

**CHAMPIONS
HOCKEY LEAGUE**

PROPOSED CHANGES FOR NEW GOVERNANCE



Getting Prepared for the Future - Reasons for Change

As part of the Strategy Process kicked off in 2022, “Organisation & Governance” is one of the strategical areas to look at. For this reason, the current CHL Board reviewed the governance structure in a workshop held 26/27 November 2023 in Amsterdam and developed a proposal for the attention of the shareholders with the intention to change to a more agile organization which shall lead the Champions Hockey League beyond the 2027/28 Infront contract.

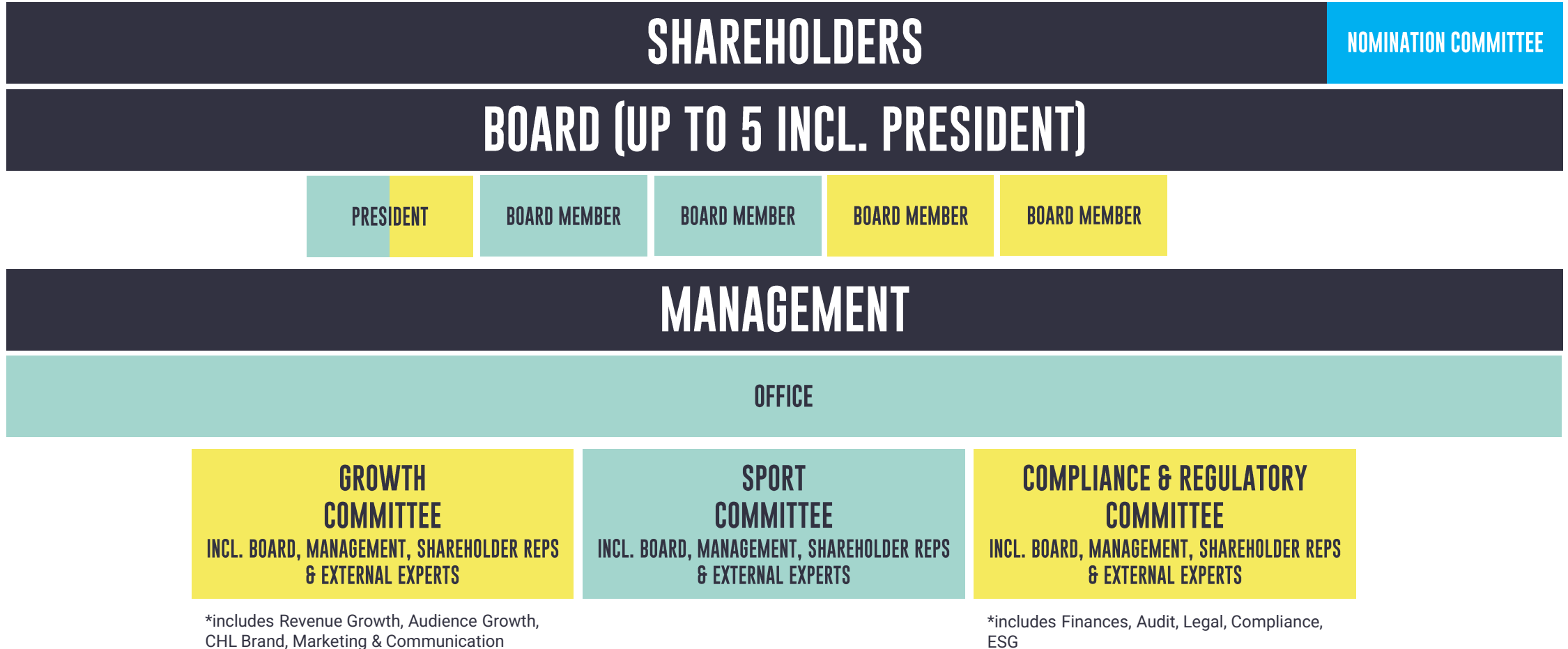
The main objectives of the proposal are:

- Progress & development in all areas
- Growth
- Bring in external expertise
- Prepare for the future
- More efficient Board with “one hat”
- More efficient and independent Office

It was further discussed to secure more interaction & involvement with/of share- and stakeholders, a goal which will be incorporated later on in the process.



Proposed new structure





Timeline for Implementation





Nomination Committee – will nominate Board and Committee Members



Criteria for Nomination Committee (NC)

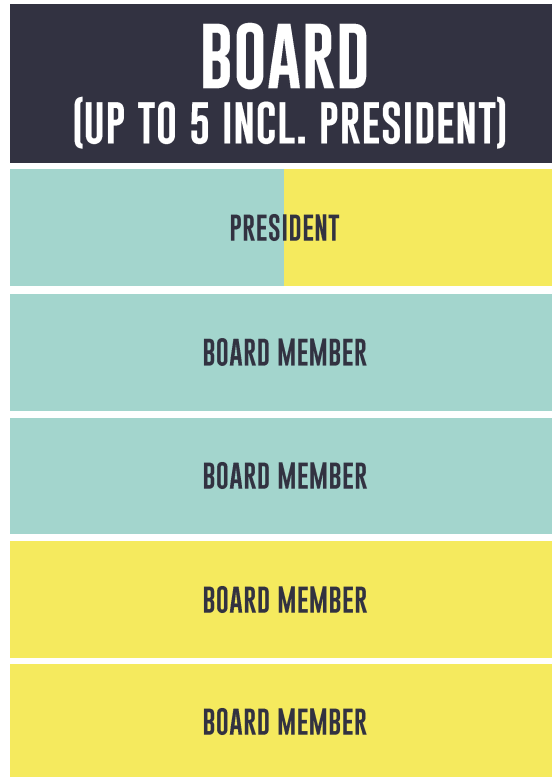
- The NC consists of 7 members; the 6 Shareholder Countries (clubs and leagues) are represented by one member each (can be either a club or a league representative) plus the IIHF.
- No candidates for the Board/Committees are allowed in the NC.
- Should a NC member be considered as a future Board/Committee member, he/she must leave the NC immediately (step out) and will be replaced by a new NC member from the same country (appointed by the shareholders of the respective country).
- The NC has a Head who ensures coordinated activities.
- Until extraordinary GA in March 2024 the NC members shall be current Board members (one of each country plus one of IIHF). The extraordinary GA confirms the NC.
- NC shall be completely new elected at GM in June 2024.
- Reelection in the years without Board and Committee elections.

Tasks for NC

- NC members prepare a „Shortlist“ for the new Board Members and Committee Members “ based on the to be defined qualification criterias.
- Coordination of Hearings of potential Board/Committee Members
- Development of Job Profiles for Board and Committee Members



Board Members – Strategic Body



Criteria for Board Members

- 2 external Members with knowledge in the field of “Growth” and “Compliance & Regulatory” (Compliance & Regulatory must have well-founded knowledge of Swiss Law and Finances due to the companies’ legal domicile)
- 1 Member as Shareholders Representative with knowledge in the field of “Sport”
- 1 Member as Shareholder Representative with knowledge in any of the areas
- The president can be either an external Member or a Shareholder Representative
- Board Members shall lead the respective Committee
- The Board shall meet and decide on a strategic level only

Further criteria regarding diversity and job profiles to be developed.



Committees – Specialized Experts

GROWTH COMMITTEE

INCL. BOARD, MANAGEMENT, SHAREHOLDER REPS
& EXTERNAL EXPERTS

*includes Revenue Growth, Audience Growth,
CHL Brand, Marketing & Communication

SPORT COMMITTEE

INCL. BOARD, MANAGEMENT, SHAREHOLDER REPS
& EXTERNAL EXPERTS

COMPLIANCE & REGULATORY COMMITTEE

INCL. BOARD, MANAGEMENT, SHAREHOLDER REPS
& EXTERNAL EXPERTS

*includes Finances, Audit, Legal, Compliance,
Sustainability

Criteria for Committees & their Members

- Each Committee (Growth, Sport, Compliance & Regulatory) is lead by a Board Member.
- It is possible that more than one Board Member is represented in a Committee.
- The Committee Members are experts in the respective area. They can be either internal or external and only act in one Committee at the same time.
- The Committee Members are nominated by the Nomination Committee and elected by the General Assembly.

Further criteria such as composition and the number of members per committee to be developed. Ideally, committees consist of 4-6 members (internal & external).



Election and Reelection

Board

President	For 1 year + 2x3 years
1 external (Growth)	
1 internal	For 3 years + 2x3 years
1 internal (Sport)	
1 external (Compliance & Regulatory)	

Should a Board Member resign, it's replacement enters the term of the leaving Board Member.

Committees (Growth, Sport, Compliance & Regulatory)

½ of the Committee Members	For 3 years + 2x3 years
½ of the Committee Members	
½ of the Committee Members	For 1 year + 2x3 years
½ of the Committee Members	

Leader is the respective Board Member in charge. Should a Committee Member resign, it's replacement enters the term of the leaving Committee Member.



Timeline Election and Reelection



Critical time is 2026/27 to prepare for the future (Infront term ends 29 February 2028).