



Football Association of Finland (FAF)

**Club Licensing Regulations for
Participation in the UEFA Women's
Champions League **Club Competitions****

Edition 2024

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Preamble

The regulations of this club licensing system are based on the rules and regulations of the UEFA Club Licensing Regulations for the ~~UEFA Women's Champions League Club Competitions~~ approved by the Executive Committee of UEFA in ~~2022~~ **22 May 2024** and on the national regulations issued by the Executive Committee of the Football Association of Finland (hereinafter FAF), based on the point 20 of the paragraph 21 of the Constitution of FAF.

Part I. General provisions

Article 1 - Scope of application

1 The FAF club licensing system for participation in the UEFA women's club competitions only applies for participation in the UEFA Women's Champions League. The system is based on the national club licensing regulations for participation in the ~~UEFA Women's Champions League Club Competitions~~. ~~UWCL~~ **UWCC** License shall be granted according to these regulations.

The ~~UWCL~~ **UWCC** License grants access only to the UEFA Women's Champions League ~~Club Competitions~~. Without ~~UWCL~~ **UWCC** License a club cannot participate in the UEFA Women's ~~Champions League Club Competitions~~.

All the clubs qualified for a UEFA Women's ~~Champions League Club Competitions~~ on sporting merit are entitled to apply for the ~~UWCL~~ **UWCC** licensing.

2 These regulations govern the rights, duties and responsibilities of all parties involved in the FAF club licensing system for participation in the UEFA Women's ~~Champions League Club Competitions~~ (part II) and define in particular:

- a) the minimum requirements to be fulfilled by FAF in order to act as the licensor for its clubs, as well as the minimum procedures to be followed by the licensor in its assessment of the club licensing criteria (chapter 1);
- b) the licence applicant and the ~~UWCL~~ **UWCC** Licence (chapter 2);
- c) the minimum sporting, ~~football~~ social **and environmental sustainability responsibility**, infrastructure, personnel and administrative, legal and financial criteria to be fulfilled by a club in order to be granted the ~~UWCL~~ **UWCC** Licence by FAF as part of the admission procedure to enter the UEFA Women's ~~Champions League Club Competitions~~ (chapter 3);

Article 2 - Objectives

- 1 These regulations aim:
 - a) to further promote and continuously improve the standard of all aspects of football in Finland and to give continued priority to the training and welfare of young players in every club;
 - b) to promote participation in football and contribute to the development of women's football;
 - c) to ensure that clubs have an adequate level of management and organisation;
 - d) to adapt clubs' sporting infrastructure to provide players, spectators and media representatives with suitable, well-equipped and safe facilities;
 - e) to protect the integrity and smooth running of the UEFA Women's ~~Champions League Club Competitions~~;
 - f) to safeguard each club's identity, history and legacy;
 - g) to encourage cooperation between licensors and clubs and enable the development of benchmarking for clubs in financial, sporting, legal, football social responsibility, personnel, administrative and infrastructure-related criteria throughout Europe;
 - h) to embrace social **and environmental sustainability responsibility** in football;
 - i) to promote a healthy relationship between clubs and supporters and increase accessibility in football.

Article 3 - Definition of terms

1 For the purpose of these regulations, the following definitions apply:

Administration procedures	A voluntary or mandatory process that may be used as an alternative to the liquidation of an entity, often known as going into administration. The day-to-day management of the activities of an entity in administration may be operated by the administrator on behalf of the creditors.
Agent/intermediary	A natural or legal person who, for a fee or free of charge, represents players and/or clubs in negotiations with a view to concluding an employment contract or represents clubs in negotiations with a view to concluding a transfer agreement.
Agreed-upon procedures	Procedures that have been agreed to by the auditor and the engaging party and, if relevant, other parties.
Annual accounting reference date	The date on which the reporting period of the annual financial statement ends.
Arbitration Tribunal	Arbitration Tribunal as defined in Section 23 of the Constitution of the Football Association of Finland. The Sports Arbitration Court in Finland (Urheilun Oikeusturvalautakunta) acts as the Arbitration Tribunal, to which licensing decisions of the License Committee can be appealed.
Associate	An entity, including an unincorporated entity such as a partnership, which is neither a subsidiary nor an interest in a joint venture and over which the investor has significant influence.
Auditor	An independent audit firm acting in compliance with the International Code of Ethics for Professional Accountants (including International Independence Standards).
CFCB	UEFA Club Financial Control Body
Club licensing criteria	Requirements, divided into six categories (sporting, football, social and environmental sustainability responsibility, infrastructure, personnel and administrative, legal and financial), to be fulfilled by a licence applicant for it to be granted UEFA Licence.
Control	The power to conduct the activities of an entity

and to direct its financial, operating or sporting policies which affect returns, by means of share ownership, voting power, constitutional documents (statutes), agreement, or otherwise.

Examples of control include a party:

- a. holding a majority of the shareholders' or members' voting rights;
- b. having the right to appoint or remove a majority of the members charged with the governance of an entity (e.g. any administrative, management or supervisory bodies of an entity);
- c. being a minority shareholder or a member of the entity and alone, pursuant to an agreement entered into with other shareholders or members of the entity or by any other means, being able to exercise control (including as defined under (a) or (b)).

Costs of a player's registration

Amounts paid or payable directly attributable to a player's registration comprising:

- a. fixed transfer compensation;
- b. realised conditional transfer compensation for amounts which have become payable during the period;
- c. any other directly attributable amounts paid and/or payable to another party such as another football club, agent/intermediary, or national football association/league.

Depreciation

The systematic allocation of the depreciable amount of a tangible asset over its useful life, i.e. the period over which an asset is expected to be available for use by an entity.

Directly attributable

Directly attributable means, in relation to a particular activity, that:

- a. the expense would have been avoided if that particular activity had not been undertaken; and
- b. the expense is separately identifiable without apportionment.

Dividends

Distributions paid to holders of equity instruments.

Employee benefit expenses

All forms of consideration given by an entity in exchange for services rendered by employees or for the termination of employment, including

	in respect of directors, management and those charged with governance.
Event or condition of major economic importance	An event or condition that is considered material to the financial statements of the reporting entity/entities and would require a different (adverse) presentation of the results of the operations, financial position and net assets of the reporting entity/entities if it occurred during the preceding reporting period or interim period.
FAF	Football Association of Finland
Government	Any form of government, including government agencies, government departments and similar bodies, whether local or national.
Group	A parent and all its subsidiaries. A parent is an entity that has one or more subsidiaries. A subsidiary is an entity, including an unincorporated entity such as a partnership, that is controlled by another entity (known as the parent).
Impairment of tangible assets	An impairment loss, being the amount by which the carrying amount of a tangible asset exceeds its recoverable amount, i.e. the higher of an asset's fair value less costs to sell and value in use.
International Financial Reporting Standards (IFRS)	Standards and Interpretations issued by the International Accounting Standards Board (IASB). They comprise: a. International Financial Reporting Standards; b. International Accounting Standards; and c. Interpretations originated by the International Financial Reporting Interpretations Committee (IFRIC) or the former Standing Interpretations Committee (SIC).
ISRS 4400	International Standard on Related Services 4400 (Revised), Agreed-Upon Procedures Engagements.
Joint control	The contractually agreed sharing of control over an economic activity, which exists only when the strategic financial and operating decisions relating to the activity require the unanimous consent of the parties sharing control (the venturers).

Joint venture	A contractual arrangement whereby two or more parties undertake an economic activity that is subject to joint control.
Key management personnel	Persons having authority over and responsibility for planning, directing and controlling the activities of an entity, directly or indirectly, including but not limited to any director (executive or otherwise) of the entity.
Licence season	UEFA season for which a licence applicant has applied for/been granted the UWCL UWCC Licence. It starts the day following the deadline for submission of the list of licensing decisions by the licensor to UEFA (31 May in principle) and lasts until the same deadline the following year.
Licensee	Licence applicant that has been granted the UWCL UWCC Licence by FAF
Licensor	Body that operates the club licensing system and grants licences. In Finland, the licensor is the Football Association of Finland (FAF).
List of licensing decisions	List submitted by the licensor to UEFA containing, among other things, information about the licence applicants that have undergone the licensing process and been granted or refused the UWCL UWCC Licence by the decision-making bodies in the format established and communicated by UEFA.
Material/Materiality	Omissions or misstatements of items or information are material if they could individually or collectively influence the decisions of users taken on the basis of the information submitted by the club. Materiality depends on the size and nature of the omission or misstatement judged in the surrounding circumstances or context. The size or nature of the item or information, or a combination of both, could be the determining factor.
Minimum criteria	Criteria to be fulfilled by a licence applicant in order to be granted the UWCC Licence.
National accounting practice	The accounting and reporting practices and disclosures required of entities in Finland.
Parties involved	Any person or entity involved in the UEFA club licensing system or monitoring process, including

	UEFA administration, the CFCB, the licensor, the licence applicant/licensee and any individual involved on their behalf.		controlled, jointly controlled, or significantly influenced by the same party.
Party	A natural or legal person, a legal entity or a government.		iii. One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
Player registration(s)	Player registration(s) has the meaning set out in the <i>FIFA Regulations on the Status and Transfer of Players</i> .		iv. A party has significant influence over the other entity.
Profit/loss on disposal of tangible assets	The profit or loss calculated as the difference between the net disposal proceeds, if any, and the carrying value (as per the balance sheet) of the tangible asset at the date of disposal.		v. Both entities are joint ventures of the same third party.
Protection from creditors	Procedures pursuant to laws or regulations whose objectives are to protect an entity from creditors, rescue insolvent entities and allow them to carry on running their business as a going concern. This process encompasses (voluntary) liquidation or, administration procedures and other insolvency proceedings (that might result in a compromise with creditors, or bankruptcy or liquidation).		vi. One entity is a joint venture of a third entity and the other entity is an associate of the third entity.
Related party	A related party is a person or entity or government that is related to the entity that is preparing its financial statements (the reporting entity). In considering each possible related party relationship, attention is directed to the substance of the relationship and not the merely legal form. a. A person or a close member of that person's family is related to a reporting entity if that person: i. has control or joint control of the reporting entity; ii. has significant influence over the reporting entity; or iii. is a member of the key management personnel of the reporting entity or of a parent of the reporting entity. b. An entity is related to a reporting entity if any of the following conditions applies: i. The entity and the reporting entity are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others). ii. The entity and the reporting entity are		vii. The entity is a post-employment benefit plan for the benefit of employees of either the reporting entity or an entity related to the reporting entity. If the reporting entity is itself such a plan, the sponsoring employers are also related to the reporting entity.
		Reporting entity/entities	viii. The entity is controlled or jointly controlled by a person identified in a).
		Reporting period	ix. A person identified in (a)(i) has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).
		Significant change	x. The entity, or any member of a group of which it is a part, provides key management personnel services to the reporting entity or to the parent of the reporting entity.
		Significant influence	A FAF registered member and football company or group of entities or some other combination of entities which is included in the reporting perimeter and which must provide the licensor with information for both club licensing and club monitoring purposes.
			A financial reporting period ending on a statutory closing date, whether this is a year or not.
			An event that is considered material to the documentation previously submitted to the licensor and that would require a different presentation if it occurred prior to submission of the documentation.
			The power to participate in the financial, operating or sporting policies of an entity, but

not in control or joint control of that entity, by means of share ownership, voting power, constitutional documents (statutes), agreement, or otherwise.

Examples of significant influence include a party:

a. holding, directly or indirectly, between 20% and 50% of the shareholders' or members' voting rights;

b. having the ability to influence the appointment or removal of a majority of the members charged with the governance of an entity (e.g. any administrative, management or supervisory bodies of an entity);

c. being a minority shareholder or a member of the entity and alone, pursuant to an agreement entered into with other shareholders or members of the entity or by any other means, being able to exercise any significant influence

(including as defined under a) and b);

d. providing in one reporting period either alone or in aggregate with parties under the same ultimate controlling party or government (excluding UEFA, a UEFA member association and an affiliated league) an amount equivalent to at least 30% of the entity's total revenue for the same period.

Stadium

The venue for a competition match including, but not limited to, all surrounding properties and facilities (for example offices, hospitality areas, press centre and accreditation centre).

Supplementary information

Financial information to be submitted to the licensor in addition to the financial statements if the minimum requirements for disclosure and accounting are not met.

Supplementary information must be prepared on a basis of accounting, and accounting policies, consistent with the financial statements. Financial information must be extracted from sources consistent with those used for the preparation of the annual financial statements. Where appropriate, disclosures in the supplementary information must agree with, or be reconciled to, the relevant disclosures in the

financial statements.

Tangible assets

Assets that have physical substance and are held for use in the production or supply of goods or services, for rental to others, or for administrative purposes on a continuing basis in the entity's activities.

Training facilities

The venue(s) at which a club's registered players undertake football training and/or youth development activities on a regular basis.

UEFA Club Licensing Quality Standard

Document that defines the minimum requirements with which licensors must comply to operate the club licensing system.

~~UWCL~~ UWCC Licence

Certificate granted by FAF confirming fulfilment of all minimum criteria by the licence applicant as part of the admission procedure for entering UEFA Women's Champions League Club Competitions.

Ultimate controlling party

A natural or legal person who/which has, directly or indirectly, ultimate control of an entity.

Part II. FAF Club Licensing for Participation in the UEFA Women's Champions League

Chapter 1: Licensor

Article 4 - Responsibilities

- 1 The licensor is the Football Association of Finland (FAF). It governs the FAF club licensing system for participation in the UEFA Women's Champions League Club Competitions.
- 2 In particular the licensor must:
 - a) establish an appropriate licensing administration as defined in Article 5
 - b) establish at least two decision-making bodies as defined in Article 6;
 - c) set up a catalogue of sanctions as defined in Article 7;
 - d) define the core process as defined in Article 8;
 - e) assess the documentation submitted by the licence applicants, considers whether this is appropriate and define the assessment procedures in accordance with Article 10;
 - f) ensure equal treatment of all licence applicants and guarantees the licence applicants full confidentiality with regard to all information provided during the licensing process as defined in Article 11;
 - g) determine to its comfortable satisfaction whether each criterion has been met and what further information if any, is needed for the UEFA UWCC Licence to be granted.

Article 5 - The licensing administration

- 1 The licensor must appoint a licensing manager who is responsible for the licensing administration.
- 2 The tasks of the licensing administration include:
 - a) preparing, implementing and further developing the FAF club licensing system for participation in the UEFA Women's Champions League Club Competitions;
 - b) providing administrative support to the decision-making bodies;
 - c) assisting, advising and monitoring the licensees during the season;
 - d) informing UEFA of any event occurring after the licensing decision that constitutes a significant change to the information previously submitted to the licensor, including a change of legal form, legal group structure or identity;
 - e) serving as the contact point for and sharing expertise with the licensing departments of other UEFA member associations and with UEFA itself.
- 3 The licensing administration is described in Annex A.

Article 6 - The decision-making bodies

The decision-making bodies are defined in Annex A.

Article 7 - Catalogue of sanctions and disciplinary process

The catalogue of sanctions applicable to the non-respect of the club licensing criteria referred to in Article 16 (2) and the disciplinary process applicable to the other violations of these regulations are defined in Annex B.

Article 8 - The core process

The core process is defined in Annex C.

Article 9 - Licensor's certification

The licensor must be certified against the UEFA Club Licensing Quality Standard on an annual basis by an independent body appointed by UEFA.

Article 10 - Assessment procedures

The licensor defines the assessment procedures, except those used to verify compliance with the financial criteria for which specific assessment processes must be followed as set out in Annex H.

Article 11 - Equal treatment and confidentiality

- 1 The licensor ensures equal treatment of all licence applicants during the core process.
- 2 The licensor guarantees the licence applicants full confidentiality with regard to all information submitted during the licensing process. Anyone involved in the licensing process or appointed by the licensor must sign a confidentiality agreement before assuming his tasks.

Chapter 2: Licence Applicant and UEFA Licence

Article 12 - Definition of licence applicant and the ~~three~~ **two**-year-rule

- 1 The licence applicant may only be a football club, i.e. the legal entity ~~fully and solely~~ responsible for the **women's** football **first** team participating in national (FAF) and international (UEFA/FIFA) club competitions ~~which and that~~ either:
 - a) is the association being the FAF registered member; or
 - b) has a contractual relationship with a registered member association of the FAF (hereinafter: football company).
- 2 By the start of the license season, the membership and/or the contractual relationship (if any) must have lasted for at least ~~three~~ **two** consecutive seasons. Furthermore, the licence applicant ~~s~~ **women's football first team** must have participated in the official competitions **for women's football first teams** at least ~~three~~ **two** consecutive seasons (hereinafter: ~~three~~ **two** year rule).
- 3 Any change to the legal form, legal group structure (including a merger with another entity or transfer of football activities to another entity) or identity (including headquarters, name, **crest** or colours) of a licence applicant/licensee must be notified to the licensor and UEFA before the start of the licensing process.
- 4 Any change to the legal form, group structure (including a merger with another entity or transfer of football activities to another entity) or identity (including headquarters, name, **crest** or colours) of a licence applicant/licensee that took place within the ~~three~~ **two** seasons preceding the start of the license season to the detriment of the integrity of a competition, **to the detriment of the club's history and legacy** or to facilitate the licence applicant's receipt of a licence is deemed ~~as~~ an interruption of membership or contractual relationship (if any) within the meaning of this provision.¹

Article 13 - General responsibilities of the licence applicant

- 1 The licence applicant must provide the licensor with:
 - a) all necessary information and relevant documents to fully demonstrate that the licensing obligations are fulfilled; and

¹ In respect of the UWCL **UWCC** Licence, an exception to this '~~three~~ **two**-year-rule' may be granted by the CFCB. For more details on the principle and process in respect of the exception policy, refer to Annex A (in particular, A.1.1 d), A.1.3 and A.2.1-2, A.2.4-6 and A.2.8-9) of the *UEFA Club Licensing Regulations for the Women's Champions League Club Competitions* (Edition **2024**)

b) any other document relevant for decision-making by the licensor.

- 2 This includes information on the reporting entity/entities in respect of which sporting, ~~football~~ social **and environmental sustainability** responsibility, infrastructure, personnel and administrative, legal and financial information is required to be provided.
- 3 Any event that occurs after the submission of the licensing documentation to the licensor and represents a significant change to the information previously submitted must be promptly notified to the licensor in writing (including a change of the licence applicant's legal form, legal group structure including ownership or identity).

Article 14 - ~~UWCL~~ **UWCC** Licence

- 1 Clubs which qualify for the UEFA Women's ~~Champions League~~ **club competitions** on sporting merit must obtain the ~~UWCL~~ **UWCC** Licence issued by the Football Association of Finland (FAF, i.e. the licensor) according to these regulations, except where Article 15 applies.
- 2 The ~~UWCL~~ **UWCC** Licence expires without prior notice at the end of the season for which it was issued.
- 3 The ~~UWCL~~ **UWCC** Licence cannot be transferred.
- 4 The ~~UWCL~~ **UWCC** Licence may be withdrawn by the licensor's decision-making bodies referred to in Article 6 if:
 - a) any of the conditions for the issuing of the ~~UWCL~~ **UWCC** Licence are no longer satisfied; or
 - b) the licensee violates any of its obligations under these regulations.
- 5 As soon as a ~~UWCL~~ **UWCC** Licence withdrawal is envisaged, FAF must inform the UEFA Administration accordingly.

Article 15 - Special permission to enter the UEFA Women's ~~Champions League~~ **Club Competitions**

- 1 If a club qualifies for the ~~a~~ UEFA Women's ~~Champions League~~ **club competition** on sporting merit but has not undergone any licensing process at all or has undergone a licensing process which is lesser/not equivalent to the one applicable to the ~~UEFA~~ **UWCC** Licence under these regulations, because it belongs to a division other than the top division, the FAF may – on behalf of such a club – request an extraordinary application of the UEFA club licensing system in accordance with Annex D.
- 2 Based on such an extraordinary application, UEFA may grant special permission to the club to enter the **corresponding** UEFA Women's ~~Champions League~~ **club competition** subject to the applicable **relevant UEFA club** competition regulations. Such an extraordinary application applies only to the specific club and for the season in question.

Chapter 3: Club Licensing Criteria

Article 16 - General

- 1 With the exception of those in paragraph **Article 16 (2)** below, the club licensing criteria defined in this chapter must be fulfilled by licence applicants in order for them to be granted the **UWCL- UWCC** Licence to enter the UEFA Women's Champions League **club competitions**.
- 2 Failure to fulfill criteria defined in Articles 19 (2), 22-29, 32, 34, **37, 39 40** and 42-46 **43 to 47** does not lead to the refusal of the **UWCL- UWCC** Licence but to a sanction defined by the licensor according to its catalogue of sanctions (see Article 7 and Annex B).

I. SPORTING CRITERIA

Article 17 - Youth development programme

- 1 The licence applicant must have a written youth development programme approved by the licensor.
- 2 The programme must cover at least the following areas:
 - a) Promotion of women's game
 - b) Youth development objectives and philosophy;
 - c) Youth sector organisation (organisational chart, bodies involved, relation to licence applicant, youth teams etc.);
 - d) Personnel (technical, medical, administrative etc.) and minimum qualifications required;
 - e) Infrastructure (training and match facilities, other);
 - f) Financial resources (budget, contribution from licence applicant, players or local community etc.);
 - g) Football education programme for various age groups (playing skills, technical, tactical and physical);
 - h) Education initiatives (Laws of the Game; anti-doping; integrity; anti-racism)
 - i) Medical support for youth players (including maintaining medical records);
 - j) Review and feedback process to evaluate the results and achievements against the objectives;
 - k) Duration of the programme (at least three years but maximum seven).
- 3 The licence applicant must further ensure that:
 - a) every youth player involved in its youth development programme can follow mandatory school education in accordance with Finnish law; and
 - b) no youth player involved in its youth development programme is prevented from continuing her non-football education.

Article 18 – Women's youth teams

- 1 The licence applicant must at least have the following women's youth teams within its legal entity, another legal entity included in the reporting perimeter or a club affiliated to its legal entity:
 - a) At least three women's youth teams within the age range of 12 to 18;
 - b) At least one women's youth under-12 team.
- 2 Each women's youth team, except of the under-12s, must take part in official competitions or programmes played at national, regional or local level and recognised by FAF.

Article 19 - Medical care of players

- 1 The licence applicant must establish and apply a policy to ensure that all players eligible to play for its first squad undergo a yearly medical examination in accordance with the relevant provisions of the *UEFA Medical Regulations*.
- 2 The licence applicant must establish and apply a policy to ensure that all youth players above the age of 12 undergo a yearly medical examination provided by the national education system.

Article 20 - Registration of players

All the licence applicant's players, including youth players above the age of 10, must be registered with FAF in accordance with the relevant provisions of the *FIFA Regulations on the Status and Transfer of Players*.

Article 21 - Written contract with professional players

- 1 Each of the licence applicant's professional players must have a written contract with the licence applicant in accordance with the relevant provisions of the *FIFA Regulations on the Status and Transfer of Players*.
- 2 The licence applicant must ensure that its professional players' contracts are in line with the relevant provisions of the *Agreement regarding the minimum requirements for standard players contracts in the professional football sector in the European Union and the rest of the UEFA territory*.

Article 22 – Loan of professional players

The licence applicant must respect the provisions of the *FIFA Regulations on the Status and Transfer of Players* with regard to loans of professional players.

Article 23 - Refereeing matters and Laws of the Game

The licence applicant must ensure that all members of the women's first squad (players, coaches and other technical staff) attend a session or an event on

refereeing organised by or in collaboration with FAF or with its collaboration during the 12 months prior to the licence season.

II. FOOTBALL—SOCIAL AND ENVIRONMENTAL SUSTAINABILITY RESPONSIBILITY CRITERIA

Article 24 – Football Social and environmental sustainability responsibility strategy

The licence applicant must establish and implement a football social responsibility strategy in line with the UEFA Football Sustainability Strategy 2030 and relevant UEFA guidelines, for at least the areas of equality and inclusion, anti-racism, child and youth protection and welfare, football for all abilities, and environmental protection.

Article 25 – Equality and inclusion

The licence applicant must establish and implement a policy to ensure equal rights and opportunities for all people following and contributing to football activities organised by the licence applicant.

Article 26 - Anti-racism

The licence applicant must establish and implement a policy to tackle racism and to guarantee that all the licence applicant's policies, programmes and practices are exercised without discrimination of any kind.

Article 27 - Child and youth protection and welfare

The licence applicant must establish and implement a policy to protect, safeguard and ensure the welfare of youth players and ensure they are in a safe environment when participating in activities organised by the licence applicant.

Article 28 – Football for all abilities

The licence applicant must establish and implement a policy to make following and contributing to football activities organised by the licence applicant accessible and enjoyable for everyone, irrespective of disability or disabling factors

Article 29 – Environmental protection

The licence applicant must establish and implement a policy to improve its environmental footprint and sustainability in relation to the organisation of events, infrastructure construction and management.

III. INFRASTRUCTURE CRITERIA

Article 30 - Stadium for UEFA Women's club competitions

- 1 The licence applicant must have a stadium available for UEFA Women's club competitions which must be within the territory of FAF and approved by FAF in accordance with the *UEFA Stadium Infrastructure Regulations*.
- 2 If the licence applicant is not the owner of a stadium, it must provide a written contract with the owner(s) of the stadium(s) it will use.
- 3 It must be guaranteed that the stadium(s) can be used for the licence applicant's UEFA home matches during the licence season.
- 4 The stadium(s) must fulfil the minimum requirements defined in the *UEFA Stadium Infrastructure Regulations* and be classified at least as a UEFA category 1 stadium.

Article 31 - Training facilities – Availability

- 1 The licence applicant must have training facilities available throughout the year.
- 2 If the licence applicant is not the owner of the training facilities, it must provide a written contract with the owner(s) of the training facilities.
- 3 It must be guaranteed that the training facilities can be used by all the license applicant's teams during the licence season, taking into account its youth development programme.

Article 32 - Training facilities – Minimum infrastructure

As a minimum, the infrastructure of training facilities must include outdoor or indoor facilities, dressing rooms with showers and a medical room (equipped with at least a defibrillator and a first aid kit).

IV. PERSONNEL AND ADMINISTRATIVE CRITERIA

Article 33 – Administrative officer

The licence applicant must have appointed an administrative officer who is responsible for running its operative matters.

Article 34 - Media officer

- 1 The licence applicant must have appointed a qualified media officer who is responsible for media matters.
- 2 The media officer must hold as a minimum one of the following qualifications:
 - a) Diploma in journalism;

- b) Media officer diploma issued by the licensor or an organisation recognised by the licensor;
- c) Recognition of competence issued by the licensor, based on practical experience of at least three years in such matters.

Article 35 - Medical doctor

- 1 The licence applicant must have appointed at least one doctor who is responsible for medical support of the women's first squad during matches and training as well as for doping prevention.
- 2 The medical doctor's qualification must be recognised by National Supervisory Authority for Welfare and Health (Valvira).
- 3 The medical doctor must be duly registered with FAF.

Article 36 - Physiotherapist

- 1 The licence applicant must have appointed at least one physiotherapist who is responsible for medical treatment and massages for the women's first squad during training and matches.
- 2 The physiotherapist's qualification must be recognised by National Supervisory Authority for Welfare and Health (Valvira)
- 3 The physiotherapist must be duly registered with FAF.

Article 37 – Social and environmental sustainability officer

The licence applicant must have appointed a social and environmental sustainability officer who is responsible for the implementation of social and environmental sustainability policies and measures in accordance with the UEFA Football Sustainability Strategy 2030 and relevant UEFA guidelines.

Article 38 - Head coach of women's first squad

- 1 The licence applicant must have appointed a qualified head coach of the women's first squad who is confirmed as the head coach by FAF and who is responsible for the following matters of the women's first squad:
 - a) Players' selection;
 - b) Tactics and training;
 - c) Management of the players and technical staff in the dressing room and the technical area before, during and after matches; and
 - d) Duties regarding media matters (press conferences, interviews, etc.).
- 2 The head coach must hold one of the following minimum coaching qualifications:
 - a) Valid UEFA A coaching licence issued by a UEFA member association;

- b) Valid UEFA recognition of competence equivalent to the licence required under a) above.

Article 39 - Assistant coach of the women's first squad

- 1 The licence applicant must have appointed a qualified coach who assists the head coach in all football matters of the women's first squad.
- 2 The assistant coach of the women's first squad must hold one of the following minimum coaching qualifications:
 - a) Valid UEFA B coaching licence issued by a UEFA member association;
 - b) Valid UEFA recognition of competence equivalent to the licence required under a) above.

Article 40 – Goalkeeper coach of the women's first squad

- 1 The licence applicant must have appointed a qualified goalkeeper coach who assists the head coach of the women's first squad on goalkeeping matters of the women's first squad.
- 2 The goalkeeper coach of the first squad must hold one of the following minimum coaching qualifications:
 - a) Valid UEFA Goalkeeper B coaching diploma;
 - b) Valid UEFA recognition of competence equivalent to the licence required under a) above.

Article 41 - Youth women's teams' coaches

- 1 The licence applicant must have appointed at least two qualified coaches who are responsible for all football matters related to the youth team(s) as defined in Article 18.
- 2 At least one of the women's youth team head coaches must hold one of the following minimum coaching qualifications issued by a UEFA member association:
 - a) Valid UEFA Elite Youth coaching license
 - b) Valid UEFA B coaching diploma;
 - c) Valid UEFA recognition of competence equivalent to the licence required under a) and b) above;

Article 42 - Common provisions applicable to UEFA coaching qualifications

- 1 A holder of the required UEFA coaching licence within the meaning of Articles 37 38 to 40 41 is considered a coach who, in accordance with the UEFA implementation provisions of the *UEFA Coaching Convention*, has:
 - a) been issued a UEFA coaching licence by a UEFA member association; or

- b) at least started the required UEFA coaching diploma course. Registration for the required diploma course is not sufficient to meet this criterion.
- 2 All qualified coaches must be duly registered with the FAF.

Article 43 – Written contracts

- 1 All administrative, technical, medical and security staff or service providers performing any of the functions referred to in Article 33 to Article 40 must have written contracts with the licence applicant (or another entity within the legal group structure of the licence applicant) in accordance with the national legal framework.
- 2 The licence applicant must ensure that each coach's contract is in line with the relevant provisions of the *FIFA Regulations on the Status and Transfer of Players*.

Article 44 – Service providers

- 1 If a given function is entrusted to a service provider in accordance with the national legal framework, the licence applicant must sign a written contract with the service provider. It must contain the following information as a minimum:
 - a) Defined tasks and responsibilities;
 - b) Information on the person(s) responsible for the function, including their relevant qualifications.

Article 45 – Occupation of functions

- 1 The mandatory functions defined in Article 33 to Article 40 represent the minimum organisational structure required of the licence applicant.
- 2 One person could occupy more than one function, provided the person has sufficient time, adequate competencies and the necessary qualifications for each function, and no conflict of interest.

Article 46 – Organisational structure

- 1 The licence applicant must provide the licensor with an organisational chart clearly identifying the relevant personnel and their hierarchical and functional responsibilities in its organisational structure.
- 2 As a minimum, the organisational chart should provide information on the key personnel defined in Article 33 to Article 36.

Article 47 - Duty of replacement during the season

- 1 If a function defined in Articles 33 to 40 41 becomes vacant during the licence season, the licensee must ensure that, within a period of a maximum of 60 days, the function is taken over by someone who holds the required qualification.

- 2 In the event that a function becomes vacant due to illness or accident, the licensor may grant an extension to the 60-day period only if reasonably satisfied that the person concerned is still medically unfit to resume their duties.
- 3 The licensee must promptly notify FAF of any such replacement.

V. LEGAL CRITERIA

Article 48 - Declaration in respect of participation in UEFA club competitions

- 1 The licence applicant must submit a legally valid declaration confirming the following:
 - a) It recognises as legally binding the statutes, regulations, directives and decisions of FIFA, UEFA, FAF and the Women's Football League as well as the jurisdiction of the Court of Arbitration for Sport (CAS) in Lausanne as provided in the relevant articles of the *UEFA Statutes*;
 - b) At national level it will play in competitions recognised and endorsed by FAF;
 - c) At international level it will participate in competitions recognised by UEFA (to avoid any doubt, this provision does not relate to friendly matches);
 - d) It will promptly inform the licensor about any significant change, event or condition of major economic importance;
 - e) It will abide by and observe the FAF Club Licensing Regulations for Participation in the UEFA Women's ~~Champions League~~ **Club Competitions**;
 - f) It will abide by and observe the *UEFA Club Licensing Regulations for the Women's ~~Champions League~~ Club Competitions*;
 - g) Its reporting perimeter is defined in accordance with Article 53 **54**;
 - h) All revenues and costs related to each of the football activities listed in Article 53 **54** (3) have been included in the reporting perimeter.
 - i) It will be accountable for any consequences of an entity included in the reporting perimeter not abiding by and observing items e) and f) above;
 - j) All relevant information related to any change of its legal form, legal group structure (including ownership) or identity from the three seasons preceding the start of the licence season have been reported to the licensor and UEFA.
 - k) All submitted documents are complete and correct;
 - l) It authorises the FAF licensing administration and decision-making bodies, the UEFA Administration, the Club Financial Control Panel and the UEFA Organs for the Administration of Justice to examine any relevant document and seek information from any relevant public authority or private body in accordance with Finnish law;
 - m) It acknowledges that UEFA reserves the right to execute compliance audits in accordance with Article 64 **63**.

- 2 The declaration must be executed by an authorised signatory of the licence applicant no more than three months prior to the deadline for its submission to the licensor.

Article 49 - Minimum legal information

- 1 The licence applicant must submit at least the following minimum legal information about the licence applicant and if different, the registered member:
 - a) Complete legal name;
 - b) Legal form;
 - c) Copy of current, valid statutes (e.g. company act);
 - d) Extract from a public register (e.g. trade register);
 - e) List of authorised signatories;
 - f) Type of signature required (e.g. individual, collective).
- 2 The licence applicant must also provide the following contact information:
 - a) Address of its official headquarters;
 - b) Official contact details (such as phone number and email addresses);
 - c) Address of its official public website;
 - d) Name and direct contact details of its main official contact person for club licensing matters.

Article 50 - Licence applicant's identity, history and legacy

- 1 All elements that constitute the visual identity of a football club in connection and combination with the official name and/or the name of the team in competitions, such as the official crest, logos, other trademarks and official club colours, must be either owned by and be in the sole control of the licence applicant or the registered member (if different to the licence applicant) as defined in Paragraph 12 (1), or,;
- 2 the license applicant has been granted in a contract with a registered member the right to use without limitations all elements that constitute the visual identity of a football club in connection and combination with the official name and/or the name of the team in competitions, such as the official crest, logos, other trademarks and official club colours.
- 3 The licence applicant's identity must be registered with the licensor together with its history and legacy, including its sporting achievements.
- 4 The licensor must verify that the conditions in Paragraph 60 (2) are met.

Article 51 - Written contract with a football company

- 1 If the licence applicant is a football company as defined in Article 12 (1b), it must provide a written contract of assignment with a registered member association of the FAF.

- 2 This contract must stipulate the following, as a minimum:
 - a) The football company must comply with the applicable statutes, regulations, directives and decisions of FIFA, UEFA, FAF and the Women's Football League.
 - b) The football company must not further assign its right to participate in a competition at national or international level.
 - c) The football company's right to participate in such a competition ceases to apply if the assigning club's membership of the Football Association of Finland ceases.
 - d) If the football company is put into bankruptcy or enters liquidation, this is deemed to be an interruption of membership or contractual relationship within the meaning of Article 12. For the sake of clarity, the UWCL Licence already granted to the football company cannot be transferred from the football company to the association being the FAF registered member;
 - e) FAF must be reserved the right to approve the name under which the football company participates in FAF club competitions.
 - f) The football company must, at the request of the competent national arbitration tribunal or the Court of Arbitration of Sports (CAS), provide views, information, and documents on matters regarding the football company's participation in the national (FAF) or international (UEFA) club competitions.
- 3 The contract of assignment and any amendment to it must be approved by FAF.

Article 52 - Legal group structure

- 1 The licence applicant must provide the FAF with a document that presents its legal group structure at the annual accounting reference date prior to the deadline for the submission of its licence application to the FAF.
- 2 This document must clearly identify and include information on:
 - a) the licence applicant and, if different, the registered member;
 - b) any subsidiary of the licence applicant and, if different, the registered member;
 - c) any associate entity of the licence applicant and, if different, the registered member;
 - d) any party that has 10% or greater direct or indirect ownership of the licence applicant, or 10% or greater voting rights;
 - e) any direct or indirect controlling entity of the licence applicant;
 - f) any other football club, in respect of which any of the parties identified in (a) to (e) or any of their key management personnel have any ownership interest or voting rights or membership or any other involvement or influence whatsoever in its management, administration or sporting performance; and
 - g) the key management personnel of the licence applicant and if different, the registered member.
- 3 The reporting perimeter as defined in Article 53 54 must also be clearly identified in the document.

- 4 The following information must be provided in relation to each of the parties included in the legal group structure:
 - a) Name and if applicable, the legal form;
 - b) Main activity; and
 - c) Percentage of ownership interest (and, if different, percentage of voting rights).
For any subsidiary of the licence applicant and, if different, the registered member, the following information must also be provided:
 - d) Share capital;
 - e) Total assets;
 - f) Total revenues; and
 - g) Total equity.
- 5 The licensor must be informed of any changes there may have been to the legal group structure during the period between the annual accounting reference date and the submission of this information to the licensor.
- 6 If deemed relevant the FAF may request the licence applicant/licensee to provide other information in addition to that listed above.
- 7 The licence applicant must confirm that the information about the legal group structure is complete, accurate and in compliance with these regulations. This must be evidenced by way of a brief statement and signature by the executive body/authorised signatories of the licence applicant.

Article 53 - Ultimate controlling party, ultimate beneficiary and party with significant influence

- 1 The licence applicant must provide the FAF with a document, which contains information on:
 - a) the ultimate controlling party of the licence applicant;
 - b) the ultimate beneficiary of the licence applicant, i.e. a natural person on whose behalf an entity or arrangement is owned or controlled or a transaction is conducted; and
 - c) any party with a significant or decisive influence over the licence applicant.
- 2 The following information must be provided in relation to each of the parties identified in Paragraph 53 (1) above as at the date of submission of this information to the licensor:
 - a) Name and, if applicable, legal form;
 - b) Main activity;
 - c) Percentage of ownership interest and, if different, percentage of voting rights in respect of the licence applicant;
 - d) If applicable, key management personnel; and
 - e) Any other football club in respect of which the party, or any of its key management personnel, has any ownership interest, voting rights or membership or any other involvement or influence whatsoever.
- 3 The licence applicant must confirm whether any change has occurred in relation to the information indicated in the paragraphs 1 and 2 above during the period

covered by the annual financial statements up to the submission of the information to the licensor.

- 4 If a change has occurred as indicated in paragraph 3 above, it must be described in detail by the licence applicant in the information to the licensor. As a minimum the following information must be provided:
 - a) The date on which the change occurred;
 - b) A description of the purpose of and reasons for the change;
 - c) Implications for the licence applicant's financial, operating and sporting policies; and
 - d) A description of any impact on the licence applicant's equity or debt situation.
- 5 If deemed relevant the licensor may request the licence applicant to provide additional information other than that listed above.
- 6 The licence applicant must confirm that the declaration on the ultimate controlling party, ultimate beneficiary and party with a significant or decisive influence is complete, accurate and in compliance with these regulations. This must be evidenced by way of a brief statement and signature by the executive body/authorised signatories of both the licence applicant and the licence applicant's ultimate controlling party.

Article 54 – Written representation prior to the licensing decision

- 1 The licence applicant must submit written representation to the licensor within the seven days prior to the start of the Licence Committee's decision-making process, as defined by the licensor in accordance with Article 8 and Annex C.
- 2 The licence applicant must confirm:
 - a) that all documents submitted to the licensor are complete, accurate and in compliance with these regulations;
 - b) whether or not any significant change or similar event has occurred in relation to its licensing application or any of the club licensing criteria;
 - c) whether or not any event or condition of major economic importance has occurred that may have an adverse impact on the licence applicant's financial position since the balance sheet date of the preceding audited annual financial statements and reviewed interim financial statements (if so, the management representations letter must include a description of the nature of the event or condition and an estimate of its financial effect, or a statement that such an estimate cannot be made);
 - d) whether or not the licence applicant and, if different, the registered member or any parent company of the licence applicant included in the reporting perimeter is seeking or has received protection from its creditors pursuant to laws or regulations within the 12 months preceding the licence season.
- 3 Approval by the licence applicant's management must be evidenced by way of a signature on behalf of the executive body of the licence applicant.

VI. FINANCIAL CRITERIA

Article 55 - Reporting entity/entities and reporting perimeter

- 1 The licence applicant determines and provides to the licensor the reporting perimeter, i.e. the entity or combination of entities in respect of which financial information (e.g. single entity, consolidated or combined financial statements) has to be provided.
- 2 The reporting perimeter must include:
 - a) the licence applicant and, if different, the registered member;
 - b) any subsidiary of the licence applicant and, if different, the registered member;
 - c) any entity irrespective whether it is included in the legal group structure which generates revenues and/or performs services and/or incurs costs in respect of the women's football activities defined in Paragraph 55 (3a) and 55 (3b) below;
 - d) any other entity, included in the legal group structure, which generates revenues and/or performs services and/or incurs costs in respect of women's football activities as defined in Paragraph 55 (3c) to j) below.
- 3 Women's football activities include:
 - a) employing/recruiting employees (as defined in Article 56 57) including payment of all forms of consideration to employees arising from contractual or legal obligations;
 - b) acquiring/selling players' registrations (including loans);
 - c) ticketing;
 - d) sponsorship and advertising;
 - e) broadcasting;
 - f) merchandising and hospitality;
 - g) club operations (e.g. administration, matchday activities, travel, scouting, etc.);
 - h) use and management of stadium and training facilities
 - i) youth development
 - j) financing (including equity that results in obligations on the licence applicant, or debt directly or indirectly secured or pledged against the licence applicant's assets or revenues;
- 4 An entity may be excluded from the reporting perimeter only if
 - a) the football activities it performs are already entirely reflected in the financial statements of one of the entities included in the reporting perimeter and;
 - b) its activities are entirely unrelated to the football activities defined in Paragraph 55 (3) above or the locations, assets or brand of the football club; or
 - c) it is immaterial compared with all the entities that form the reporting perimeter and it does not perform any of the football activities defined in Paragraph 55 (3a) and (3b) above; or
- 5 The licence applicant must submit a declaration by an authorised signatory which confirms:

- a) that all revenues and costs related to each of the football activities indicated in Paragraph 55 (3) have been included in the reporting perimeter providing a detailed explanation if this not the case; and
- b) whether any entity included in the legal group structure has been excluded from the reporting perimeter, justifying any such exclusion with reference to Paragraph 55 (4).

Article 56 - Annual financial statements

- 1 The licence applicant must prepare and submit, by the date communicated by the licensor, annual financial statements for the reporting period ending in the year preceding the deadline for submission of the application to the licensor and preceding the deadline for submission of the list of licensing decisions to UEFA (i.e. 31 May in principle).
- 2 Annual financial statements, including comparative amounts for the prior period, must be prepared in accordance with International Financial Reporting Standards or national accounting standards (as applicable) and must include
 - a) a balance sheet as at the end of the reporting period;
 - b) a profit and loss account/income statement for the reporting period;
 - c) a cash flow statement for the reporting period;
 - d) a statement of changes in equity over the reporting period;
 - e) notes, comprising a summary of significant accounting policies and other explanatory notes; and
 - f) a financial review by management.
- 3 The annual financial statements must be audited by an independent auditor in accordance with national legal framework:
- 4 If the annual financial statements do not meet the minimum disclosure requirements set out in Annex F, then the licence applicant must also submit to the licensor:
 - a) supplementary information to meet the minimum disclosure requirements set out in Annex F; and
 - b) an assessment report provided by the same auditor that signs the annual financial statements by way of agreed-upon procedures prescribed by the licensor to confirm the completeness and accuracy of the supplementary information.
- 5 When the women's football teams and activities are part of the same legal entity/reporting perimeter as men's football teams and activities, the licence applicant must identify the revenues and expenses linked to women's football activities and prepare a profit and loss account in accordance with the requirements of Annex F.

Article 57 - No overdue payables to football clubs

- 1 The licence applicant must prove that as at the 31 March preceding the licence season it has no overdue payables (as defined in Annex G) to other football clubs as a result of obligations arising from transfers of female players due to be paid by the 28 February preceding the licence season.
- 2 Payables are those amounts due to football clubs as a result of:
 - a) transfers of professional female players (as defined in the *FIFA Regulations on the Status and Transfer of Players*), including any amount payable upon fulfilment of certain conditions;
 - b) female players registered for the first time as professionals, including any amount payable upon fulfilment of certain conditions;
 - c) training compensation and solidarity contributions in relation to female players as defined in the *FIFA Regulations on the Status and Transfer of Players*;
 - d) any joint and several liability decided by a competent authority for the termination of a contract by a female player.
- 3 The licence applicant must prepare and submit to the licensor a transfer table. A transfers table must be prepared even if there have been no transfers/loans during the relevant period.
- 4 The licence applicant must disclose:
 - a) all new female player registrations (including loans) as a result of transfer agreements concluded in the 12-month period up to 28 February, irrespective of whether there is an amount outstanding as at 28 February;
 - b) all transfers of female players for which a payable is outstanding as at 28 February (whether they relate to the release or registrations of players and irrespective of when the transfers were undertaken); and
 - c) all transfers of female players subject to any amounts disputed as at 28 February (as defined in Annex G).
- 5 The transfer table must contain the following information as a minimum (in respect of each female player transfer):
 - a) Player's name and date of birth;
 - b) Date of the transfer agreement;
 - c) Name of the football club that is the creditor;
 - d) Transfer (or loan) fee paid or payable (including training compensation and solidarity contribution) even if payment has not been requested by the creditor;
 - e) Other direct costs of the player's registration paid or payable;
 - f) Any other compensation paid or payable in the scope of a transfer agreement;
 - g) Amounts settled (as defined in Annex G) before 28 February and payment date(s);
 - h) Balance payable as at 28 February, including the due date(s) for each unpaid element;
 - i) Amounts overdue as at 28 February, including the due date(s) for each unpaid element and, if applicable, amounts settled between 28 February and 31

March together with the settlement dates as well as any remaining overdue payable as at 31 March (rolled forward from 28 February), together with explanatory comment;

- j) Amounts deferred as at 28 February (as defined in Annex G), including the original and new due date(s) for each deferred element, and the date when a written agreement between the parties was concluded;
 - k) Amounts disputed as at 28 February (as defined in Annex G), including the case references and a brief description of the positions of all involved parties; and
 - l) Conditional amounts (contingent liabilities) not yet recognised in the balance sheet as at 28 February.
- 6 The licence applicant must reconcile its liabilities as per the transfer table to its underlying accounting records.
 - 7 The licence applicant must confirm that the transfers table is complete, accurate and in compliance with these regulations. This must be evidenced by way of a brief statement and signature on behalf of the executive body/authorised signatories of the licence applicant.

Article 58 - No overdue payables in respect of employees

- 1 The licence applicant must prove that as at the 31 March preceding the licence season it has no overdue payables (as defined in Annex G) in respect of its employees as a result of contractual or legal obligations due to be paid by the 28 February preceding the licence season.
- 2 Payables are all forms of consideration due in respect of employees as a result of contractual or legal obligations, including wages, salaries, image rights payments, bonuses and other benefits.
- 3 The term "employees" includes the following persons:
 - a) All professional female players according to the applicable *FIFA Regulations on the Status and Transfer of Players*;
 - b) All administrative, technical, medical and security staff performing any of the functions referred to in Articles 33 to 40 41.
 - c) Service providers performing any of the functions referred to in Articles 33 to 40 41.
- 4 If any of the "employees" is employed by, contracted to, a consultant of or otherwise provides services to an entity within the legal group structure or the reporting perimeter other than the licence applicant, these payables must be also included in the scope of paragraph 58 (1) above.
- 5 Amounts payable to persons who, for various reasons, are no longer employed or engaged by the licence applicant or an entity within the legal group structure of the licence applicant fall within the scope of this criterion and must be settled within the period stipulated in the contract or defined by law, regardless of how such payables are accounted for in the financial statements.

- 6 The licence applicant must prepare and submit to the licensor an employees table showing the following total balances in respect of the employees as at the 28 February preceding the licence season.
 - a) Total balance payable;
 - b) Total amount overdue as well as any remaining overdue amount as at 31 March (rolled forward from 28 February);
 - c) Total amount deferred (as defined in Annex G); and
 - d) Total amount disputed (as defined in Annex G).
- 7 The following information must be given, as a minimum, in respect of each overdue, deferred or disputed amount as at 28 February, together with an explanatory comment:
 - a) Name and position/function of the employee (irrespective of whether the person was employed or engaged during the year up to 28 February);
 - b) Start date and end date (if applicable);
 - c) Amounts overdue, including the due date(s) for each unpaid element and, if applicable, amounts settled between 28 February and 31 March together with the settlement dates as well as any remaining overdue payable as at 31 March (rolled forward from 28 February);
 - d) Amounts deferred, including the original and new due date(s) for each deferred element, and the date when a written agreement between the parties was concluded; and
 - e) Amounts disputed, including the case references and a brief description of the positions of all involved parties.
- 8 The licence applicant must reconcile its liabilities as per the employees table to its underlying accounting records.
- 9 The licence applicant must confirm that the employees table is complete, accurate and in compliance with these regulations. This must be evidenced by way of a brief statement and signature by the executive body/authorised signatories of the licence applicant.

Article 59 - No overdue payables to social/tax authorities

- 1 The licence applicant must prove that as at the 31 March preceding the licence season it has no overdue payables (as defined in Annex G) to social/tax authorities as a result of contractual or legal obligations in respect of all employed individuals due to be paid by the 28 February preceding the licence season.
- 2 Payables are those amounts due to social/tax authorities as a result of contractual or legal obligations in respect of all employed individuals. Payables include, but are not limited to, personal income tax, pension fund payments, social security and similar payments.
- 3 The licence applicant must submit to the licensor a social/tax table as at the 28 February preceding the licence season showing:

- a) total balance payable to the social/tax authorities;
 - b) total amount overdue as well as any remaining overdue amount as at 31 March (rolled forward from 28 February);
 - c) total amount deferred (as defined in Annex G);
 - d) total amount disputed (as defined in Annex G); and
 - e) total amount subject to a pending decision by the competent authority (as defined in Annex G).
- 4 The following information must be given, as a minimum, in respect of each overdue, deferred, disputed or pending amount as at 28 February, together with explanatory comment:
 - a) Name of the creditor;
 - b) Amounts overdue, including the due date(s) for each unpaid element and, if applicable, amounts settled between 28 February and 31 March together with the settlement dates as well as any remaining overdue payable as at 31 March (rolled forward from 28 February);
 - c) Amounts deferred, including the original and new due date(s) for each deferred element, and the date when a written agreement between the parties was concluded;
 - d) Amounts subject to a pending decision by the competent authority and a brief description of the licence applicant's request; and
 - e) Amounts disputed, including the case references and a brief description of the positions of all involved parties.
 - 5 The licence applicant must reconcile its liabilities as per the social/tax table to its underlying accounting records.
 - 6 The licence applicant must confirm that the social/tax table is complete, accurate and in compliance with these regulations. This must be evidenced by way of a brief statement and signature by the executive body/authorised signatories of the licence applicant.

Article 60 - No overdue payables in respect of UEFA and the licensor

- 1 The licence applicant must prove that as at the 31 March preceding the licence season, it has no overdue payables (as defined in Annex G in respect of UEFA, additional entities designated by UEFA or the licensor as a result of obligations due to be paid by the 28 February preceding the licence season).
- 2 Payables in respect of UEFA include, but are not limited to, financial contributions imposed by the CFCB.
- 3 By the deadline and in the form communicated by the licensor, the licence applicant must prepare and submit a declaration confirming total payables to UEFA, additional entities designated by UEFA and the licensor and the absence or existence of overdue payables.

Part III. Final provisions

Article 61 - Authoritative text and language of correspondence

- 1 If there is any discrepancy in the interpretation of the English, Swedish and Finnish versions of these regulations, the English version prevails.
- 2 All correspondence between UEFA and FAF and/or the licensees must be in one of the three UEFA official languages (English, French and German) and UEFA may ask FAF and/or the licensees for a certified translation of documents at their expense.

Article 62 - Annexes

All Annexes to the present regulations form an integral part thereof.

Article 63 - Compliance audits

- 1 The CFCB and the UEFA administration and/or its nominated mandated bodies/agencies agency, assessor or other body reserve the right to, at any time, conduct compliance audits of the licensor and of the licence applicants/licensees.
- 2 Compliance audits aim to ensure that the licensor and the licence applicants/licensees, have fulfilled their obligations as defined in these regulations and that the UEFA Licences were correctly awarded at the time of the licensor's final decision.
- 3 For the purpose of compliance audits, in the event of any discrepancy in the interpretation of these regulations between their English, Swedish and Finnish versions, their English version is authoritative.

Article 64 - Implementing provisions and licensing documentation

The licensing administration will adopt, in the form of directives, circular letters and any other relevant documents, the detailed provisions and licensing documentation necessary for implementing these regulations.

Article 65 - Adoption, abrogation, amendments and entry into force

- 1 These regulations were adopted by the FAF Executive Committee at its meeting held on 7.10.2024.
- 2 These regulations replace the regulations from 2.10.2023.
- 3 These regulations cannot be amended during the licensing process, unless duly approved by UEFA.

- 4 These regulations come into force immediately after their adoption by the FAF Executive Committee, with the exceptional and transitional provisions described in Article 64 **66**.

Article 66 - Exceptional and transitional provisions in respect of the club licensing requirements

- 1 By exception to ~~Article 12, Paragraph 12 (2) and Paragraph 12 (4) enter into force on 1 January 2025.~~ **for the licence season 2025/26 the membership and/or contractual relationship (if any) must have lasted for at least one season. Furthermore, the licence applicant must have participated in the official competitions for at least one season (one-year rule).**

ANNEX A: Licensing administration and decision-making bodies

- 1 The FAF licensing system for participation in the UEFA Women's Champions League is administered by the licensing administration and the two decision-making bodies. The two decision-making bodies are the Licence Committee (acting as first-instance body) and the Arbitration Tribunal (acting as second instance/appeals body).
- 2 The members of the Licence Committee are nominated by the FAF Executive Committee for one year term at a time. It's not restricted to renominate them for another term. The Licence Committee selects the chairman and vice-chairman from among their members. The nomination of chairman, vice-chairman and members of the Arbitration Tribunal is based on its own statutes. The two decision-making bodies must be independent from each other.
- 3 The licensing administration shall consist of 4-6 persons from the office staff of FAF, appointed by FAF General Secretary. There has to be the expert nominated for every group of licensing criteria. Experts have to be specialized to their function through education or at least 3 years of experience.

The licensing administration assists and guides the licence applicants/licensees in the implementation of these regulations, checks compliance with these regulations, requests all necessary documents and information in the licensing process from the licence applicants/licensees, sets the deadlines for submitting documents and information and prepares and presents the relevant matters to the Licence Committee and the Arbitration Tribunal.

The expert for financial criteria must have financial background and a diploma in accountancy/auditing recognised by the Central Chambers of Commerce or must have at least 3 years of experience in accounting/auditing matters (a "recognition of competence").

- 4 The licensing administration is headed by the Licensing Manager appointed by the FAF General Secretary. The Licensing Manager cannot belong simultaneously to the decision-making bodies. The individuals appointed to the licensing administration must be completely unbiased and under oath of secrecy. They must confirm this by signing the Confidentiality and Independence form. Members of the licensing administration cannot belong simultaneously to the FAF Executive Committee or Central Council and cannot act as representatives at the FAF Congress.

5 The Licence Committee decides upon the granting or refusal of the UWCL Licence on the basis of the documents provided by the submission deadline(s) set by FAF. The Licence Committee also decides on the withdrawal of a previously granted UWCL Licence.

6 The Arbitration Tribunal acts as the appeals body for decisions made by the Licence Committee. The Arbitration Tribunal decides on appeals submitted in writing and makes a decision on whether the UWCL Licence shall be granted, refused or withdrawn. Evidences which have not been provided for the Licence Committee, will not be taken into account in the Arbitration Tribunal.

The Arbitration Tribunal makes its decision based on the decision of the Licence Committee and all the admissible evidence provided by the appellant with its written request for appeal and by the set deadline.

7 The members of the Licence Committee and Arbitration Tribunal must act independently and impartially in the discharge of their duties.

8 The Licence Committee is composed of 6-8 persons, including the chairperson and vice-chairperson. The composition of the Arbitration Tribunal is based on its own statutes.

9 The Licence Committee must include at least one qualified lawyer and one chartered auditor (KHT or HT) holding a qualification recognised by the Central Chambers of Commerce.

10 The members of both decision-making bodies must not act simultaneously as Licensing Manager and must not belong simultaneously to a judicial statutory body of FAF and must not belong simultaneously to the personnel of FAF or Football League or an affiliated club.

The members of the Licence Committee must not be simultaneously members of the FAF Executive Committee, Disciplinary Committee, Appeal Committee or Protest Committee, **the Executive Committee of the Women's Football League** or the Executive Committee of the Football League.

The members of the Arbitration Tribunal must not be simultaneously members of the FAF Executive Committee, Club Parliament, Disciplinary Committee, Appeal Committee or Protest Committee or of any other statutory decision-making body, organ or committee of FAF.

The members of the Arbitration Tribunal must not be simultaneously members or alternates of **the Executive Committee of the Women's Football League**, the Executive Committee of the Football League or of any other statutory

decision-making body, organ or committee of **the Women's Football League** or the Football League.

Administrative staff members of FAF, **the Women's Football League** and the Football League cannot be simultaneously members of the Arbitration Tribunal.

11 When their chairperson is not present, the meeting must be presided by the vice-chairperson.

12 The Licence Committee validly deliberates when minimum half of its members is present, of whom at least one member must be the chairperson or the vice-chairperson. In other words, its quorum is minimum half of members, of whom at least one member must be the chairperson or the ~~vice-~~ vice-chairperson.

In case of a tie, their chairperson (or, in his absence, the vice- chairperson) has the casting vote.

The quorum of the Arbitration Tribunal is based on its own statutes.

13 The members of both decision-making bodies must be completely unbiased and under oath of secrecy. They must confirm this by signing the Confidentiality and Independence form. The members of both decision-making bodies must abstain from discussing and voting if there is any doubt as to their independence from the licence applicant, or if there is a conflict of interest (e.g. when a UWCL Licence application from an applicant, which they are, or have been, actively involved with, is being reviewed), or if their neutrality is for any other reason in question. The independence of a member may not be guaranteed if he or any member of his family (spouse, children, parents or siblings) is a member, shareholder, business partner, sponsor or consultant of the licence applicant. The foregoing list is not exhaustive.

14 The Licence Committee serves for the period of 01 November to 31 October of the following year. The term of office of members of the Arbitration Tribunal is based on its own statutes.

15 Should a member or an alternate resign or be prevented from serving as member of the Licence Committee, a new member will have to be appointed by the FAF Executive Committee.

16 Appeals may only be lodged by:

- a licence applicant, who has received a negative licensing decision from the Licence Committee; or

- a licensee, whose UWCL Licence has been withdrawn by the Licence Committee; or
- the Licensing Manager, acting on behalf of the licensor.

ANNEX B: Catalogue of Sanctions and Disciplinary Process

Catalogue of Sanctions for the non-respect of the club licensing criteria referred to in Article 16 (2).

- 1 The Licence Committee (and, on appeal, the Arbitration Tribunal) will fix the sanctions, which can be a unique or a combination of the following sanctions, against the licence applicants/licensees that are in breach of the club licensing criteria referred to in Article 16 (2):
 - caution;
 - obligation to submit evidence or fulfil certain conditions by a certain deadline;
 - obligation to submit guarantees;
 - fine; and
 - deduction of points

These sanctions can be imposed before as well as during and after the season.

Disciplinary Process in respect of all violations of these regulations other than those of the club licensing criteria referred to in Article 16 (2)

- 2 All violations of these regulations (e.g. submission of false or misleading information, etc.) committed by the licence applicant/licensee, with the exception of those of the club licensing criteria referred to in Article 16 (2) will be referred to the FAF Disciplinary Committee (and, on appeal, to the FAF Appeal Committee), which may impose sanctions in accordance with the FAF disciplinary regulations.
- 3 Sanctions may be directed against the licence applicant/licensee.
- 4 The FAF disciplinary regulations apply.

Admission to the UEFA Women's ~~Champions League~~ **Club Competitions**

- 5 The licence applicant/licensee must fulfil all the requirements according to the **corresponding** UEFA Women's ~~Champions League~~ **Club Competition** regulations in order to be admitted to the UEFA Women's ~~Champions League~~ **Club Competitions**.

- 6 The admission process falls under the sole jurisdiction of UEFA.
- 7 UEFA takes the final decision regarding the admission of a club to participate in the UEFA Women's Champions League **Club Competitions**.
- 8 Such decisions are subject to all the statutes-based jurisdiction of UEFA, including the Court of Arbitration for Sport (CAS).

ANNEX C: The Core Process

The licensing process applies to the verification of the club licensing criteria and the control of the proper and correct issuance of the ~~UWCL~~ **UWCC** Licence.

- 1 The licensing administration, the decision-making bodies and the licence applicants/licensees must observe the following principles during the licensing process:
 - a) Licence applicants/licensees must be given the right to be orally heard. Hearings are not public.
 - b) Licence applicants/licensees have right to be legally represented before both decision-making bodies.
 - c) Licence applicants/licensees are entitled to submit their written material in an official domestic language.
 - d) When counting the deadlines, the principles regulated in the *Finnish law regarding the counting of deadlines*, are followed (25.4.1930/150).
 - e) A request for further information, a decision or other notice given related to the licensing process sent by email or fax are valid.
 - f) The licencing administration and the decision-making bodies must treat all licence applicants/licensees equally.
 - g) Decisions on granting or refusing the ~~UWCL~~ **UWCC** Licence must always be issued in writing and a refusal of the ~~UWCL~~ **UWCC** Licence must include the written reasoning for the refusal. Decision-making process is not public. Decisions can be published.
 - h) No fees are charged to the licence applicants/licensees for the licensing process.
 - i) For especially weighing reasons, the Licence Committee can grant exceptions to the deadlines defined in these regulations: a written, well-argued request for extension of the deadline must be submitted to the Licensing Manager prior to the deadline, and the Licence Committee will decide in its meeting whether or not the evidence can be taken into account.
 - j) The Arbitration Tribunal can make decisions based exclusively on evidence that has been available in the time of the decision-making by

the Licence Committee. If an appeal is made based on a procedural error by the Licence Committee, the case cannot be remitted to the Licence Committee. If there are reasons to assume that the said procedural error has had an effect on the case and the end result, the Arbitration Tribunal shall investigate and clarify the matter. However, the decision of the Arbitration Tribunal must include a statement regarding the claimed procedural error.

- k) Both decision-making bodies can shorten the applicable deadlines with licence applicant's/licensee's consent if there are good reasons to do so.
 - l) An appeal against a decision made by the Licence Committee does not postpone the validity of the first-instance decision unless the Licence Committee decides otherwise.
- 2 The FAF must communicate the timetables and key deadlines of the UWCL license core process to the license applicants by 15th February preceding the license season. The UWCL UWCC Licence issued by FAF must be applied for in writing by no later than 60 days before the deadline communicated by UEFA for submitting the licensing decisions (by 31st March in principle) preceding the licence season by using the Licence Application form prepared by FAF. The Licence Application form must be signed by an authorised signatory/signatories of the licence applicant and its related company, if the competition activities have been transferred to an incorporated company.
- The licensing process starts each year no later than on 28th February with the submission of the licensing documentation to the licence applicants by the licensing administration and ends on submission of each licensing decisions to UEFA by the deadline communicated by the latter (in principle on 31 May).
- 3 The application shall consist of the licensing documentation proving the fulfilment of the licensing requirements that are mentioned in these regulations. The licence applicant has the burden of proof.
 - 4 The experts review the licence applicants' documents and make experts' reports that will be submitted to the Licence Committee.
 - 5 The Licence Committee may request additional information from the Licensing Manager, the experts or the licence applicant during the licensing process.
 - 6 Within seven days prior to the Committee's meeting, in which the licensing decision is to be made, the licence applicant must make written representations to the licensor as required by Article 52 54.

- 7 The Licence Committee decides upon the granting or refusal of the UWCL UWCC Licence no later than 21 days before the deadline communicated by UEFA for submitting the licensing decisions (by 10th May in principle) preceding the licence season.
- 8 The decision of the Licence Committee containing the reasoning and the information about the appealing process must be given in writing to the licence applicants. Information on the appealing process before the Arbitration Tribunal must be attached to the negative decision of the Licence Committee.
- 9 The parties eligible to file an appeal before the Arbitration Tribunal (cf. Annex A point 16) must lodge their appeal in writing within 10 days from the notification of the decision of the Licence Committee. The grounds for an appeal are not limited.
- 10 The Arbitration Tribunal must make its decision within the deadline communicated by UEFA for submitting the licensing decisions (31 May in principle). The decision containing the reasoning must be given in writing to the appellant in question. Decision-making process is not public. Decision can be published.
- 11 The licensor must submit each licensing decisions to the UEFA within the deadline communicated by UEFA (31 May in principle).
- 12 The applicable deadlines of the licensing process are submitted to the clubs separately. The different steps of the licensing process are as follows:

Documents related to the FAF club licensing system for participation in the UEFA Women's ~~Champions League~~ Club Competitions (requirements, questionnaires, feedback forms as well as a copy of these regulations) are delivered to the licence applicants.

Licence applicants complete and return all the licensing documents related to sporting, infrastructure, personnel and administrative, and legal criteria as well as the licence application.

Licence applicants submit their licensing documents related to the financial criteria, except for those related to the written representations letter (Article 52).

The Licensing Administration assesses the documentation submitted by the Licence Applicants.

Licence applicants submit the written representations letter to the licensor.

Licence Committee's meeting: decisions on granting or refusing the ~~UWCL~~ UWCC Licence to licence applicants

Licence applicants informed in writing about the decisions of the Licence Committee.

Denied licence applicants to lodge an appeal in writing before the Arbitration Tribunal. Tribunal notified and meeting date set.

Arbitration Tribunal meeting: final and binding decisions.

Licence applicants informed in writing about the decisions of the Arbitration Tribunal.

The licensing administration submits its list of licensing decisions to UEFA.

ANNEX D: Extraordinary application of the UEFA club licensing system

1. The UEFA Administration defines the necessary deadlines and the minimum criteria for the extraordinary application of the UEFA club licensing system as specified in Article 15 (1) and communicates them to FAF at the latest by 31 August of the year preceding the licence season.
2. FAF must notify the UEFA Administration of such extraordinary application requests in writing and stating the name of the club concerned by the deadline communicated by the UEFA administration.
3. FAF is responsible for submitting the criteria to the club(s) concerned for the assessment for the extraordinary procedure at national level. It must also take immediate action with the club(s) concerned to prepare for the extraordinary procedure.
4. The club(s) concerned must provide the necessary documentary proof to FAF that will assess the club(s) against the fixed minimum standards and forward the following documentation in one of the UEFA official languages to the UEFA Administration by the deadline communicated by the latter:
 - a) a written request to apply for special permission to enter the ~~corresponding UEFA Women's Champions League~~ **club competition**;
 - b) a recommendation by FAF based on its assessment (including the dates and names of the persons having assessed the club(s));
 - c) all documentary evidence provided by the club(s) and FAF as requested by the UEFA administration;
 - d) any other documents requested by the UEFA Administration during the extraordinary procedure.
5. The UEFA Administration bases its decision on the documentation received and grants special permission to enter the ~~corresponding UEFA Women's Champions League~~ **club competition** if all the set criteria are fulfilled and if the club(s) ultimately qualifies on sporting merit. The decision will be communicated to FAF, which has to forward it to the club(s) concerned.
6. If such a club is eliminated on sporting merit during this extraordinary procedure, FAF has to notify the UEFA Administration immediately, and this procedure is immediately terminated, without further decision. Such a terminated procedure cannot be restarted at a later stage.
7. Appeals can be lodged against decisions made by the UEFA Administration in writing before the Court of Arbitration for Sport (CAS) in Lausanne (Switzerland) in accordance with the relevant provisions laid down in the UEFA Statutes.

ANNEX E: Determination of the auditor and auditor's assessment procedures

A. Principle

1. The auditor must be independent and in compliance with the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants (see Article 54).
2. The auditor must be a member of Central Chambers of Commerce or a member of Chambers of Commerce.

B. Assessment procedures

1. The auditor must audit the annual financial statements. The auditor's report must:
 - a) include a statement confirming that the audit was conducted in accordance with the International Standards on Auditing (ISA) or relevant Finnish auditing standards or practices where these comply with, as a minimum, the requirements of the International Standards on Auditing (ISA); and
 - b) be submitted to the licensor together with the annual financial statements to form a basis for the licensing decision.
2. The auditor must assess supplementary information and/or restated financial statements, if any. The auditor's report of factual findings must:
 - a) describe the procedures prescribed by the licensor and the findings in respect of each;
 - b) include a statement confirming that the assessment was conducted by way of agreed-upon procedures according to ISRS 4400 or relevant Finnish standards or practices where these comply with, as a minimum, the requirements of ISRS 4400; and
 - c) be submitted to the licensor together with the supplementary information to form a basis for the licensing decision.
3. Financial information other than that defined in paragraphs 1 and 2 above may be assessed by an auditor. In this case, the auditor's report of factual findings must:
 - a) include a statement confirming that the assessment was conducted either:
 - i) by way of agreed-upon procedures according to ISRS 4400 or relevant Finnish standards or practices where these comply with, as a minimum, the requirements of ISRS 4400; or
 - ii) for the assessment of future financial information (if applicable), according to the International Standards for Assurance Engagements

(ISAE) 3400 or relevant national standards or practices where these comply with, as a minimum, the requirements of ISAE 3400; and

- b) be submitted to the licensor together with the relevant documentation to form a basis for the licensing decision.

ANNEX F: Disclosure requirements for the financial statements

A. Principles

1. Notwithstanding the requirements of the Finnish legislation for incorporated companies and Finnish legislation for associations, the financial criteria of these regulations require licence applicants/licensees to present a specific minimum level of financial information to the licensor as set out in Articles 54 56.
2. Each component of the financial statements must be identified clearly. The following information must be displayed prominently, and repeated where necessary within the financial statements, for a proper understanding of the information presented:
 - a) The name (and legal form), domicile and business address of the reporting entity/entities and any change in that information since the previous annual accounting reference date;
 - b) Whether the financial information covers the individual licence applicant/licensee, a group of entities or some other combination of entities, and a description of the structure and composition of any such group or combination;
 - c) The annual accounting reference date and the period covered by the financial information (for both current and comparative information); and
 - d) The presentation currency.
3. If the annual financial statements are not in compliance with the disclosure requirements set out in Annex F, then the licence applicant must also submit to the licensor:
 - a) supplementary information to meet the disclosure requirements set out in Annex F;
 - b) an assessment report provided by the same auditor that signs the annual financial statements by way of agreed-upon procedures prescribed by the licensor in respect of the completeness and accuracy of the restated financial statements.

B. Balance sheet

1. The minimum disclosure requirements for balance sheet items are stated below.

Assets

- i. Cash and cash equivalents
- ii. Other current assets

- iii. Tangible and intangible assets
- iv. Accounts receivable
- v. Other non-current assets
- vi. Total assets (sum of items I to v)

Liabilities

- vii. Bank and other loans
- viii. Other accounts payable
- ix. Other current liabilities
- x. Other non-current liabilities
- xi. Total liabilities (sum of items vii to x)

Equity

- xii. Total equity

C. Profit and loss account

1. The minimum requirements for profit and loss accounts are stated below.

Revenue

- i. Gate receipts
- ii. Sponsorship and advertising
- iii. Broadcasting rights
- iv. Commercial activities
- v. UEFA solidarity and prize money
- vi. Subsidies, donations, contributions and other grants
- vii. Other operating income
- viii. Total revenue (sum of all items i to vii)

Expenses

- ix. Employee benefits expenses
- x. Other operating expenses
- xi. Total operating expenses (excluding player registrations) (sum of items ix to x)
- xii. Net result from player transfers
- xiii. Net non-operating income/expense - other
- xiv. Tax income/expense
- xv. Dividends paid/minority interests
- xvi. Total expenses (sum of items xi to xv)

D. Cash flow statement

1. The cash flows statement must report cash flows for the financial period (and comparatives for the previous financial period), classified separately as stated below.

Cash flow from operating activities

Operating activities are the principal revenue-producing activities of the reporting entity and other activities that are not investing or financing activities. Therefore, they generally result from the transactions and other events that enter into the determination of net result. The minimum disclosure requirements are stated below:

- i. Net cash inflow/outflow from operating activities

Cash flows from investing activities

Investing activities are the acquisition and disposal of long-term assets (including player registrations) and other investments not included in cash equivalents. The minimum disclosure requirements are stated below:

- i. Net cash inflow/outflows from investing activities

Cash flows from financing activities

Financing activities are activities that result in changes in the size and composition of the contributed equity share capital and borrowings of the reporting entity. The minimum disclosure requirements are stated below:

- i. Net cash inflow/outflows from financing activities

Other cash flows

Cash flows from interest and dividends received and paid must each be disclosed separately. Each must be disclosed in a consistent manner from period to period as either operating, investing or financing activities.

Cash flows arising from taxes on income must be disclosed separately and classified as cash flows from operating activities unless they can be appropriately and specifically identified as financing or investing activities.

2. The components of cash and cash equivalents must be disclosed and a reconciliation of the amounts in the cash flow statement presented, with the equivalent items reported in the balance sheet.

ANNEX G: Notion of overdue payables

1. Payables are considered as overdue if they are not paid according to the contractual or legal terms.
2. Payables are not considered as overdue, within the meaning of these regulations, if the licence applicant/licensee (i.e. debtor club) is able to prove by the applicable deadline i.e. 31 March in respect of Article 55 57, Article 56 58, Article 57 59 and Article 58 60 that
 - a) the relevant amount has been settled, i.e. either paid in full or offset against the creditor's obligations towards the debtor; or
 - b) the deadline for payment of the relevant amount has been deferred (referred to as "amounts deferred" in these regulations), i.e. an agreement has been concluded in writing with the creditor to extend the deadline for payment (a creditor not requesting payment of an amount does not constitute an extension of the deadline); or
 - c) it has brought the relevant amount is subject to a legal claim or open proceedings (referred to as "amounts disputed" in these regulations), meaning:
 - i) the debtor has brought a legal claim which has been deemed admissible by the competent authority under Finnish national law or has opened proceedings with the national or international football authorities or relevant arbitration tribunal contesting liability in relation to the overdue payable, knowing that if the decision-making bodies (licensor or CFCB) consider that such claim has been brought or such proceedings have been opened for the sole purpose of avoiding the applicable deadlines set out in these regulations (i.e. in order to buy time), the amount will still be considered as an overdue payable; or
 - ii) the debtor has contested to the competent authority under Finnish national law, the national or international football authorities or the relevant arbitration tribunal, a claim which has been brought or proceedings which have been opened against it by a creditor in respect of overdue payables and is able to demonstrate to the comfortable satisfaction of the relevant decision-making bodies (licensor or CFCB) that it has established reasons for contesting the claim or proceedings which have been opened, knowing that if the decision making bodies (licensor or CFCB) consider the reasons for contesting the claim or proceedings as manifestly unfounded the amount will still be considered as an overdue payable; or
 - d) settlement of the relevant amount is pending (referred to as "amounts pending" in these regulations), meaning:

- i) the debtor has requested a competent authority, in writing and in accordance with the Finnish national law, to extend the deadline for payment of payables to social/tax authorities (as defined by Article 57 59), and the competent authority has confirmed in writing that this request has been deemed admissible and still pending by 31 March (in respect of Article 57 59); or
- ii) the debtor is able to demonstrate to the comfortable satisfaction of the relevant decision-making bodies (licensor or CFCB) that it has taken all reasonable measures to identify and pay the creditor(s) in respect of training compensation and solidarity contributions (as defined in the *FIFA Regulations on the Status and Transfer of Players*).

ANNEX H: Licensor's assessment procedures

A. Principles

The licensor defines the assessment procedures, ensuring equal treatment of all clubs applying for a licence. It assesses the documentation submitted by the clubs, considers whether it is appropriate and determines to its comfortable satisfaction whether each criterion has been met and what further information, if any, is needed for each licence to be granted.

The assessment processes to check compliance with the defined provisions set out in Article 10 of these regulations comprise specific assessment steps that must be followed by the licensor as set out below.

B. Assessment of the auditor's report on the financial statements

1. In respect of the annual financial statements and interim financial statements, the licensor must perform the following minimum assessment procedures:
 - a) Assess whether the reporting perimeter is appropriate for club licensing purposes.
 - b) Assess the information submitted to form a basis for the licensing decision.
 - c) Read and consider the annual financial statements and interim financial statements and the auditor's report thereon.
 - d) Address the consequences of any modifications to the auditor's report (compared to the normal form of unqualified report) and/or deficiencies compared to the minimum disclosure and accounting requirements according to paragraph 2 below.
2. Having assessed the reporting perimeter and read the auditor's report on the annual financial statements and interim financial statements, the licensor must assess these according to the items below:
 - a) If the reporting perimeter does not meet the requirements of Article 53 55, the licence must be refused.
 - b) If the auditor's report has an unqualified opinion, without any modification, this provides a satisfactory basis for granting the licence.
 - c) If the auditor's report has a disclaimer of opinion or an adverse opinion, the licence must be refused, unless a subsequent audit opinion without disclaimer of opinion or adverse opinion is provided (in relation to another set of financial statements for the same financial year that meet the minimum requirements) and the licensor is satisfied with the subsequent audit opinion.

- d) If the auditor's report has, in respect of going concern, an emphasis of matter, a key audit matter or a qualified 'except for' opinion, the licence must be refused, unless either:
 - i) a subsequent audit opinion without going concern key audit matter or qualification is provided, in relation to the same financial year; or
 - ii) additional documentary evidence demonstrating the licence applicant's ability to continue as a going concern until at least the end of the licence season has been provided to, and assessed by, the licensor to its satisfaction.
 - e) If the auditor's report has, in respect of a matter other than going concern, an emphasis of matter, a key audit matter or a qualified 'except for' opinion, then the licensor must consider the implications of the modification for club licensing purposes. The licence may be refused unless additional documentary evidence is provided and assessed to the satisfaction of the licensor. The additional evidence that may be requested by the licensor will be dependent on the reason for the modification to the audit report.
 - f) If the auditor's report makes a reference to any situation defined in Article 52 54 the licence must be refused.
3. If the licence applicant provides supplementary information and/or restated financial statements, the licensor must additionally assess the auditor's report on the agreed-upon procedures in respect of the supplementary information and/or restated financial statements. The licence may be refused if the auditor's report is not to the satisfaction of the licensor and/or includes reference to errors and/or exceptions found.

C. Assessment of licensing documentation for no overdue payables

1. In respect of the no "overdue payables" criteria to football clubs, employees and social/tax authorities, the licensor may decide:
 - a) to assess itself the information submitted by the licence applicant, in which case he must perform the corresponding assessment according to paragraph 2 below; or
 - b) to have independent auditors carry out the assessment procedures in accordance with ISRS 4400, in which case the licensor must assess the information submitted by the licence applicant (in particular the payables tables and corresponding supporting documents) and review the auditor's report. The licensor may carry out any additional assessment it believes necessary, including by extending the sample or requesting additional documentary evidence from the licence applicant.
2. Notwithstanding whether the assessment is carried out by the licensor or an independent auditor in respect of the "no overdue payables" criteria to football

clubs, employees and social/tax authorities, the following minimum procedures must be performed and described in the licensor's or auditor's report:

- a) Obtain the payables tables as at 31 March submitted by the licence applicant in respect of obligations due to be paid by 28 February (i.e. the transfers table, the employee table, the social/tax table and corresponding supporting documents);
 - b) Perform the necessary steps (including determination of the sample size) to assess the completeness and accuracy of the reported balances and issue a conclusion with regard to each of the procedures performed;
 - c) Check the completeness of any overdue balance reported by the licence applicant as at 28 February;
 - d) Check the settlement of any overdue payables between 28 February and 31 March; and
 - e) Identify any overdue balance as at 31 March.
3. In respect of the "no overdue payables" criterion in respect of UEFA and the licensor, the licensor must perform, as a minimum, the following assessment procedures:
- a) Review any information received from UEFA with regard to pending overdue amounts owed by the licensor's affiliated clubs and check the settlement of any overdue balance between 28 February and 31 March; and
 - b) Carry out any additional assessment and request any additional documentary evidence from the licence applicant it believes necessary.

D. Assessment of the written representation prior to the licensing decision

1. In respect of the written representation, the licensor must read and consider the impact of any significant change that has occurred in relation to the club licensing criteria.
2. The licensor must also read and consider the information in respect of any event or condition of major economic importance, in combination with the financial statements, future financial information and any additional documentary evidence provided by the licence applicant. The licensor may decide to have this assessment carried out by an auditor.
3. The licensor must assess the club's ability to continue as a going concern until at least the end of the licence season. The licence must be refused if, based on the financial information that the licensor has assessed, in the licensor's judgement, the licence applicant may not be able to continue as a going concern until at least the end of the licence season.

4. If the licence applicant (or the registered member which has a contractual relationship with the licence applicant within the meaning of Article 12) or any parent company of the licence applicant included in the reporting perimeter is/was seeking protection or has received protection from its creditors pursuant to laws or regulations within the 12 months preceding the licence season or is receiving protection at the time of the assessment then the licence must be refused. For the avoidance of doubt the licence must also be refused even if the concerned entity is no longer receiving protection from its creditors at the moment the licensing decision is taken.