



IIHF

International Ice Hockey Federation

2026 Election Document Package

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1. Introduction

This IIHF Election Document Package sets out all the information, rules and procedures for all candidates wishing to be considered for election to the IIHF Council. The elected positions include President, Senior Vice President, Regional Vice Presidents and Council Members. These positions will be elected at the 2026 IIHF Semi-Annual Congress in Spain in October.

The rules and procedures were created to ensure that the IIHF elections and the campaigns leading to the IIHF elections are fair and equal for all candidates. The rules are more specifically set out in the IIHF Election Conduct Guidelines which are made mandatory in IIHF Statute 15.2.6.

2. Elected positions

The elected positions to Council and their corresponding job descriptions are as follows:

- President;
- Senior Vice President;
- three Regional Vice Presidents; and
- ten Council Members.

The IIHF Congress will elect each position for a four-year term. The specific job description for each Council position can be found below:

2.1 President

Reports to: IIHF Council and IIHF Congress

Purpose: To act and serve as chair of the IIHF Council and as the lead strategic and political representative of the IIHF

Term: October 2026 – October 2030 [or date of IIHF 2030 Congress where elections occur]

Time Requirements: Roughly 20 hours per week [President is not a paid employee of the IIHF but will receive a stipend per year for time commitment to the position]

Renumeration: 200,000 CHF / year

Specific Duties and Responsibilities: In addition to all duties assigned to a Council Member:

- Chairing all Congress Meeting and Council meetings including making all decisions that ensure the smooth, effective and safe operation of the Congress Meeting;
- Supervising the Director General in the execution of all IIHF Council and Congress decisions and ensuring such are taken in accordance with the Governing Documents;
- Making decisions normally under the authority of the Council in cases of extreme urgency where there is not sufficient time to convene and/or obtain the approval of Council;
- Making any decisions or taking any actions delegated to the President by the Council;
- Resign their membership with their current MNA once elected;
- Representing the IIHF as appropriate; and
- Such other duties described in the Governing Documents.

2.2 Senior Vice-President

Reports to: IIHF Council, IIHF Congress and IIHF President for duties or tasks specifically assigned to him/her by the President

Purpose: To act and serve on the IIHF Council as a voting member and to specifically take on the President's roles and responsibilities in the event of his/her incapacity or when the President explicitly assigns certain duties or tasks.

Term: October 2026 – October 2030 [or date of the 2030 IIHF Congress where elections occur]

Time Requirements: Roughly 65 days per year (the Senior Vice-President is not a paid employee of the IIHF but will receive a stipend for performing duties on IIHF's behalf). Duties will include, but not be limited to, attending a minimum of four Council Meetings per year in person, attending two Congresses per year in person, chairing at least one IIHF Committee, chairing at least one championship each season and other duties and tasks as the President specifically assigns.

Stipend: IIHF will announce the recommended Stipend amount at the Annual Congress in May.

Specific Duties and Responsibilities: In addition to all duties assigned to a Council Member:

- in the absence of the President, and upon the President's request, execute IIHF affairs normally within the President's authority indicated in Statute 15.4.1;
- act as the President in the event that the President is incapacitated;
- succeed to the position of President in case of vacancy in the office of presidency and subject to all other qualifications for election, shall be eligible to seek election for up to three (3) terms as president; and
- perform other duties and/or tasks assigned to him by the President from time to time.

2.3 Regional Vice-Presidents (three positions)

Reports to: Reports to: IIHF Council and IIHF Congress

Purpose: To act and serve on the IIHF Council as a voting member and monitor/control ice hockey within his/her geographical region (geographical regions include: [i] Asia, [ii] Europe and Africa and [iii] the Americas and Oceania).

Term: October 2026 – October 2030 (or date of the 2030 IIHF Congress where elections occur)

Time Requirements: Roughly 45 days per year (the Regional Vice-President is not a paid employee of the IIHF but will receive a stipend for performing duties on IIHF's behalf). Duties will include, but not be limited to, attending a minimum of four Council Meetings per year in person, attending two Congresses per year in person, chairing at least one IIHF Committee and attending at least two Finance Committee Meetings per year and chairing at least one championship each season.

Stipend: IIHF will announce the recommended stipend amount at the Annual Congress in May.

Specific Duties and Responsibilities: In addition to all duties assigned to a Council Member:

- monitor the development of ice hockey in their respective geographical regions;
- report on the interests of their respective geographical regions to the Council; and
- any other duty and/or task assigned to them by the President from time to time.

2.4 Council Members (ten positions)

Reports to: IIHF Congress

Purpose: To act and serve on the IIHF Council as a voting member and to support and defend the IIHF's general interests

Term: October 2026 – October 2030 (or date of the 2030 IIHF Congress where elections occur)

Time Requirements: Roughly 40 days per year [a Council member is not a paid employee of the IIHF but will receive a stipend for performing duties on IIHF's behalf]. Duties will include, but not be limited to, attending a minimum of four Council Meetings per year in person, attending two Congresses per year in person, chairing at least one IIHF Committee and chairing at least one championship each season.

Stipend: IIHF will announce the recommended stipend amount at the Annual Congress in May.

Specific Duties and Requirements:

- Governing and promoting international ice hockey, including developing and updating a strategic plan for the IIHF;
- Overseeing the operational decision-making of the IIHF;
- Adopting policies for the IIHF which are consistent with the Governing Documents;
- Attending Congress Meetings and voting on all Congress proposals except [i] elections; [ii] discharging of President, Treasurer and Council responsibilities; [iii] appointment of external auditors and [iv] amendments to any Governing Documents;
- Making decisions of a political or strategic nature, and on commercial matters of a long-term character involving the IIHF;
- Overseeing the IIHF financial policy as proposed by the Finance Committee;
- Approving the budget and adjustments thereto;
- Employing a Director General and supervising and monitoring the performance of the Director General;
- Appointing a Treasurer from the members of Council;
- Acting as a point of contact for MNA Presidents;
- Leading sustainability discussions;
- Accepting or rejecting membership applications from potential MNAs and recommending to Congress the acceptance or rejection of potential members to the IIHF;
- Granting temporary Full Membership status to an Associate MNA that has made progress towards full independent status and has a clear transition plan;
- Suspending MNAs in accordance with Statute 13.2;
- Reviewing and making recommendations on all proposals to be submitted to Congress including proposals for the Governing Documents;
- Overseeing the execution of Congress decisions;
- Observing and enforcing the Governing Documents;
- Recommending external auditors to the Congress;
- Approving all contracts that exceed a value equal to or more than one million CHF per year;
- Appointing operational committees and appointing/dismissing their members;
- Appointing a Chief Medical Officer for the IIHF who shall have the tasks and responsibilities as indicated in the Medical Guidelines;
- Approving IIHF membership with any other federation or organization;
- Establishing separate bodies and related regulations for IIHF Club Competitions;
- Instituting and observing practices and principles associated with good governance;
- Making Emergency Legislation by a vote of at least 2/3rds; and
- All duties and matters arising that are not specifically addressed herein or assigned to other IIHF bodies in the Statutes and Bylaws.

3. Steps to be elected

IIHF Council

The following five steps must be completed to be elected to the IIHF Council:

- Nominated by a Full Member National Association;
- Council Nomination Package;
- Vetting;
- Clean Campaign; and
- Elections.

3.1 Nominated by a Full IIHF Member National Association

All candidates must be nominated by a Full MNA in good standing. A Full MNA can nominate one candidate to each of the four Council positions. The MNA can put forward the same candidate for each position or a different candidate for each position, e.g. Candidate A for President and Candidate B for Vice-President and/or Council.

3.2 Council Nomination Package

An MNA, in conjunction with the candidate, must submit a Council Nomination Package to the IIHF [compliance@iihf.com] by 1 June 2026 before 23.59h Zurich time, which shall contain:

- A complete IIHF Council Nomination Form (Appendix A) which must be signed by the President, General Secretary and/or Vice-President(s) of the MNA (an authorized MNA representative with signature power/authority); and
- All necessary documents establishing how the candidate meets the requirements for the respective position for which he/she is a candidate, and establishing the experience, skills and qualities he/she will bring to the Council.

Within two business days of receiving a Council Nomination Package, the IIHF will conduct an initial review of the Council Nomination Package to ensure all necessary documents have been submitted. If the Council Nomination Package is complete, the IIHF will submit the Council Nomination Package to the IIHF Ethics Board for vetting. If the Council Nomination Package is incomplete, the IIHF will send one email explaining the deficiency (note: IIHF recommends the deficiency is corrected as soon as possible, but not later than prior to 1 June 2026). As of 1 June 2026, if a deficiency in the Council Nomination Package is not corrected, the IIHF will submit the Council Nomination Package, as received, to the IIHF Ethics Board for review.

3.3 Vetting

In accordance with Statute 15.2.1, a background check will be conducted on all candidates. Once the background check is completed, the full Council Nomination Package and the background check will be submitted to the IIHF Ethics Board. The IIHF Ethics Board will vet each candidate to ensure that he/she meets all Council eligibility requirements. In accordance with Statute 15.2.1, to be eligible as a Council member, a candidate must meet the following conditions:

- cannot be a paid employee of an IIHF Commercial partner or a competitor of an IIHF Commercial partner;
- must declare any equity ownership interest in an IIHF Commercial partner and/or an IIHF Commercial partner's competitor;
- must have had their 25th or later birthday and their 73rd or earlier birthday in the appointment year;
- must not have committed a crime or committed another action that violates the IIHF Integrity Code; and
- must have a minimum of 5 years ice hockey experience [business and/or operations].

The candidate must be a citizen of the nominating MNA.

Before the IIHF Ethics Board makes a final determination that a candidate does not meet one or more of the aforementioned requirements, the Ethics Board [via the Ethics Board secretary] will notify the respective candidate and provide him/her seven (7) days to provide a response. Once the respective candidate provides a response, or the seven (7) days lapses, the Ethics Board will make a final determination as to whether the candidate meets the aforementioned requirements and inform the respective candidate accordingly.

Only candidate who do not meet the aforementioned requirements will be contacted by the Ethics Board Secretary.

Once all respective candidates are vetted, the IIHF will provide a candidate list with respective candidates' qualifications to all MNAs.

3.4 Clean Campaign

All candidates must run their campaign with honesty, dignity and respect for other candidates and the IIHF.

Candidates are permitted to promote their candidacy prior to the elections at any time, but must do so in compliance with the IIHF Election Conduct Guidelines [attached as Appendix B]. To help support candidates, the IIHF has summarized key principles of the Election Conduct Guidelines in a presentation attached as Appendix C. Of particular importance, a candidate must adhere to the Election Conduct Guidelines in all campaigning activities even if the campaigning activities occur prior to submitting an Election Nomination Package to the IIHF.

3.5 Elections

All Full MNAs in good standing shall have one vote. All Full MNAs in good standing whose national team has competed in three consecutive IIHF Ice Hockey World Championship (Senior Men's or Senior Women's Category) shall have two votes. The current IIHF Council shall have no vote.

A list of Full MNAs with voting rights as of the 2025 Semi-Annual Congress is attached as Appendix D. This list is subject to change based on the MNA's good standing status as of October 2026.

The IIHF will notify any Full MNA whose good standing is questioned at least 60 days prior to the elections.

The deadline for all MNAs to register delegates for the 2026 IIHF Semi-Annual Congress is mid-August 2026. After all delegates are registered, the IIHF will provide a delegate list to all candidates.

The IIHF will conduct the IIHF Council Elections in accordance with Statutes 15.3.

15.3 Council Elections

15.3.1. The Council elections shall take place at the designated Semi-Annual Congress Meeting in accordance with the Agenda and the voting rights specified in Statute 12.1. Council elections shall occur in the following order: [a] President, [b] Senior Vice-Presidents, [c] Regional Vice Presidents, and [d] Council Members.

15.3.2. President, Senior Vice-President and Regional Vice-Presidents [(a) Asia, (b) Europe and Africa and (c) the Americas and Oceania] elections shall occur in turn. A candidate receiving a simple majority of votes cast on the first ballot or any subsequent ballot shall be elected. When a second or subsequent ballot is necessary, the candidate(s) with the lowest number of votes shall be removed from the ballot with voting continuing until one candidate receives a simple majority. However, if only three (3) candidates remain, and no candidate receives a majority and there is a tie for the fewest number of votes, a vote shall be cast to break the tie to determine which candidate shall be removed from the final ballot.

15.3.3. After the President, Senior Vice-Presidents and Regional Vice Presidents' elections, if the required number of female candidates have not been elected, then the next ballot will elect only female candidates to meet the minimum female Council Member requirement as indicated in Statute 15.1.1. Following the election of the required number of female candidates, general elections shall occur to fill the remaining Council positions. Any female candidate not elected in the preceding rounds of voting may participate in the general Council elections.

15.3.4. Council elections shall be conducted using the following procedure:

15.3.4.1. MNAs shall cast ballots to fill the vacant Council positions. Each ballot may contain a vote for any number of candidates up to the number of available positions. Any ballot containing votes for a number of candidates in excess of the number of available positions is not valid.

15.3.4.2. Except in the circumstances described in Statute 15.3.4.3 to 15.3.4.6, in order to be declared elected to Council, a candidate must receive a vote on a simple majority of the ballots cast. If more candidates achieve the required majority vote than there are available positions, the available positions shall be filled by the candidate(s) in their order of ranking in that voting round, until all available positions have been filled.

15.3.4.3. If an insufficient number of candidates meet the requirements to fill all of the available positions in any round of voting, the candidate (or candidates if there is a tie for the fewest number of votes) that received the fewest number of votes shall be removed from the ballot, and another round of voting shall occur to fill the remaining available positions.

15.3.4.4. If at any time the number of remaining candidates is equal to the number of remaining available positions, all of those candidates shall be declared elected by acclamation, without the need for an additional round of voting.

15.3.4.5. If there is a tie vote for the final available position(s), a runoff vote between the tied candidates shall occur to fill the final position(s), with the candidate(s) receiving the most votes in that runoff being declared elected.

15.3.4.6. If two or more candidates tie for the fewest number of votes in any round of voting, and the removal of all of those candidates from the next round of voting would cause there to be fewer remaining candidates than there are available positions to be filled, all of the other remaining candidates shall be declared elected by acclamation, and the candidates who received the

fewest number of votes shall participate in a runoff vote to fill the remaining available position(s), with the candidate(s) receiving the most votes in that runoff being declared elected.

15.3.5. Should a vacancy occur in the Council, then except for the President's position, the Council shall decide whether the particular vacancy should be filled before the next Semi-Annual Congress Meeting where elections are ordinarily held and shall determine the Congress Meeting in which such election shall occur.

15.3.6. Council Members, including the President, shall take office either the day following the respective Semi-Annual Congress Meeting or, in the case of election occurring at an Annual Congress Meeting in accordance with Statute 15.3.5, following the respective World Championship.

Please note that a candidate is only entitled to run in a subsequent election if he/she has been nominated for the respective position as indicated on his/her Council Nomination Form (i.e. a candidate running for a Vice-President position who would like to be a Council Member if not so elected as Vice-President must check both the Vice-President box and the Council Member box on his/her Council Nomination Form). However, note that a female candidate not so elected to a female position, is automatically entitled to run in the next ballot for the remaining Council positions unless she pulls out of the election by indicating such during the Congress.

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Appendix A

IIHF Council Nomination Form

MNA: _____

Position: President Senior Vice-President
 Regional Vice-President Council Member

Please check all positions for which the candidate is nominated.

Candidate Name: _____

Birthdate: _____

Home Address: _____

City/Zip: _____

Phone: _____

Mobile Phone: _____

Year he/she first represented his/her MNA at an IIHF Congress: _____

Employer: _____

Position/Title: _____

Address: _____

City/Zip: _____

Type of Business: _____

This candidate meets the following IIHF Statute and Bylaw specified pre-requisites:

1. Yes No Is the Candidate a paid employee of an IIHF Commercial partner or a competitor of an IIHF Commercial Partner (Commercial Partner, as defined in IIHF Statutes, means, as of 2026, Infront);

2. Yes No Does the Candidate have any equity ownership in an IIHF Commercial Partner and/or an IIHF Commercial Partner's competitor.

If the Candidate answered yes to question 2, in separate documentation, he/she must declare any equity ownership interest in the IIHF Commercial Partner or the competitor of the IIHF Commercial Partner.

3. Yes No Does the Candidate hold citizenship in the nominating MNAs country (please attach verification)?

4. Yes No Does the Candidate meet the age requirements under IIHF Statute 15.2.1 (The Candidate had his/her 25th or later birthday and their 73rd or earlier birthday in 2026)?

5. Yes No The Candidate has not been convicted of a crime or has not committed any other action that violates the IIHF Integrity Code?

6. Yes No Does the Candidate have a minimum of 5 years ice hockey experience (business and/or operational)? (please attach proof of experience)

7. Yes No The Candidate agrees to all of the Pre-Election and Election Procedures including the Election Conduct Guidelines.

8. Yes No The Candidate agrees that he/she will be subject to the IIHF Integrity Code during his/her candidature, and while serving on Council if elected

9. Yes No The Candidate has read and agrees to all of the requirements in the job description of the position being sought.

Additional questions not specifically related to IIHF Council prerequisites (for disclosure only not a pre-requisite):

1. Yes No Is the Candidate a member of the Nominating MNA's governing board? If yes, please clarify:

2. Yes No Is the Candidate a paid employee of the Nominating MNA? If yes, please clarify:

3. Please specify if the Candidate has served on an IIHF Committee, and if so, the name of the Committee and period of service:

4. Please indicate any skills and/or competences, including but not limited to the areas of legal, finance, technical and medical, which enhance the competency of Council:

5. On a separate piece of paper please provide a short concise summary of the Candidates Sport Administration Career History, Business Career History (if different from Sport Administration Careers), and Policy Proposals for the IIHF.

Please attach to this Form the Candidate's curriculum vitae and any other relevant document to the Candidate being elected as an IIHF Council Member.

By signing this form, the Candidate warrants that:

- The Candidate agrees to a background check as indicated in Statute 15.2.1.
- All information contained herein or in documents attached thereto based on questions asked herein is true and accurate to the best of his/her knowledge.
- The IIHF can make available upon request any information provided in or attached to this form to other MNAs.

Date, place and stamp

Date and place

Member National Association

Name: _____

Title: _____

Candidate

Name: _____

Appendix B

IIHF Election Conduct Guidelines

The present Guidelines apply to the 2026 IIHF Elections. Updated Guidelines will be issued for the 2030 IIHF Elections.

1. Preamble

Fifteen (15) Council Members including a President, a Senior Vice-President and three (3) Regional Vice-Presidents will be elected at the 2026 IIHF Semi-Annual Congress ("Election Congress").

As required by Statute 15.2.6, the IIHF Legal Committee have created, and Council has approved, these IIHF Election Conduct Guidelines ("Guidelines") to direct the conduct of Candidates during the pre-election and election process.

All persons who put themselves forward for election [each such process, a "Candidacy", and each person, a "Candidate"], regardless of whether they have officially declared their Candidacy, and their nominating IIHF Member National Association ("MNA") must follow the election practices outlined in these Guidelines when campaigning and informing of their position with respect to the IIHF, its future and its policies. Candidates and their nominating MNAs are responsible for the conduct of their active supporters during the election period.

2. General Conduct

2.1. Election campaigns must be run with dignity and in moderation, with all Candidates showing respect for other Candidates. A Candidate shall not, by spoken or written word or other representation, harm or do anything likely to harm the image of another Candidate or cause any prejudice to them.

2.2. A Candidate shall not knowingly disseminate, or allow others to disseminate on their behalf, any false, misleading, or unsubstantiated information relating to the IIHF, its members, other Candidates, or the election process. All statements made in campaign materials or communications must be factually accurate and capable of being verified.

2.3. No campaign should bring the IIHF, the sport of Ice Hockey or an MNA into disrepute.

2.4. Respect for the democratic voting and/or election process shall be shown by all Candidates and their supporters.

2.5. The content and presentation of all materials produced by or on behalf of a Candidate to promote their Candidacy must be fair, honest and respectful of other Candidates and the IIHF, and must comply with these Guidelines.

2.6. All Candidates and their supporters shall comply with these Guidelines at all times during the election process.

2.7. A Candidate shall have the right to submit any question to the IIHF Disciplinary Board to determine whether a particular act or activity would be considered as a violation of these Guidelines prior to engaging in such act or activity (please see Article 12.7 below).

3. Nominations

3.1. Only Full MNAs in Good Standing may nominate a Candidate to Council.

3.2. An MNA, in conjunction with the Candidate, must submit a Council Nomination Package to the IIHF Office at compliance@iihf.com by 1 June 2026 at 23.59h Zurich time. However, to allow time for the IIHF Office to

confirm the Nomination Package is complete [see Article 4.3 herein], it is highly recommended to submit the Nomination Package early. The Council Nomination Package shall contain:

- A complete IIHF Council Nomination Form which must be signed by an authorized MNA representative with signature power/authority [e.g. the President, General Secretary and/or Vice-President]; and
- All necessary documents establishing how the Candidate meets the requirements for the respective position for which they are a Candidate, and establishing the experience, skills and qualities they will bring to the Council.

3.3. For transparency purposes, all Nomination Packages submitted to the IIHF Office will be made available to all MNAs.

4. Eligibility

4.1. Incumbency of a Council Member shall not render them ineligible or eligible, except as provided in these Guidelines and the IIHF Statutes regarding such.

4.2. All Candidates must meet the pre-requisites as outlined in IIHF Statute 15.2 [for Council].

4.3. Within two [2] business days of receiving a Nomination Package, the IIHF Office will conduct an initial review of the Nomination Package to ensure all necessary documents have been submitted.

If the Nomination Package is complete, the IIHF Office will submit the Nomination Package to the IIHF Integrity Partner [appointed by the Ethics Board] to conduct a background check. Once the background check is completed, the IIHF Office will submit the Nomination Package, along with the completed background check, to the IIHF Ethics Board for final vetting.

If the Nomination Package is incomplete, the IIHF Office will notify the nominating MNA via a single email from compliance@iihf.com explaining the deficiency. The IIHF strongly recommends correcting any deficiency as soon as possible, but not later than 1 June 2026.

If, by 1 June 2026, the deficiency in the Nomination Package remains uncorrected, the IIHF Office will proceed with forwarding the Nomination Package to the IIHF Integrity Partner to conduct a background check. The Nomination Package and the background check will then be submitted to the IIHF Ethics Board for vetting, even if incomplete.

4.4. If an MNA is unsure as to whether a Candidate will meet the requirements as indicated in Statute 15.2, between 1 June 2025 until 31 December 2025, the respective MNA may submit a request to the IIHF Ethics Board for a preliminary judgement on a specific requirement. The IIHF Ethics Board's preliminary judgement shall be without prejudice to its final decision on a respective Candidate during the final vetting process.

4.5. All Candidates must agree in writing to follow the IIHF Integrity Code [specifically the IIHF Abuse and Harassment Regulations and the IIHF Ethics Regulations] for the full duration of their Council position and submit such with their Council Nomination Form.

5. Presentation of the Candidate

5.1. Each Candidate will be introduced and provided an opportunity to present on their Candidacy immediately before the elections take place during the Election Congress. The order of presentation shall be determined by a random draw performed by a Legal Committee Representative at the beginning of the Semi-Annual Congress.

5.2. The presentation should focus on the credentials of the Candidate and the vision and objectives for their term if elected. The presentations shall last no longer than five [5] minutes and may include video presentations and multi-media.

5.3. Once the election of Council members officially begins during the 2026 Semi-Annual Congress Meeting,

until the election of Council members officially concludes during the 2026 Semi-Annual Congress Meeting, no Candidate or elected Council member may make any verbal or written statement, intervention, or communication—whether direct or through a proxy or representative—to the floor of the Congress or its participants. This includes, but is not limited to, speeches, questions, comments, or distributed materials.

6. Communication / Media

6.1. All communications undertaken by a Candidate shall strictly respect the other Candidates and shall in no way be prejudicial to any other Candidate. Disparagement of a Candidate is expressly prohibited.

6.2. Candidates are encouraged to be creative and innovative in the development and distribution of campaign materials. Candidates are allowed to use all forms of media, including social media.

6.3. Candidates may grant interviews to the media as long as such interviews follow these Guidelines and as long as the IIHF Office is notified [in advance if possible] of the respective interview [compliance@iihf.com].

6.4. Candidates may not make payments or offer other benefits or otherwise exercise any influence, directly or indirectly, to or on journalists or other people affiliated with the media to prompt them to promote their Candidacies or put any other Candidate in a bad light.

6.5. Any third party [including individuals, organizations, or media outlets] who publicly endorses or lobbies on behalf of a Candidate must do so in a manner consistent with these Guidelines. Candidates and their nominating MNAs are responsible for the conduct of any third party acting with their knowledge, approval, or indirect encouragement. If a third party engages in conduct that would breach these Guidelines if undertaken by the Candidate directly, the Candidate may be held accountable by the IIHF Disciplinary Board unless they can demonstrate they took reasonable steps to prevent such conduct.

7. Public Appearances and Events

7.1. Except following written notice to the IIHF Office at compliance@iihf.com, no forum, debate, public meeting of any kind or digital event [including but not limited to webinars or livestreams] may be organized, held or participated in, by a Candidate or any person on their behalf, for the sole or primary purpose of promoting a Candidacy.

7.2. Any Candidate who is an existing IIHF Council Member shall continue to carry out official duties during their Candidacy, including scheduling meetings with MNAs on a basis consistent with the ordinary course of their business as an IIHF Council Member, during which the Candidate may refer to their Candidacy in a purely factual manner. However, the promotion of the Candidacy of an existing IIHF Council Member by organizing or participating in meetings or events with MNAs or other events, at IIHF's cost, solely or primarily for the purpose of promoting a Candidacy is not permitted.

8. Finances / Gifts / Benefits

8.1. Candidates may not give or receive any form of gift or financial benefit, other than novelties up to a maximum value of 50 CHF, which would reasonably be perceived as being intended to influence the outcome of the election or the freedom of decision or action in the future of the IIHF Council Member. Prior to distribution, all novelties must be approved by the IIHF Office [compliance@iihf.com].

8.2. No IIHF funds shall be used to support or oppose the election of a Candidate.

8.3. Only the Candidate, the Candidate's nominating MNA or the Candidate's respective National Olympic Committee (NOC)/sports government body can bear any expenses related to the Candidate's campaign, including but not limited to the creation, production and distribution of a website and materials or literature to be used for the promotion of the Candidate.

8.4. Candidates shall not offer/accept travel, expenses, air tickets or accommodation to/from other Candidates or their representatives or MNAs [except their nominating MNA] to attend meetings and activities related to a

Candidate's election.

8.5. No Candidate shall seek or accept gifts or gratuities for themself, their family or friends from any outside organization or person having or seeking to have an involvement with the IIHF.

8.6. Candidates shall not directly or indirectly solicit or accept any benefits of whatever nature intended to influence decisions within their authority once elected, or which may reasonably be perceived as intended to have this effect.

9. Promises / Collusion

9.1. Candidates shall not make any promise or undertaking to act, either as a representative of the IIHF or personally (whether as a Candidate or after the Election Congress in any capacity), for the direct or indirect benefit of an MNA, a group of MNAs, an affiliate of an IIHF MNA, or an IIHF sponsor or competitor of an IIHF sponsor, except in a manner consistent with the expectation of the position of which they are campaigning that is likely to influence the outcome of the election.

9.2. Candidates shall not provide any form of undertaking with, nor give any guarantee to, any natural or legal person that is likely to affect the Candidate's freedom of decision or action, or otherwise bind the Candidate, if elected.

9.3. Candidates shall not engage in any act, collaboration or collusion by or between Candidates with the intent to defraud or manipulate the result of the vote.

9.4. Candidates, including currently elected Council members, are allowed to indicate their support for other Candidates.

10. Neutrality of IIHF Staff

10.1. The IIHF Staff, including the IIHF Director General, shall maintain a strict duty of neutrality at alltimes.

10.2. IIHF Staff shall limit their relations and communications with Candidates strictly to the performance of their duties as an IIHF Staff member.

10.3. Unless in the ordinary course of business with an existing IIHF Council member, IIHF Staff shall not provide any additional support or service to a Candidate, or person proposing to be a Candidate, beyond ordinary and customary administrative support and services provided to all Candidates for election.

11. External Nomination

11.1. The IIHF Integrity Partner will be appointed by the IIHF Ethic Board no later than 1 August 2025, and communicated to the IIHF MNAs thereafter.

11.2. The IIHF Integrity Partner shall be completely independent of the IIHF, MNAs, IIHF sponsors and IIHF sponsors' competitors, and shall act in good faith and in the best interests of the IIHF when conducting the background checks referenced in section 4.3.

11.3. The Ethics Board shall review all Nomination Packages and the results of the Candidate's background check to determine if a Candidate meets the requirements for a Council Member as indicated in IIHF Statute 15.21.

12. Potential Breach of these Guidelines

12.1. All MNAs, MNA representatives, current IIHF Council Members and IIHF Staff, on becoming aware of such, must immediately report any alleged breaches of these Guidelines to the IIHF Disciplinary Board at elections@iihf.com (email sent directly to the independent IIHF Disciplinary Board Secretary for alleged breaches of the IIHF Election Conduct Guidelines). Failure to report will be considered a violation of these Guidelines.

12.2. The IIHF Disciplinary Board shall keep all reports strictly confidential, unless required by national law to disclose the report.

12.3. The Disciplinary Board will promptly review any alleged breach of these Guidelines of which it becomes aware, and may consider any information that comes to its attention by whatever means.

12.4. Prior to opening a disciplinary case, the IIHF Disciplinary Board Chairperson, in their sole discretion, has the power to:

- Issue general directives to all Candidates addressing the subject matter of the alleged breach.
- Issue written observations to the Candidate, which may be made public if the Disciplinary Board considers such necessary and appropriate.
- Issue a warning to the Candidate, which may be made public if the Disciplinary Board Chairperson considers such necessary and appropriate.

12.5. If the Disciplinary Board determines a *prima facie* violation exists, it will open and manage a disciplinary case in accordance with Article 12.5 of the IIHF Disciplinary Regulations.

12.6. If the Disciplinary Board opens a disciplinary case, it has the power to issue any sanction in accordance with the IIHF Disciplinary Regulations, in addition to provisionally suspending the Candidate from all campaign activities during the disciplinary procedure. The burden of proof for all disciplinary cases is to the comfortable satisfaction of the Disciplinary Board.

12.7. The Disciplinary Board shall also review all questions submitted to it (at elections@iihf.com) by a Candidate regarding whether a particular activity would be viewed as a violation of these Guidelines.

12.8. The IIHF Disciplinary Board for alleged breaches of these Guidelines consists of:

- Secretary: Jonas Gürtler
- Chairperson: Nancy Orr
- Member[s]: Disciplinary Board Members

Appendix C

2026 Council Election Conduct Guidelines

Applicability

All persons who put themselves forward for election [each such process, a "Candidacy", and each person, a "Candidate"], regardless of whether they have officially declared their Candidacy, and their nominating IIHF Member National Association ("MNA") must follow the election practices outlined in these Guidelines when campaigning and informing of their position with respect to the IIHF, its future and its policies. Candidates and their nominating MNAs are responsible for the conduct of their active supporters during the election period.

General Principles

- Ensure campaigns are run with dignity and in moderation with all Candidates showing respect for other Candidates.
- Ensure that all material, information and content that is disseminated is accurate and not misleading.
- Ensure that campaigns do not bring the IIHF, the sport of ice hockey or an MNA into disrepute.

Nominations

- Full MNA in Good Standing
- Completed Council Nomination Package
- Sent to the IIHF Office by 1 June 2026 at 23:59 (Zurich time)
- All Candidates must go through a background check and be vetted by the IIHF Ethics Board
- All Candidates must be the eligibility requirements indicated in Statute 15.2

New Rule

If an MNA is unsure as to whether a Candidate will meet the requirements as indicated in Statute 15.2, between 1 June 2025 until 31 December 2025, the respective MNA may submit a request to the IIHF Ethics Board for a preliminary judgement on a specific requirement. The IIHF Ethics Board's preliminary judgement shall be without prejudice to its final decision on a respective Candidate during the final vetting process.

Communication / Media

- All Candidate communication must respect other Candidates.
- Candidates may grant interviews to the media as long as the IIHF is notified, and the Guidelines are followed.
- No forum, debate or public meeting in any format, including webinars or live streams without the IIHF approval.

Gifts / Benefits

- A Candidate cannot give or receive any gift or benefit, other than a novelty not exceeding CHF 50, which could be perceived as influencing the outcome of the election.
- Only a Candidate's nominating MNA or respective National Olympic Committee (NOC)/sports government body can bear any expenses related to the Candidate's campaign.
- Candidates cannot solicit or accept any benefits intended to influence decisions within their authority once elected, or which may reasonably be perceived as doing such.

Promises / Collusion

- Candidates shall not provide any form of undertaking with, nor give any guarantee to, any natural or legal person that is likely to affect the Candidate's freedom of decision or action, or otherwise bind the Candidate, if elected.
- Candidates shall not make any promise or undertaking to act for the direct benefit of a MNA, group of MNAs or an IIHF Sponsor once elected.
- Candidates, including current Council members, can indicate support of other Candidates.

Guidelines Breach

- The IIHF Disciplinary Board for alleged breaches of these Guidelines consists of:
Secretary: TBC; Chairperson: Nancy Orr; Member(s): Disciplinary Board Members
- A Candidate shall have the right to submit any question to the IIHF Disciplinary Board to determine whether a particular act or activity would be considered as a violation of the Guidelines prior to engaging in such act or activity.

Appendix D

List of Full MNAs as of the 2025 Semi-Annual Congress

Federation

Australia	Kyrgyzstan
Austria	Korea
Azerbaijan	Kuwait
Belarus	Latvia
Belgium	Lithuania
Bosnia & Herzegovina	Luxembourg
Bulgaria	Malaysia
Canada	Mexico
China	Mongolia
Chinese Taipei	Netherlands
Croatia	New Zealand
Czechia	Norway
Denmark	Philippines
DPR Korea	Poland
Estonia	Romania
Finland	Russia
France	Serbia
Georgia	Singapore
Germany	Slovakia
Great Britain	Slovenia
Hong Kong	South Africa
Hungary	Spain
Iceland	Sweden
India	Switzerland
Indonesia	Thailand
Iran	Türkiye
Ireland	Turkmenistan
Israel	Ukraine
Italy	United Arab Emirates
Japan	USA
Kazakhstan	

* Note, this is a list of all Full MNAs. The corresponding voting rights of each respective MNA during the 2026 Semi-Annual Congress is dependent on whether the MNA is in good standing at the time of the election.