



Hellenic Football Federation
Mr. Panayiotis Dimitriou, Deputy President
Mr. Iakovos Filippousis, Executive Secretary

22 February 2022

The situation of the Hellenic Football Federation (HFF)

Dear Sirs,

We refer to your correspondence dated 28 January 2022 in reply to the letter sent by FIFA and UEFA on 23 December 2021.

We appreciate the feedback provided on the progress made and the draft timelines set for the implementation of the recommendations of the Study for Greek football (Holistic Study). Additionally, we acknowledge that the new Statutes of the HFF have already been fully approved by the relevant court and have thus come into force with immediate effect.

Regarding the suggested timeframes set for the implementation of the remaining recommendations, FIFA and UEFA would like to draw your attention to the following which should be reconsidered and adjusted due to the current situation of the HFF:

- The appointment of a Chief Executive Officer (CEO) shall not take place before the election of the new President of the HFF. The newly elected president should recommend the person to be appointed and the selection should be based on an open and international tender process. Similar procedure should be followed for the appointment of the Deputy CEO as well as the Technical Director since the three executives listed above will be the President's closest administrative associates.
- The strategic plan of the federation should not be approved by the Executive Committee ahead of the election of the new President since it should reflect his/her vision for the development of the Hellenic Football Federation and Greek football.

Furthermore, we would also like to point out that more emphasis and effort should be given to further recommendations of the Holistic Study like the Confidentiality agreement that should be signed by all members of the Executive Committee as well as the consistent investigation into defamatory statements in Greek football.



Finally, we would like to inform you that FIFA and UEFA will once more contact the authorities in order to discuss the pending issues arising from the Sports Law and HFF shall be fully informed of any developments.

We thank you for your cooperation and remain at your full disposal to discuss the issues arising from this letter in more detail.

Yours sincerely,
FIFA

Kenny Jean- Marie
FIFA Chief Member Associations Officer

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UEFA

Zoran Lakovic
UEFA National Associations Director

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