



International Ice Hockey Federation

Election Conduct Guidelines

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 themselves, 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 all times.

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 15.2.1.

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