

Decision
of the
Adjudicatory Chamber
of the
FIFA Ethics Committee

Mr Vassilios Skouris [GRE], Chairperson
Mr Flavio Zveiter [BRA], Member
Mr Melchior Wathelet [BEL], Member

taken on 25 July 2019

in the case of:

Mr Jamal Malinzi [TAN]

Ethics 13/2019

(E19-00004)

I. Inferred from the file

1. Mr Jamal Emil Malinzi (hereinafter "*Mr Malinzi*" or "*the official*"), a national of Tanzania, was the President of the Tanzania Football Federation ("*TFF*") between 2013 and 2017. In addition, Mr Malinzi served as a member of the FIFA Committee for Fair Play and Social Responsibility between 2013 and January 2017 and as a member of the FIFA Development Committee between January and October 2017.
2. On 29 June 2017, three officials of the Tanzania Football Federation were charged with 28 counts of forgery, embezzlement and money laundering in Tanzania. The officials arrested were Mr Malinzi, Mr Selestine (former TFF General Secretary) and Ms Mwanga (former TFF Accountant). Mr. Malinzi was charged on 23 counts of falsely claiming he had lent TFF money in the sum of TSh 454.4 million, equivalent to USD 222,532, accused of falsifying a TFF Executive Committee Resolution dated 5 June 2016 and knowingly acquiring USD 375,418 through forgery.
3. On 13 July 2017, [Auditor 1] completed their central audit report into the FIFA's development funds and financial contribution of TFF ("*[Auditor 1] Report*"), which identified several "*significant deviations*", i.e. warnings of potential accounting and governance irregularities.
4. On 18 December 2017, the FIFA Audit & Compliance Committee shared a forensic report into the TFF with the FIFA Ethics Committee, issued by [Auditor 2] on 8 December 2017 ("*[Auditor 2] Report*"), which identified various irregularities in relation to the management of FIFA-related funds and TFF operational accounts between 2012 and 2017.
5. Based on the information gathered during the preliminary investigation, Ms Maria Claudia Rojas, Chairperson of the investigatory chamber, determined that there was a *prima facie* case that Mr Malinzi committed violations of the FIFA Code of Ethics ("*FCE*").
6. On 1 April 2019, Mr Malinzi was informed of the initiation of the investigation proceedings under reference E19-00004 for possible breaches of articles 13, 14, 15, 19, 24, and 28 of the FCE 2018 edition ("*FCE*"). Such proceedings were led by Ms Rojas, as chief of investigation as per art. 63 of the FCE.
7. On 14 May 2019, the investigation proceedings were concluded and the investigatory chamber's final report and investigation files ("*Final Report*") were subsequently referred to the adjudicatory chamber (art. 65 and 66 of the FCE).
8. With regard to the procedural history before the investigatory chamber, reference is made to the relevant sections of the Final Report.
9. On 15 May 2019, Mr Vassilios Skouris, the chairman of the adjudicatory chamber, opened adjudicatory proceedings against Mr Malinzi. Furthermore, the chairman set a deadline for Mr Malinzi to provide his position on the Final Report and to request a hearing (see art. 71 and art. 69 of the FCE).

10. On 25 June 2019, in absence of a request, the chairperson informed Mr Malinzi that no hearing would be held, and that, since no position had been submitted, the adjudicatory chamber would decide the case using the file in its possession (see art. 69 par. 2 of the FCE). Finally, the chairperson informed the accused about the composition of the panel.
11. No further correspondence was received from Mr Malinzi.

II. and considered

A. Applicability of the FCE *ratione materiae* (art. 1 of the FCE)

1. The adjudicatory chamber notes that, according to the investigatory chamber's Final Report, there were several indications of potential improper conduct by Mr Malinzi. In particular, in the Final Report, the investigatory chamber found violations of arts. 19, 24 and 28 of the FCE (and their analogous provisions of the 2012 FCE, arts. 19, 17 and 21 respectively).
2. Consequently, the FCE is applicable to the case according to art. 1 of the FCE (*ratione materiae*).

B. Applicability of the FCE *ratione personae* (art. 2 of the FCE)

3. It is undisputed that, between 2013 and 2017, Mr Malinzi was President of the TFF and more importantly that he served as a member of two FIFA committees from November 2013 until November 2017. As a result, and as a football official, he was and still is subject to the FCE (art. 2 of the FCE) and must be held accountable for any wrongful acts committed during the period he was active.

C. Applicability of the FCE *ratione temporis* (art. 3 of the FCE)

4. The relevant events took place between 2013 and 2017, at a time before the 2018 FCE came into force. With regard to the applicability of the FCE in time, art. 3 of the FCE (see also art. 3 of the 2012 FCE) stipulates that the FCE shall apply to conduct whenever it occurred. Accordingly, the material rules of the FCE shall apply, provided that the relevant conduct was sanctionable at the time (with a maximum sanction that was equal or more) and unless the 2012 FCE would be more beneficial to the party (*lex mitior*).
5. In this context, following the relevant case law and jurisprudence, the adjudicatory chamber notes that the spirit and intent of the 2012 edition of the FCE is duly reflected in the below articles of the FCE, which contain equivalent provisions:
 - Art. 28 of the FCE has a similar provision in the 2012 FCE (art. 21 par. 2);
 - Art. 24 of the FCE has a similar provision in the 2012 FCE (art. 17);
 - Art. 19 of the FCE has a similar provision in the 2012 FCE (art. 19).

6. In consideration of all the above, the adjudicatory chamber concludes that the 2012 FCE edition covers the same offence and that the maximum sanctions in the FCE are equal or less. Furthermore, from a material point of view, the adjudicatory chamber notes that none of the provisions would be more beneficial to the accused (principle of "*lex mitior*"), since their application would lead to the same result.
7. Consequently, the 2018 FCE is applicable to the case according to art. 3 of the FCE (*ratione temporis*) and the equivalent provision in the 2012 FCE.

D. Jurisdiction of the FIFA Ethics Committee

8. The scope of jurisdiction of the FIFA Ethics Committee is defined in art. 30 of the FCE, which is more restrictive compared to the equivalent provision in the 2012 FCE.
9. Art. 30 of the FCE defines a primary (par. 1) and subsidiary (par. 2) competence of the FIFA Ethics Committee. At present, the competence of the FIFA Ethics Committee can be deduced from par. 1, which stipulates that if the relevant conduct has been committed by an individual elected, appointed or assigned by FIFA to exercise a function. Alternatively, if such conduct is related to the use of FIFA funds, FIFA is also automatically granted primary competence on the case. Therefore, the Ethics Committee shall be entitled to investigate and judge this case.
10. The adjudicatory chamber notes that Mr Malinzi, President of the TFF and a member of FIFA committees, committed the relevant conduct, which is partially related to the misuse of FIFA funds.
11. Consequently, the FIFA Ethics Committee is entitled to judge Mr Malinzi's conduct as per art. 30 par. 1 of the FCE.

E. Assessment of potential infringements of the FCE committed by Mr Malinzi

1. Possible violation of art. 28 of the FCE (Misappropriation of funds)

a) The relevant facts

12. The factual aspects of the case are drawn from the Final Report and the [Auditor 2] Report, the relevant findings of which have been incorporated in the following sections.
13. Until 2016, FIFA would offer financial assistance programmes and technical advice, through what was called "Financial Assistance Programme" ("FAP"), which encouraged associations and confederations to organize development programmes. In this respect, associations received yearly (at least) USD 250,000. Such programmes were controlled by regulations which provided specific conditions for the awarding of FIFA funds, imposing strict rules for the monitoring of the use of such funds, and establishing appropriate action to safeguard their distribution in accordance with their destination.

14. [Auditor 2] identified 46 “loans” to the TFF, totalling TSh 693,434,600 (equivalent to USD 401,430), recorded on Mr Malinzi’s trade payables account for the years 2013, 2014, and 2016/2017.
15. [Auditor 2] was informed by TFF’s cashier, Ms Adam, that Mr Malinzi requested receipts for expenses he claimed to have paid personally on TFF’s behalf without providing supporting documentation. When TFF received funds, Mr Malinzi demanded that his loan be repaid first, before any other payments were made. She testified as follows:

“Frankly speaking, he was likely taking everything very easy, Very easy. I reminded him this is dangerous. But, he would say GS, before anything else pay me my USD 30,000. GS would then come to me and say pay the President.”

16. [Auditor 2] was provided with two cash receipt books for 2017, during which Mr Malinzi made four “loans” to TFF. [Auditor 2] identified one “loan” deposited directly into a TFF bank account. The payment on 13 June 2017, totalling TSh 15,000,000 (USD 6,716), appears therefore to have been a genuine loan, unlike all other “loans” on the General Ledger which were recorded as “CASH”.
17. [Auditor 2] identified 30 loan repayments from TFF to Mr Malinzi, totalling TSh 972,450,909 (USD 528,501). Those were recorded on Mr Malinzi’s trade payables account for the years 2013, 2014, and 2016/2017.
18. In summary, it appears that Mr Malinzi requested repayment of an amount of TSh 279,016,309 (USD 127,071) exceeding the “loans” he claimed to have made to TFF. Additionally, from the amount of USD 528,501 requested as repayments (by Mr Malinzi) from TFF, while USD 6,716 might have been genuine loans, there is no evidence regarding the remaining USD 521,785.
19. Moreover, according to the [Auditor 2] investigation, at least five alleged loan repayments were made from the FIFA dedicated bank account – the account aimed at receiving *inter alia* FAP funds, to Mr Malinzi. These (re)payments totalled TSh 185,838,400 (USD 101,488), an amount that Mr Malinzi apparently received from TFF’s FIFA-dedicated account without any basis.
20. The [Auditor 2] report also identified a payment of USD 55,000 from CAF to Mr Malinzi, corresponding to the prize money for the Tanzanian U17 team (who placed third at the Cup of Nations held in Gabon in May 2017), as well duplicated invoices and extensive missing documentation to support the receipt of the CAF prize money and further cash payments made for expenses incurred in relation to the U17 Cup of Nations in Gabon.

b) Summary of the findings of the investigatory chamber

21. The investigatory chamber concluded that Mr Malinzi misappropriated a significant amount of funds from FIFA, as well as from CAF and the TFF, between 2013 and 2017.

c) Legal assessment

22. Although art. 28 of the FCE does not include a specific definition of the concept of misappropriation of funds, a general description could be made in the following legal terms: the illegal use of funds of another person/entity for one's own use or other unauthorized purpose. In the present case, this would translate into the misuse of FIFA funds for private gain (that of Mr Malinzi's or any person or entity related to him) or for a purpose that has not been authorized (by FIFA, as the initial owner, grantor and distributor of such funds).
23. In this respect, as per the relevant regulations, the members associations shall disburse the development funds received from FIFA in compliance with the respective budget approved by the latter, only in connection with the operational needs of a member association, for example, in women's football, referees, training, youth football, etc.
24. The adjudicatory chamber points out that Mr Malinzi, in his position as president of the TFF, and as signatory/approval authority of all the relevant transactions in relation to FIFA funds, was personally responsible for the decisions taken in respect of the FIFA development projects, in particular the use of the respective funds.
25. In the present case, by receiving the amount of USD 528,501 (TSh 972,450,909) from the TFF as "*loan repayments*" in the period 2013 - 2017, which exceeds by USD 127,071 the amount of the alleged loans made by him to the TFF in the same period, Mr Malinzi mismanaged a significant amount of the respective association's funds. Moreover, as mentioned previously, at least five of the alleged loan repayments, for a total of USD 101,488, were made from the FIFA dedicated bank account of the TFF (to which the respective FAP funds were being transferred by FIFA).
26. This entails that Mr Malinzi misappropriated FAP funds received by TFF between 2013 and 2017, through the use of funds for unbudgeted and inadequate payments (e.g. repayments of loans to himself) which lack proper justification or explanation.
27. In summary, FIFA provided funds through the FAP programme, funds that the association was entrusted to spend dutifully and competently, in accordance with the planned budget that had been approved in the FAP application forms. Instead, these funds and federation funds have been used in a completely irregular and improper way, to the detriment of the federation and football development in Tanzania. In that sense, TFF cashier, Ms Adam, stated that Mr Malinzi insisted his "*loans*" be repaid first, before any other payments were made.
28. The same can be assumed with respect to the CAF funds of USD 55,000, corresponding to the prize money for the Tanzanian team in relation to the U17 CAF Cup of Nations Gabon 2017, which were paid to Mr Malinzi and could not be justified by the duplicated invoices and extensive missing documentation identified by [Auditor 2] in its investigation.
29. Therefore, Mr Malinzi's involvement in this unauthorized use (and thus illicit, in view of the respective FIFA regulations) of FIFA (as well as CAF and TFF) funds was direct and intentional. He, as president of the TFF, had the ultimate approval authority for

the spending of such funds both formally through his signatory power and informally via his control over several employees whom he would frequently send to collect and deposit cash on his bank accounts.

d) Conclusion

30. In the light of the foregoing, the adjudicatory chamber finds that Mr Malinzi misappropriated funds of FIFA, and has therefore breached art. 28 of the FCE.

2. Possible violation of art. 24 of the FCE (Forgery and falsification)

a) The relevant facts

31. Mr Malinzi, and his former General Secretary, Mr Selestine, signed a TFF Executive Committee Resolution dated 5 June 2016 according to which, effective as from 1 September 2016, a certain Ms Mwanga would replace the then Finance Director, Mr Edgar Leonard Masoud (hereinafter "*Mr Masoud*"), as signatory on TFF's [Bank] accounts. Mr Selestine then presented the resolution to [Bank] on 1 September 2016.
32. However, in the minutes of the 5 June 2016 TFF Executive Committee meeting reviewed by [Auditor 2], no reference was made to a discussion or approval of any amendment regarding the signatory powers on the [Bank] accounts.
33. Furthermore, Mr Wilfred – a member of the TFF Executive Committee, informed [Auditor 2] that said committee was not notified of the change in signatory at [Bank].
34. In addition, in an email dated 18 October 2016, Mr Selestine requested the members of the TFF Executive Committee for their consent for Ms Mwanga to be signatory on a soon-to-be opened [Bank 2] account. Mr Wilfred attested that, in response, he and Mr Karia (another member of the Executive Committee) asked who Ms Mwanga was and why a junior accountant should be made a signatory.
35. Finally, the TFF confirmed that the change of signatory had not been discussed nor approved during the TFF Executive Committee meeting dated 5 June 2016.

b) Summary of the findings of the investigatory chamber

36. The investigatory chamber concluded that that Mr Malinzi was involved in blatant acts of forgery to obtain illicit advantages.

c) Legal assessment

37. According to art. 17 of the 2012 FCE, persons bound by this Code are forbidden from forging a document, falsifying an authentic document or using a forged or falsified document.
38. The Panel proceeded to analyze the documentary and witness evidence in its possession in relation to the a TFF Executive Committee Resolution dated 5 June

2016 signed by Mr Malinzi, which modified the signatory powers of the TFF's [Bank] account.

39. This stems from clearly demonstrating that the resolution presented to [Bank] did not reflect the actual Executive Committee meeting that took place on 5 June 2016, in which the change of signatory was neither discussed nor approved.
40. In particular, the Panel took note that the minutes of the respective meeting of the TFF Executive Committee do not mention such change of signatory powers in favor of Ms Mwanga and that Mr Wilfred (a member of the committee at the time) testified that the matter had not been discussed. Furthermore, an email dated 18 October 2016 requesting that Ms Mwanga be granted signatory power for another bank account (at [Bank 2]), received the disapproval of both TFF Executive Committee members Mr Karia and Mr Wilfred, who specifically inquired as to Ms Mwangwa's identity. Had the change in signatory powers in favor of Ms Mwanga been already discussed and approved during the 5 June 2016 meeting of the Executive Committee, it would have been illogical for the members of the same committee to ask who the junior accountant Ms Mwanga was merely a few months later.
41. The adjudicatory chamber also wishes to stress that Mr Malinzi presided over the meeting of the TFF Executive Committee dated 5 June 2016, and was therefore fully aware that the change of signatory powers on the [Bank] accounts was not on the agenda and had not been approved, contrarily to what the resolution, which he signed, asserted. In addition, Mr Malinzi not only used a forged document, but he participated in its fabrication and later use, since the respective TFF Executive Committee resolution was presented to [Bank].

d) Conclusion

42. In the light of the foregoing, the adjudicatory chamber finds that Mr Malinzi was involved in the forging or falsification of the TFF Executive Committee Resolution dated 5 June 2016, and has therefore breached art. 24 of the FCE.

3. Possible violation of art. 19 of the FCE

a) The relevant facts

43. As mentioned under par. II.12 ff above. In particular, in his capacity as president of the TFF, Mr Malinzi approved various payments to himself in the form of alleged loan repayments.

b) Legal assessment

44. With regard to the obligations set forth in art. 19 (Conflicts of interest) of the FCE, the adjudicatory chamber is of the opinion that Mr Malinzi's conduct presently relevant clearly falls short of the ethical standards provided by the content of the relevant provision.
45. Notwithstanding the foregoing, bearing in mind that it took place within the same context, the adjudicatory chamber considers that the relevant conduct (which is in

breach of art. 19 of the FCE) is sufficiently covered by the provision of art. 28 of the FCE, violation for which Mr Malinzi has already been found guilty.

46. In the light of the aforementioned, any further legal considerations in this respect are redundant.

4. Overall conclusion

47. Taking the above considerations into account in their entirety, the adjudicatory chamber is comfortable to conclude that Mr Malinzi has violated the following provisions of the FCE:
- Art. 28 (Misappropriation of funds);
 - Art. 24 (Forgery and falsification);
 - Art. 19 (Conflicts of interest).
48. Nevertheless, as explained above, the adjudicatory chamber considers that the conduct incriminated by art. 19 of the FCE is included/assimilated in the content of art. 28 of the FCE.

F. Sanctions and determination of sanctions

49. First, the adjudicatory chamber would like to highlight that officials must behave honestly, worthily, respectably and with integrity. It is evident that in exercising his functions at the TFF and FIFA, Mr Malinzi disregarded those ethical principles for purposes such as obtaining a benefit for himself and related parties.
50. As a president of the TFF and a FIFA Committee member, Mr Malinzi held a significant position in association football both at national and international level. As such, he had a special responsibility to serve as a role model. Yet, his conduct revealed a pattern of disrespect for core values of the FCE, misappropriating and mismanaging funds of FIFA, CAF and the TFF, as well as of being involved in the forgery of a resolution of the TFF Executive Committee. In addition, no acts of mere negligence are at stake here but deliberate actions (see art. 6 par. 2 of the FCE). In view of these findings, the official's degree of guilt must be regarded as very serious.
51. With regard to the circumstances of the case, the adjudicatory chamber emphasizes that the FIFA, CAF and TFF funds that were mismanaged or misappropriated were related to the development of football in Tanzania and even to prize money for the Tanzanian U17 national team. This entails that Mr Malinzi's conduct was highly detrimental to his association, resulting in the misuse of significant amounts which could have benefitted all its stakeholders, but also to the development of football in Tanzania. It must also be borne in mind that Mr Malinzi committed the offence on various occasions and over a course of several years.
52. The adjudicatory chamber further notes the absence of remorse or confession during the present proceedings (in the scope of which Mr Malinzi failed to provide any position). Furthermore, Mr Malinzi has not showed any intention to repay the above-mentioned misappropriated amounts to the TFF, CAF or FIFA.

53. In view of all these circumstances, Mr Malinzi's degree of guilt must be regarded as very serious.
54. With regard to the type of sanction to be imposed on Mr Malinzi, the adjudicatory chamber deems – in view of the serious nature of his misconduct (cf. par. II.14 et seqq. above) – that only a ban on taking part in any football-related activity would be appropriate in view of the inherent, preventive character of such sanction in terms of potential subsequent misconduct by the official. In the light of this, the adjudicatory chamber has chosen to sanction Mr Malinzi by banning him from taking part in any football-related activity (art. 7 par. 1(j) of the FCE; art. 56 par. 2(f) of the FIFA Statutes; art. 11(f) and art. 22 of the FDC).
55. With regard to the scope and duration of a ban (see art. 9 par. 2 and 3 of the FCE), the adjudicatory chamber points out that neither art. 28 par. 3 of the FCE (misappropriation of funds) nor art. 24 par. 2 of the FCE (forgery and falsification) establish a maximum for the respective violation. Moreover, art. 11 of the FCE foresees that, where more than one breach has been committed, the sanction other than monetary sanctions shall be based on the most serious breach, and increased up to one third as appropriate, depending on the specific circumstances.
56. In view of the above, and in accordance with the content of arts. 11, 23 par. 6 and 25 par. 2 of the FCE, the adjudicatory chamber concludes that, in the present case, the principal violation committed by Mr Malinzi was that of misappropriation of (FIFA) funds, and that the duration the ban to be imposed does not have a maximum limit. Furthermore, according to the well-established case law of CAS, lifetime bans are admissible under the Code (see, e.g., CAS 2014/A/3537). That being said, when determining the scope and duration of the ban in a specific case, the adjudicatory chamber has to be guided by the principle of proportionality.
57. After having taken into account all relevant factors of the case, the adjudicatory chamber deems that a ten-year ban is adequate for the seriousness of the infringements committed by Mr Malinzi, namely the violations of art. 28 and art. 24 of the FCE. Furthermore, considering that the breaches took place while Mr Malinzi served as president of the TFF and FIFA committee member, and that FIFA funds are at stake, the adjudicatory chamber considers that only a worldwide scope would be appropriate.
58. In the present case, the adjudicatory chamber is of the opinion that the imposition of a ban on taking part in any football-related activity is not sufficient to sanction the misconduct of Mr Malinzi adequately, in particular since a personal financial motive and gain were involved. Mr Malinzi made significant profits by misappropriating funds of FIFA (as well as CAF and TFF). Hence, the adjudicatory chamber considers that the ban imposed on Mr Malinzi should be completed with a fine.
59. The amount of the fine shall not be less than CHF 300 and not more than CHF 1,000,000 (art. 6 par. 2 of the FCE in conjunction with art. 15 par. 1 and 2 of the FDC). In the case at hand – in view of the amount misappropriated by Mr Malinzi, as well as the various circumstances described above –, the adjudicatory chamber determines that a fine of CHF 500,000 would be proportionate.

60. In conclusion, Mr Malinzi is hereby banned for ten years from taking part in any football-related activity (administrative, sports or any other) at national and international level. The ban shall come into force as soon as the decision is communicated (art. 42 par. 1 of the FCE). In addition, Mr Malinzi shall pay a fine of CHF 500,000.

G. Procedural costs and procedural compensation

61. The procedural costs are made up of the costs and expenses of the investigation and adjudicatory proceedings (art. 54 of the FCE). As a principle, procedural costs shall be borne by the party that has been sanctioned (cf. art. 56 par. 1 of the FCE).
62. In the light of the above, the adjudicatory chamber rules that Mr Malinzi shall bear the procedural costs, and that in the present case, the costs and expenses of the investigation and the adjudicatory proceedings add up to [...].
63. According to art. 57 of the FCE, no procedural compensation shall be awarded in proceedings conducted by the Ethics Committee. Consequently, Mr Malinzi shall bear his own legal and other costs (if any).

III. has therefore decided

1. Mr Malinzi is found guilty of infringement of art. 24 (Forgery and falsification) and art. 28 (Misappropriation of funds) of the FCE.
2. Mr Malinzi is hereby banned from taking part in any kind of football-related activity at national and international level (administrative, sports or any other) for ten years as of notification of the present decision, in accordance with Article 7 lit. j) of the FIFA Code of Ethics in conjunction with Article 22 of the FIFA Disciplinary Code.
3. Mr Malinzi shall pay a fine in the amount of CHF 500,000 within 30 days of notification of the present decision. Payment can be made either in Swiss francs (CHF) to account no. [...] or in US dollars (USD) to account no. [...], with reference to "*case no. 13/2019 (E19-00004)*" in accordance with art. 7 let. e) of the FIFA Code of Ethics.
4. Mr Malinzi shall pay costs of these proceedings in the amount of [...] within 30 days of notification of the present decision, which shall be paid according to the modalities stipulated under point 3. above.
5. Mr Malinzi shall bear his own legal and other costs incurred in connection with the present proceedings.
6. This decision is sent to Mr Malinzi. A copy of the decision is sent to the CAF and to the TFF, as well as to the chairperson of the investigatory chamber, Ms Maria Claudia Rojas.

LEGAL ACTION:

In accordance with art. 82 par. 1 of the FCE and art. 58 par. 1 of the FIFA Statutes, this decision can be appealed against to the Court of Arbitration of Sport ("CAS") in Lausanne, Switzerland (www.tas-cas.org). The statement of appeal must be sent directly to CAS within 21 days of notification of this decision. Within another ten (10) days following the expiry of the time limit for filing the statement of appeal, the appellant shall file with CAS a brief stating the facts and legal arguments giving rise to the appeal (see art. R51 of the Code of sports-related arbitration).

FÉDÉRATION INTERNATIONALE
DE FOOTBALL ASSOCIATION

A handwritten signature in blue ink, appearing to read 'V. Skouris', is positioned above the printed name and title.

Vassilios Skouris
Chairperson of the Adjudicatory Chamber
of the FIFA Ethics Committee