



IIHF ELECTION CONDUCT GUIDELINES

The present Guidelines apply to the 2021 IIHF Elections. Updated Guidelines will be issued for the 2026 IIHF Elections.

1. Preamble

Fourteen Council Members including a President, a Senior Vice-President and three Regional Vice-Presidents will be elected at the 2021 IIHF Semi-Annual Congress in Saint Petersburg, Russia ("Election Congress").

As required by Statute 15.2.6, the IIHF Legal Committee and IIHF Finance Committee have created, and council has approved, these IIHF Election Conduct 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 informing the IIHF Membership 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 No campaign should bring the IIHF, the sport of ice hockey or an IIHF Member National Federation into disrepute.
- 2.3 Respect for the democratic voting and/or election process shall be shown by all Candidates and their supporters.
- 2.4 The content and presentation of all materials produced by or on behalf of a Candidate to promote his or her Candidacy must be fair, honest and respectful of other Candidates and the IIHF, and must comply with these Election Conduct Guidelines.
- 2.5 All Candidates and their supporters shall comply with these Guidelines at all times during the election process.

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 (a) submit a Council Nomination Package, or (b) re-confirm a Council Nomination Package that was submitted to the IIHF in 2020, to the IIHF General Secretary by 30 June 2021 before 23.59h Zurich time. The Council Nomination Package shall contain:
 - A complete IIHF Council Nomination Form which must be signed by the President, General Secretary and/or vice-president(s) of the MNA (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.

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

4. Eligibility

- 4.1 Incumbency of a Council Member shall not render him/her ineligible or eligible, except as provided in these Election Conduct 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 business days of receiving a Nomination Package, the IIHF General Secretary 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 General Secretary will submit the Nomination Package to the IIHF External Nomination Auditor. If the 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 two months prior to the election). As of 20 July 2021, if a deficiency in the Nomination Package is not corrected, the IIHF General Secretary will submit the Nomination Package, as received, to the External Nomination Auditor for review.
- 4.4 All Candidates must sign the IIHF Code of Conduct for IIHF Council Members agreeing to all requirements found therein for the full duration of his/her Council position and submit such with his/her Council Nomination Form.

5. Presentation of the Candidate

- 5.1 Each Candidate will be introduced and provided an opportunity to present on his/her Candidacy immediately before the elections take place during the Election Congress based on a 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 his/her term if elected. The presentations shall last no longer than five minutes and may include video presentations and multi-media.

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. A Candidate shall refrain from referring to other Candidates. Disparagement of a Candidate is expressly prohibited.
- 6.2 Candidates may grant interviews to the media as long as such interviews follow these Election Conduct Guidelines.
- 6.3 Candidates may not make payments, directly or indirectly, to journalists or other

persons affiliated to the media, or make any use (free of charge or otherwise) of the services of a journalist or the media in order to promote their Candidacies.

7. Communication / Media

- 7.1 Except followingly written notice to Ashley Ehlert at ehlert@iihf.com, no forum, debate or public meeting of any kind may be organized, held or participated in, by a Candidate or any person on his or her behalf, for the sole purpose of promoting a Candidacy.
- 7.2 Any Candidate who is an existing IIHF Council Member shall continue to carry out official duties during his or her Candidacy, including scheduling meetings with MNAs on a basis consistent with the ordinary course of his or her business as an IIHF Council Member, during which the Candidate may refer to his or her 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 mainly 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, likely to influence the outcome of the election or the freedom of decision or action of the future of the IIHF Council Member.
- 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 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 directly related to a Candidate's election.
- 8.5 No Candidate shall seek or accept gifts or gratuities for him/herself, his/her 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 intending to have this effect.

9. Promises / Collusion

- 9.1 Candidates shall not enter into 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 that is likely to influence the outcome of the election.

- 9.2 Candidates shall not enter into 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.

10. Promises / Collusion

- 10.1 The IIHF Staff, including IIHF General Secretary, 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 Auditor

- 11.1 The External Nomination Auditor(s) will be appointed by the IIHF Council no later than 1 May 2021, and communicated to the IIHF MNAs thereafter.
- 11.2 The External Nomination Auditor(s) shall be completely independent of the IIHF, MNAs, IIHF sponsors and IIHF sponsors' competitors, and shall act in good faith and in the best interest of the IIHF.
- 11.3 The External Nomination Auditor(s) shall review all Nomination Packages 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, existing IIHF Council Members and IIHF Staff must immediately report all alleged wrongdoing and alleged breaches of these Guidelines to the IIHF Disciplinary Board at elections@iihfoffice.com (email sent directly to the independent IIHF Disciplinary Board Secretary for alleged breaches of the IIHF Election Conduct Guidelines). Failure to report can be considered a violation of these Election Conduct 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 may consider any information that comes to its attention by whatever means to consider whether there has been an alleged breach of these Guidelines.
- 12.4 The Disciplinary Board will promptly review any alleged breach of these Guidelines of which it becomes aware, and if the Disciplinary Board determines a prima facie

violation exists, it will open and manage a disciplinary case in accordance with IIHF Disciplinary Code Article 12.3.

- 12.5 Prior to opening a disciplinary case, the IIHF Disciplinary Board Chairman 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 considers such necessary and appropriate.
- 12.6 If the Disciplinary Board opens a disciplinary case, it has the power to issue any sanction in accordance with IIHF Disciplinary Code Article 5 and 6, 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 IIHF Disciplinary Board for alleged breaches of the IIHF Election Conduct Guidelines consists of:
- Secretary: Erica Riedl
 - Chairman: Gerhard Mösslang
 - Member(s): Disciplinary Board Members (without a conflict of interest)