns shared ambitions into practical value. Through my work as Vice President of the Norwegian Equestrian Federation and as a member of the EEF Strategy Working Group, I have had the opportunity to listen to federations across Europe. Although our size, resources and sporting traditions differ, many of our challenges are shared. Expectations are growing while money, people, horses and time remain limited. The EEF can make a real difference by doing at European level what no federation can do as effectively alone, and by doing it with discipline and consistent follow-through. I have experienced equestrian sport as a rider, coach, club volunteer, regional chair and national federation board member. Professionally, I have worked to develop technology, partnerships and products for high stakes private and public organisations across Europe. This has taught me to listen carefully, turn complex needs into clear priorities and move from ideas to implementation.

If elected, I would contribute as an active working director — ready to take ownership, collaborate openly and serve all member federations. I would bring practical execution, commercial and digital experience, and a long-term commitment to strengthening European equestrian sport.

Vision for the EEF:

The EEF should be the platform that no National Federation could build alone: a credible European voice, a source of practical value and a responsible steward of the sport's future.

I would focus on:

- Deliver with discipline. Convert the 2027-2030 strategy into a limited number of priorities with clear ownership, resources, milestones and reporting. Ambition must be matched by capacity.
- Create visible member value. Give federations access to shared tools, knowledge, education, funding opportunities and digital services that reduce duplicated work and strengthen national delivery—especially for smaller federations.
- Protect trust in the sport. Horse welfare must be the foundation of every decision. The EEF should coordinate evidence, common standards and European advocacy, while helping federations lead the public-facing work in their own countries.
- Build financial and organisational resilience. Strengthen the Longines EEF Series, commercial partnerships and access to EU programmes so the EEF can invest in better services rather than depend mainly on member resources.
- Speak clearly for Europe. Build positions with National Federations before FEI and EU decisions are made, bringing Europe's diversity into one credible, constructive voice.

By 2030, every National Federation should be able to point to practical value it receives from the EEF, and Europe should be more coordinated, better represented and better equipped to secure the future of equestrian sport.

PROFESSIONAL BACKGROUND

Sports Career / Equestrian Background

- Lifelong involvement in equestrian sport; raised in an equestrian family with both parents active in club and federation work.
- Previous CSI 3* GP rider. 2 x Norwegian Champion (YR). Silver medalist 2010 WEUC.
- Authorised Level 1 coach (NRYF).
- Norwegian Federation Board Member since 2021 (alternate 1st term, permanent 2nd term).
- Norwegian Federation Vice President from 2025.
- Member of the EEF Strategy Working Group from 2026, contributing to the new strategy and its priorities.
- Experience across the full pathway — from rider and coach to club volunteer, regional leader, national federation director and European working-group member.

Professional career/Work experience

- MSc in Economics and Business Administration from the Norwegian School of Economics (NHH), with a focus on business analysis and performance management.
- Commercial and product leadership in secure video and evidence-management technology serving police, justice and child-protection organisations across Europe.
- Experience taking complex digital products from user needs and strategy through partnerships, public procurement and implementation.
- Chair & Co-Founder of Sectiva AS, a Norwegian technology company.
- Regular collaboration across countries, professions and institutional cultures, including work involving sensitive information, governance, data protection and long-term stakeholder relationships.

REFERENCES AND ADDITIONAL DOCUMENTS

List of references and the additional document provided by the candidate:

1. Letter of support from the Norwegian Equestrian Federation
2. Concise candidate CV
3. Additional references available on request

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:

07SEP2026



APPROVAL & SUPPORT OF THE NF

Name of the National Federation:



Name of the person signing on behalf of the NF:

Tore Sannum

Title (President or Secretary General):

President

Signature / stamp:

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: Emil Flam

National Federation: Norwegian Equestrian Federation (NRYF)

“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:

07SEP2026

Signature:



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”.

Yes. I serve as the elected Vice President of the Norwegian Equestrian Federation (NRYF), which is a National Federation of the EEF. In this capacity, I perform governance and representative duties for NRYF. The position is unpaid, and I have no separate commercial relationship with NRYF.

I also serve as a member of the EEF Strategy Working Group. This is an unpaid role, and does not involve any commercial relationship with the EEF.

Apart from the roles disclosed above, neither I nor, to the best of my knowledge, any member of my immediate family transacts business with or provides services to the EEF, its National Federations, organisers of EEF Series or events, or sponsors of such events.

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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

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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:

09SEP2026

Signature:

A handwritten signature in black ink, appearing to be 'C. J. E.', is written over a horizontal line.