

Overview of Important Provisions contained in the Employment Contracts of Messrs. Blatter, Valcke and Kattner since 2007

Blatter
Valcke
Kattner

Date	Employee	Agreement	Summary	Signatories	Compensation Committee Approval
July 2, 2007	Jérôme Valcke	Work Contract	Agreement entered into effect retroactively as of June 1, 2006; term: June 1, 2006 – December 31, 2011 Monthly gross salary: CHF 61'000 (13x) Guaranteed annual bonus: CHF 500'000 Special bonus: CHF 6'000'000 (payable in six instalments, for 2006-2011); per handwritten amendment dated November 11, 2008, the special bonus has been re-structured such that employee receives two payments of each CHF 2'000'000 in December 2008 and 2009	Blatter	N/A
	Markus Kattner	Work Contract	Term: July 1, 2007 – December 31, 2011 Monthly gross salary: CHF 40'000 (13x) Guaranteed annual bonus: CHF 50'000 (x factor 1-4)	Blatter Valcke	N/A
February 5, 2008	Joseph Blatter	Work Contract	Annual gross wages: CHF 2'000'000 Yearly bonus: determined by FiCo Annual representation expenses: CHF 500'000	Grondona	N/A

November 12, 2008	Jérôme Valcke	Amendment_I	Term: January 1, 2012 until December 31, 2015 Monthly gross salary: CHF 100'000 (13x) Guaranteed annual bonus: CHF 300'000 (x factor 1-4)	Blatter	N/A
	Markus Kattner	Amendment_I	Term: January 1, 2012 until December 31, 2015 Monthly gross salary: CHF 60'000 (13x) Guaranteed annual bonus: CHF 75'000 (x factor 1-4)	Blatter Valcke	N/A
December 1, 2008	Jérôme Valcke	Bonus 2008 / Wages 2009	Annual bonus for 2008: CHF 2'500'000 Monthly gross salary as of January 1, 2009: CHF 65'000	Blatter	N/A
December 1, 2010	Jérôme Valcke	Amendment_II	FWC 2010 bonus: CHF 9'000'000	Blatter	N/A
	Joseph Blatter	Amendment_I	FWC 2010 bonus: CHF 11'000'000	Valcke Grondona	N/A
	Markus Kattner	Amendment_II	FWC 2010 bonus: CHF 3'000'000	Blatter Valcke	N/A
April 30, 2011	Jérôme Valcke	Amendment_III	Extended Term: until December 31, 2019 Monthly gross salary: CHF 120'000 (effective as of January 1, 2016) (13x) Guaranteed annual bonus: CHF 500'000 (x factor 1-4) (effective as of January 1, 2016) Termination pay for termination for cause and ordinary termination based on contract duration ending December 31, 2019 (effective immediately)	Blatter Grondona	N/A

			Indemnification provision under which FIFA agrees to hold harmless and indemnify the employee from and against any and all costs and losses incurred from civil or criminal proceedings against him for matters in connection with his employment with FIFA, including lawyer's fees, compensation payments, fines [sic!] etc.		
	Markus Kattner	Amendment_III	<p>Extended Term: until December 31, 2019</p> <p>Monthly gross salary: CHF 80'000 (effective as of January 1, 2016) (13x)</p> <p>Guaranteed annual bonus: CHF 100'000 (x factor 1-4) (effective as of January 1, 2016)</p> <p>Termination pay for termination for cause and ordinary termination based on contract duration ending December 31, 2019 (effective immediately)</p> <p>Indemnification provision under which FIFA agrees to hold harmless and indemnify the employee from and against any and all costs and losses incurred from civil or criminal proceedings against him for matters in connection with his employment with FIFA, including lawyer's fees, compensation payments, fines [sic!] etc.</p>	Blatter Grondona Valcke	N/A
October 19, 2011	Jérôme Valcke	Amendment_IV	<p>FWC 2014 bonus: CHF 10'000'000</p> <p>35% for Confederations Cup 2013, payable in December 2013;</p> <p>65% for the 2014 FIFA World Cup tournament, payable in December 2014</p>	Blatter Grondona	N/A
	Joseph Blatter	Amendment_II	<p>FWC 2014 bonus: CHF 12'000'000</p> <p>35% for Confederations Cup 2013, payable in December 2013;</p>	Valcke Grondona	N/A

			65% for the 2014 FIFA World Cup tournament, payable in December 2014)		
	Markus Kattner	Amendment_IV	FWC 2014 bonus: CHF 4'000'000 35% for Confederations Cup 2013, payable in December 2013; 65% for the 2014 FIFA World Cup tournament, payable in December 2014	Blatter Grondona Valcke	N/A
December 7, 2011	Jérôme Valcke	Accomodation subsidy	Monthly accommodation subsidy as of January 1, 2012: CHF 16'000	Blatter	N/A
October 3, 2013	Joseph Blatter	Amendment_III	Variable yearly bonus: max. CHF 1'500'000 Performance-based bonus in the case of a successful 4-year mandate: To be determined by the compensation committee Amendment II is replaced by this Amendment III	Valcke Grondona	Yes
June 10, 2014	Jérôme Valcke	Amendment_V	FWC 2018 bonus: CHF 11'000'000 35% for Confederations Cup 2017, payable in December 2017; 65% for the 2018 FIFA World Cup tournament, payable in December 2018	Blatter Grondona	Yes
	Markus Kattner	Amendment_V	FWC 2018 bonus: CHF 4'500'000 35% for Confederations Cup 2017, payable in December 2017; 65% for the 2018 FIFA World Cup tournament, payable in December 2018	Blatter Grondona Valcke	Yes

May 30, 2015	Joseph Blatter	Work contract	Annual gross wages: CHF 3'000'000 Variable yearly bonus: max. CHF 1'500'000 Performance-based bonus in the case of a successful 4-year mandate: max. CHF 12'000'000	Hayatou Valcke	Yes
May 31, 2015* * 4 days after US indicments	Markus Kattner	Amendment_VI	Employment contract extension until December 31, 2023 Clauses regarding special termination pay in the event of a termination for cause and the indemnification clause as set forth in Amendment III of April 30, 2011 continue to apply	Blatter Valcke Scala	Yes