

2021 EDITION

UIPM RULES ON INTERNAL ORGANISATION

EFFECTIVE AS OF NOVEMBER 28, 2021

UIPM RULES ON INTERNAL ORGANISATION

ARTICLE 1

- 1.1 These Rules are established by UIPM General Assembly pursuant to the authority conferred to it by UIPM Statutes (the "Statutes"). In case of conflict or discrepancy between these Rules and the Statutes, the English language version of the Statutes shall prevail.

ARTICLE 2

- 2.1 Official UIPM competitions are: World Championships, World Cups, World Cup Finals, Champion of Champions and World Ranking Competitions, Qualification World Ranking Competitions, Masters' Championship, Military Championships. At the Olympic Games and other multi-sport events UIPM represents the interests and movement of Modern Pentathlon (as defined in the Statutes). Each Continental Confederation is responsible for its Continental Championship according to the international calendar, adopted by the UIPM Executive Board.

ARTICLE 3

- 3.1 Only competitors and officials who are eligible according to the UIPM's eligibility rules are allowed to take part in competitions organised by UIPM or any of its Members.
- 3.2 Specific eligibility rules are included in the Competition Rules. They are confirmed by the General Assembly and may in no way be contradictory to Rules and By-Laws on eligibility of the International Olympic Committee (IOC).
- 3.3 A pentathlete who is a national of two or more countries at the same time may freely choose which to represent. However, after having represented one country in the Olympic Games, in continental or regional games or in world or regional championships recognised by UIPM, the same pentathlete may not represent another country unless the conditions set forth in paragraphs 3.4 and 3.5 below are met.
- 3.4 A pentathlete who has represented one country in the Olympic Games, in continental or regional games or in world or regional championships recognised by UIPM, and who has changed nationality or acquired

a new nationality, may participate in the Olympic Games and represent the new country provided that at least 3 years have passed since the competitor last represented the former country. This period may be reduced or even cancelled, with the agreement of the relevant Members and their respective National Olympic Committees (NOC) by the UIPM Executive Board which takes into account the circumstances of each case.

- 3.5 A pentathlete who has represented one country in the Olympic Games, in continental or regional games or in world or regional championships recognised by UIPM, and who has changed nationality or acquired a new nationality, may participate in UIPM category A or UIPM category B competitions and represent the new country provided that at least 2 years have passed since the competitor last represented the former country. This period may be reduced or even cancelled, with the agreement of the relevant Members and their respective National Olympic Committees (NOC) by the UIPM Executive Board which takes into account the circumstances of each case.
- 3.6 If an associated State, province or overseas department, a country or colony acquires independence, if a country becomes incorporated within another country by reason of a change of border, if a country merges with another country, or if a new NOC is recognised by the IOC, a pentathlete may continue to represent the country to which the pentathlete belongs or belonged. However, a pentathlete may elect to represent the newly formed or recognised country or be entered in the Olympic Games by the relevant new NOC if one exists. This particular choice may be made only once.
- 3.7 Furthermore, in all cases in which a competitor would be eligible to participate in the Olympic Games, either by representing another country or by having the choice as to the country which such competitor intends to represent, the IOC Executive Board may take all decisions of a general or individual nature with regard to issues resulting from nationality, citizenship, domicile or residence of any competitor, including the duration of any waiting period.
- 3.8 Decisions made under the rules laid down by paragraphs 3.3 to 3.6 above have immediate legal effect.
- 3.9 UIPM Members and their pentathletes are not allowed to compete in any competition organised by a non-member federation without prior written approval from the UIPM Executive Board. Pentathletes from non-member federations are eligible to participate in UIPM competitions on condition of their prior notification to the UIPM Secretary General by the host Member.

ARTICLE 4

- 4.1 Members are automatically included in one of the Continental Confederations according to their geographical location. Each Continental Confederation elects its own President and is composed of not less than 5 Members. UIPM Continental Confederations are: Africa, Asia, Europe, North America and Central America and Caribbean Regions (NORCECA), South America and Oceania.
- 4.2 Subordinate to the General Assembly and the Executive Board the organisation of UIPM is as follows:
- a) The Continental Confederations;
 - b) The Honorary Auditors;
 - c) The Technical Committee;
 - d) The Coaches Committee;
 - e) The Athletes Committee;
 - f) The Medical Committee;
 - g) The Business Affairs Committee;
 - h) The Electoral Committee;
 - i) The Masters Committee;
 - j) The Finance Commission;
 - k) The Commission for Culture and Education;
 - l) The Pierre de Coubertin Commission;
 - m) The Sport For All Commission;
 - n) The Para-Pentathlon Commission;
 - o) The Ethics Commission;
 - p) The UIPM Doping Review Panel;
 - q) The Innovation Commission;
 - r) The Equipment Commission;
 - s) The Women's Commission;
- 4.3 The Executive Board comprises:
- a) The President;
 - b) 5 UIPM Vice Presidents;
 - c) The Presidents of the Continental Confederations;
 - d) The Treasurer;
 - e) The Member for Sport;
 - f) The Member for Marketing;
 - g) The Member for Media;
 - h) The Member for Development;
 - i) The Chairperson of the Athletes Committee;
 - j) The Chairperson of the Medical Committee;
 - k) The Chairperson of the Coaches Committee; and
 - l) The non-voting Secretary General.
- 4.4 In order to oversee financial control 2 Honorary Auditors are elected by the General Assembly. They must submit a written report on the accounts and the financial affairs of UIPM to the General Assembly.
- 4.5 The Technical Committee comprises a Chairperson and 12 persons of differing nationalities. The Chairperson is the Executive Board Member for Sport. 6 members of the Technical Committee are elected by the General Assembly and 6 members of the Technical Committee are appointed by the Executive Board.
- 4.6 The Medical Committee comprises 6 members of differing nationalities elected by the General Assembly. The elected members elect among them a Chairperson for the Medical Committee and the Therapeutic Use Exemption Commission. The Chairperson of the Medical Committee appoints two members of the UIPM Therapeutic Use Exemption Commission who are also ad-hoc members of the Medical Committee.
- 4.7 The Athletes Committee is composed of 7 members of differing nationalities. Athletes from each Continental Confederation elect 1 athlete during the relevant continental championship occurring prior to the UIPM election congress. During the World Senior Championship occurring prior to the relevant UIPM congress, athletes will elect amongst them 1 member of the Athletes Committee; in case the members elected by the Continental Confederations are all of the same gender, the athlete elected at the World Senior Championship must be of the other gender. To be eligible an athlete must be internationally ranked in the last two seasons before the elections. The elected members elect among them a Chairperson for the Athletes Committee.
- 4.8 The Business Affairs Committee comprises the Vice President of Business Affairs, the Member of Marketing, the member for Media, and four members elected by the General Assembly acting as Business Affairs Delegates. The Business Affairs Delegates will be appointed for a particular competition by the Executive Board upon proposal of the Vice President of Business Affairs.
- 4.9 The Electoral Committee comprises 3 members of

- differing nationalities. The Electoral Committee is appointed, not in an election year, by the General Assembly upon proposal of the Executive Board. Each committee member serves a four-year term.
- 4.10 The Masters Committee comprises 5 members of differing nationalities. Active Masters on site during the Masters World Championships prior to the relevant UIPM Congress will elect among themselves the members of the Masters Committee. There shall be at least two members of each gender elected to ensure adequate gender representation. All active Master athletes of Modern Pentathlon are eligible and have the right to vote provided that they are present at the relevant Masters World Championships. The elected members elect among themselves a Chairperson for the Masters Committee.
- 4.11 The Commission for Culture and Education comprises a Chairperson and 4 members appointed by the UIPM Executive Board upon proposal of the President.
- 4.12 The Pierre de Coubertin Commission comprises a Chairperson and 4 members appointed by the UIPM Executive Board upon proposal of the President.
- 4.13 The Sport For All Commission comprises a Chairperson and 4 members appointed by the UIPM Executive Board upon proposal of the President.
- 4.14 The Para-Pentathlon Commission comprises a Chairperson and 4 members appointed by the UIPM Executive Board upon proposal of the President.
- 4.15 The Ethics Commission comprises a Chairperson and 2 members independent from UIPM and its Members appointed by the UIPM Executive Board upon proposal of the President.
- 4.16 The Finance Commission comprises the President, the Treasurer, the Vice-President for Business Affairs and 2 finance experts appointed by the Executive Board upon proposal of the President as members.
- 4.17 The Coaches Committee comprises 6 members of differing nationalities, all of them well-known coaches. Each Continental Confederation elects 1 coach during the relevant continental championship occurring prior to the UIPM election congress. In absence of a continental championship, UIPM will organise an alternative election for the relevant Continental Confederation. The Chairperson is appointed by the Executive Board among elected members of the Coaches Committee and is a member of the Executive Board with the right to vote. The Executive Board has the right, but is not obliged to, to appoint 2 additional members to the Coaches Committee to satisfy the conditions of gender equality, diversity and technical expertise.
- 4.18 The Doping Review Panel is appointed by the Executive Board upon proposal of the President and comprises the Chairperson and 3 members of differing nationalities and experienced in anti-doping, including a legal advisor. Each panel member serves a four-year term.
- 4.19 The Innovation Commission comprises 4 members and 1 chairperson, all experts in sports equipment. Members and the chairperson of the Commission are appointed by the Executive Board upon proposal of the President.
- 4.20 The Equipment Commission comprises 4 members and 1 chairperson, all experts in sports and new technologies. Members and the chairperson of the Commission are appointed by the Executive Board upon proposal of the President.
- 4.21 The Women's Commission comprises 4 members and 1 chairperson, all experts and/or leaders of the sports movement who support gender equality.
- 4.22 The members of the Secretariat headed by the Secretary General are employed by UIPM. The Secretary General is appointed (and may be dismissed) by the Executive Board upon proposal of the President. The executive staff of the Secretariat are appointed (and may be dismissed) by the Executive Board upon proposal of the Secretary General. The Secretary General serves as secretary to all the Committees and Commissions.
- 4.23 Save where otherwise specified, the Executive Board is entitled to appoint the Chairperson of each Committee and Commission upon proposal of the President.
- 4.24 The President is a member of all Committees and Commissions and has the right to participate in relevant meetings. In the event the President participates in such a meeting, the President is entitled but not obliged to act as the chairperson.
- 4.25 To encourage gender equality, UIPM strongly recommends equal representation of genders in all its Committees and Commissions.
- 4.26 UIPM Committees and UIPM Commissions are legally constituted when half of the members are present. Decisions in UIPM Committees and UIPM Commissions shall be made by a simple majority of the members present, provided that the constitutive quorum is reached. In the event of a tie the relevant Chairperson shall have the casting vote.
- 4.27 Upon proposal of their name and every other year after their appointment, election or hiring as the case

may be, the President, all Executive Board members, the members of all UIPM Committees and UIPM Commissions and UIPM senior employees shall provide a signed Conflict of Interest Disclosure Statement substantially in the form made available by UIPM.

ARTICLE 5

5.1 The agenda for an ordinary meeting of the General Assembly shall include:

- a) Roll-call of the Members;
- b) Election of 3 tellers of votes and 2 scrutineers;
- c) Adoption of the agenda;
- d) Approval of the minutes of the last meeting;
- e) Report of the President on the activities of the Executive Board;
- f) Report of the Secretary General;
- g) Report of the Treasurer;
- h) Report of representatives of other UIPM bodies;
- i) Report of the Honorary Auditors;
- j) Decision concerning the annual membership fee;
- k) Adoption of the budget plan and approval of the budget for the two forthcoming financial years;
- l) Decisions concerning Continental Confederations;
- m) Decisions about suspended Members;
- n) Decisions on motions submitted;
- o) Elections;
- p) Election of Honorary President, Honorary Members, Honorary Benefactors, Secretary General Emeritus, if any;
- q) Any other business.

5.2 The Members must confirm to the Secretary General their participation in the General Assembly at least 60 days before the beginning of an ordinary meeting of the General Assembly and 30 days before the beginning of an extraordinary meeting. A Member may only be represented by citizens of its state. In case of dual citizenship, the citizenship of the state with the strongest effective genuine link shall apply.

5.3 Motions can be proposed by Members and/or by the Executive Board. Committees can submit motions to the Executive Board which will, in turn, submit

these to the General Assembly. The motions must be signed by the President or Secretary General. Ordinary motions by Members must be submitted in writing and accompanied by all the arguments for their justification not later than 60 days before an ordinary meeting of the General Assembly and 15 days before an extraordinary meeting to the UIPM Secretariat. The UIPM secretariat will distribute all motions received together with the final agenda to the participants of the General Assembly at least 30 days prior to the ordinary meeting and 7 days prior to the extraordinary meeting.

5.4 Motions submitted after the cut-off time or those brought forward during the course of the General Assembly can be dealt with only after having been submitted in writing to the President and provided they fall in the competence of the General Assembly. A desk copy must be circulated to the Members. These motions can only be voted on if at least 2/3 of the voting Members present at the General Assembly agree to do so.

5.5 Motions to amend the Statutes or to change the purpose of UIPM can only be considered if they are included in the final agenda distributed to the Members.

5.6 Minutes from meetings must be distributed to all members within 30 days. The minutes, signed by the President and by the Secretary General shall be approved by the Executive Board.

5.7 In the absence of any written objections from the Members present to the General Assembly the minutes are deemed to be approved on the 30th day following the date on which they have been sent to the Members. In case of a Member objecting within the 30 days period, the President and the Secretary General shall provide the Executive Board with their view on the objections. The decision of the Executive Board shall be final.

ARTICLE 6

6.1 The Executive Board has powers to:

a) represent the General Assembly in the period between the meetings and to decide on all necessary matters which cannot be postponed till the next meeting of the General Assembly or where a specific authorisation by the General Assembly has been granted. The Executive Board is entitled to amend the Competition Rules in lieu of the General Assembly only in case of force majeure and with a majority of $\frac{3}{4}$ of the members of the Executive Board;

b) implement the UIPM Rules on Internal Organisa-

tion;

c) implement and put in practice decisions adopted by the General Assembly;

d) decide upon the competencies of its own members;

e) report to the General Assembly;

f) appoint the members of all Committees and Commissions;

g) appoint the Chairpersons of all Committees and Commissions;

h) approve organisers for UIPM events;

i) grant provisional membership;

j) decide on sanctions according to the Doping Review Panel;

k) submit motions to the General Assembly;

l) provide the General Assembly with its opinion on motions submitted to the General Assembly;

m) decide whether to award the Medal of Honour;

n) employ (and dismiss) the Secretary General upon proposal of the President;

o) employ (and dismiss) executive staff of the Secretariat upon proposal of the Secretary General;

p) appoint experts for specific tasks upon proposal of the President and/or the Secretary General;

q) approve the UIPM calendar;

r) appoint Technical Delegates;

s) assign as decided in the budget the contributions to the Continental Confederations based on their budget plan;

t) receive audited account of each Continental Confederation and annual report of each Member on its finance and activities;

u) report any trafficking in prohibited substances, as enumerated in the UIPM Medical Rules, committed by athletes or coaches, trainers, officials and staff of UIPM and its members as well as of individual members of UIPM and members of the UIPM Committees to the competent judicial and administrative authorities;

v) approve the statutes of a Member and/or a Continental Confederation or request amendments.

6.2 Executive Board members shall submit their proposals for the agenda of the next Executive Board's meet-

ing in writing to the Secretary General at least 20 days before the respective meeting.

ARTICLE 7

7.1 The President shall represent UIPM at the Olympic Games, World Championships, Category A Competitions and other major sport events, and in the relations with all other sports and relevant organisations. The President shall be responsible for the political relations inside and outside UIPM and for all liaison with IOC, NOCs, ANOC, ASOIF, CISM, FIMS, FISU, IPC, WADA and other international sport organisations.

7.2 Pending further decision on their specific tasks by the Executive Board on proposal of the President, the Vice Presidents are responsible for liaison between Members and other international sport organisations and for special projects.

7.3 The Vice President for Business Affairs is responsible for expanding and coordinating the business activities of UIPM.

7.4 The Treasurer is responsible for all financial affairs of UIPM. Notwithstanding his responsibility the treasurer may delegate the conduct of financial transactions to the Secretary General.

7.5 The Member for Sport is responsible for all sport technical matters and acts as chairperson for the Technical Committee.

7.6 The Member for Marketing is responsible for marketing and promotion activities of UIPM.

7.7 The Member for Media is responsible for developing media and TV contacts, and the publications of UIPM including the website, and elaborating and updating UIPM Media Strategy.

7.8 The Member for Development is responsible, in close cooperation with the Continental Presidents, for setting up support programmes for new members and other Members in need of a development aid and elaborating and updating a Development Strategy for UIPM.

7.9 The Secretary General is responsible for all staff at UIPM headquarters and proposes executive staff appointment (and their dismissal) to the President and the Executive Board. The Secretary General shall serve as secretary to the General Assembly, the Executive Board and all Committees and Commissions. The Secretary General is responsible for the editing and distribution of official statements to the relevant body or the Members and for the general management of UIPM. The Secretary General, through the Secretariat, distributes the annual UIPM Calendar, manages the

UIPM Archives, disseminates all relevant information to Members and to other International Sport Federations and partners of UIPM.

7.10 The Technical Committee:

- a) supervises the application of the Competition Rules;
- b) prepares proposal for possible motions for the Executive Board concerning the elaboration and changes of the Competition Rules and qualification rules for the Olympic Games and World Championships;
- c) proposes Technical Officials and International Judges to the Executive Board, for official UIPM Competitions and the Olympic Games;
- d) provides its non-binding advice to the General Assembly and/or the Executive Board (as the case may be) from the technical point of view on motions concerning technical rules of UIPM;
- e) prepares and/or carries out seminars, prepares and controls examinations for international judge candidates;
- f) provides the Executive Board with any information on technical matters concerning UIPM sports;
- g) prepares the international UIPM calendar;
- h) ratifies the Ranking Lists prepared by the UIPM Secretariat.

7.11 The Chairperson of the Medical Committee and the Chairperson of the Athletes Committee shall be invited to the Technical Committee meetings, whenever specific items concerning these Committees are in the agenda. These representatives shall have the right to speak but no voting right.

7.12 All official UIPM competitions must be controlled from a technical perspective by an appointed Technical Delegate. The Technical Delegate must not come from the host country. A Technical Delegate is a qualified International Judge, proposed by the Technical Committee and appointed by the Executive Board to ascertain that all official UIPM competitions are run in strict conformity with the UIPM Competition Rules. In UIPM competitions the Technical Delegate ensures the fulfilment of the technical duties of the respective Competition signed by the organisers with UIPM. In accordance with UIPM Competition Rule 1.9.2, 3 Technical Delegates shall be present at the Olympic Games and World Championships.

7.13 The Medical Committee is responsible for all medical questions of UIPM and for supervising compliance of

UIPM Rules and Policy with WADA requirements. The Medical Committee shall act as UIPM Medical Delegates and shall:

- a) supervise the doping-control at UIPM World Championships and other major sports events in agreement with the Executive Board;
- b) advise team captains who intend to administer drugs to sick or injured athletes, so that no forbidden drug is used by mistake;
- c) be represented at the competition site, in the control station;
- d) be represented in the laboratory if B-samples must be analysed;
- e) propose to the Executive Board which IOC/WADA-accredited laboratory will receive samples for analysing;
- f) inform the Secretary General if there is a report from the laboratory on suspected doping of an A-sample;
- g) take part in the elaboration of Rules which may have medical consequences;
- h) prepare the UIPM Test Distribution Plan for adoption by the Executive Board;
- i) prepare basic data for the Medical Rules;
- j) report to the Executive Board on the activities carried out.

7.14 The Athletes Committee represents the interests of the athletes. It has the right to represent the athletes' position to the General Assembly, the Executive Board and the Committees, in particular to the Technical and the Medical Committees. The chairperson is entitled to take part in the meetings, and vote there, of the General Assembly and reports to the Executive Board and the General Assembly.

7.15 The Electoral Committee oversees election process by:

- a) supervising the administrative process relating to the elections;
- b) monitoring compliance with the relevant regulations;
- c) ensuring the correct application of the applicable regulations;
- d) issuing instructions;
- e) admitting candidates;

f) performing the requested eligibility checks on each candidate; and

g) authorising debates or public meetings at the candidates' request.

In its duties, the Electoral Committee is supported by the UIPM headquarters.

- 7.16 The Masters Committee represents the interests of the Masters men and women. The Masters Committee brings the Masters' points of view to the General Assembly, to the Executive Board and the Committees. The chairperson is entitled to take part in the meetings, but not to vote there, of the General Assembly. The chairperson of the Masters Committee reports to the Executive Board and the General Assembly.
- 7.17 The Commission for Culture and Education is responsible for the promotion of culture and education through the sport of Modern Pentathlon in sport, society and the IOC.
- 7.18 The Pierre de Coubertin Commission is linked to the International Pierre de Coubertin Committee and promotes the memory and ideals of Baron Pierre de Coubertin, founder of the sport of Modern Pentathlon.
- 7.19 The task of the Coaches Committee is in close cooperation with the Technical, Athletes and Medical Committees and the Continental Confederations to educate coaches and athletes, prepare coaches' clinics and seminars, elaborate proposals on training, sport and other questions related in the interests of the coaches for discussion by the Technical Committee and discussion and decision by the Executive Board.
- 7.20 The task of the Finance Commission is to assist the Treasurer and Executive Board concerning the use of income from sponsor and supplier contracts as well as from donations.
- 7.21 The task of the Sport For All Commission is to propose developing projects and assist the development of the non-Olympic competitions administered by UIPM including, but not limited to, Biathle, Triathle, Tetrathlon and Laser Run.
- 7.22 The task of the Para-Pentathlon Commission is to assist the President and the Executive Board in the development of Para-Pentathlon.
- 7.23 The task of the Ethics Commission is to assist the President and the Executive Board on all questions relating to good governance.
- 7.24 The UIPM Doping Review Panel receives information

as to potential violations of the UIPM Anti-Doping Rules and decides on any anti-doping rule violation.

- 7.25 The task of the Innovation Commission is to study the sports' environment and develop the strategy to be implemented by UIPM in its format. The Innovation Commission will monitor and analyse new tendencies and design formats and products to suit the market needs. The Innovation Commission is also responsible for creating summaries of new technologies available and give opinions on such developments.
- 7.26 The task of the Equipment Commission is to help UIPM in developing and improving sports equipment standards. The Equipment Commission is responsible for UIPM sports equipment's homologation procedures, renewals and monitoring. The Equipment Commission shall also assess future compliance of new available equipment with UIPM Rules and Regulations.
- 7.27 The task of the Women's Commission is to advise the General Assembly, the UIPM Executive Board and the UIPM President on the development and implementation of policies that promote equal opportunities for girls and women to participate in, and benefit from, UIPM activities.

ARTICLE 8

- 8.1 Composition, competences and proceedings of the UIPM Court of Arbitration are laid down in the UIPM Code of Ethics.
- 8.2 An appeal against decision of the UIPM Court of Arbitration lies to the Court of Arbitration for Sport (CAS), Lausanne.
- 8.3 In addition to the parties involved in the arbitration case, in matters of anti-doping rule violations the National Anti-Doping Organisation of the respective person's country of residence or countries where the person is a national, the IOC and the International Paralympic Committee, as far as the decision may have effect in relation to the Olympic Games and Paralympic Games, including decisions affecting eligibility to these Games, and WADA, shall have a right to appeal to the CAS.
- 8.4 The UIPM Code of Ethics rules the time for filing such appeals.
- 8.5 The filing deadline for an appeal or intervention filed by WADA shall be the later of 21 days after the last of appeal of the other party under UIPM Code of Ethics or 21 days after WADA's receipt of the complete file relating to the decision. Where, in a particular case, the UIPM fails to render a decision with respect to whether an anti-doping rule violation was committed

within a reasonable deadline set by WADA, WADA may elect to appeal directly to CAS as if UIPM had rendered a decision finding no anti-doping rule violation.

ARTICLE 9

- 9.1 Voting by proxy is never permitted. All those entitled to attend a meeting without a right to vote may express their opinion.
- 9.2 In the Executive Board and the Committees only, postal or electronic votes may be organised whenever necessary.

ARTICLE 10

- 10.1 Members of the Executive Board, Presidents of the Continental Confederations, members of the UIPM Court of Arbitration, members of the Committees, of the Doping Hearing Panel, of the Competition Juries and Juries of Appeal as well as the Secretariat of the UIPM shall be indemnified by or on behalf of the UIPM against expenses, judgements, fines, amounts paid in settlement actually and reasonably incurred by one or all of them who were or are a party to any pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative by reason of such services, provided the Member acted in good faith and in a manner reasonably believed to be in the best interests of UIPM.
- 10.2 The indemnification provided hereunder shall extend to any person who ceased to serve UIPM and shall inure to the benefit of his/her/their executors and administrators.
- 10.3 The officers of UIPM are entitled to be reimbursed out of the funds of UIPM for expenses incurred by them in carrying out UIPM business, provided such reimbursements are within agreed budgets and subject to the approval of the Executive Board.



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