

MESTIS

PLAYER CONTRACT

1 PARTIES

1. _____ (hereinafter referred to as the employer) and
2. _____ (hereinafter referred to as the player)

2 CONTRACT PERIOD

This player contract is fixed-term and valid until _____. The contract ends at the conclusion of the contract period without separate termination.

The employer and the player can terminate the contract for the season 20__ - 20__ by _____ 20__. The termination must be delivered in writing.

If, during this player contract, the employer's team does not continue its games in Mestis after a specific playing season for sporting reasons, both parties, the employer and the player, have the right to terminate the player contract without liability for damages, ending either at the conclusion of that playing season or after the post-season training break, depending on which of these ends later.

2.1 Trial Period

The employer and the player agree that the trial period for this player contract is _____ months. The player contract may be cancelled by either party during the trial period. The trial period ends on ____/____20__. The maximum duration of the trial period is one hundred twenty (120) days. In a player contract of less than eight (8) months, the trial period can be up to half the duration of the contract. A trial period agreed after December 31 can only be specific to a game.

3 GENERAL TERMS OF CONTRACT IMPLEMENTATION

3.1 General Provision

The player undertakes to play and practice according to the instructions of the employer and its designated coaching staff in a Finnish team belonging to the employer's sports community to which the employer assigns the player.

The employer and the player can agree in advance in writing on the player's transfer to another team and employment by the employer. In such transfer negotiations, both the player's personal circumstances and the employer's conditions must be taken into account, and such player transfer is not possible without the prior written approval of both parties.

3.2 Discipline

The player agrees to comply with the disciplinary rules of the Finnish Ice Hockey Association

(hereinafter the Association) and the International Ice Hockey Federation (IIHF), as well as the anti-doping regulations of Finland, and accepts that the Association or its designated body or official may impose penalties on the player according to these rules.

The player agrees that the employer or the Association may keep a public record of the penalties imposed in disciplinary proceedings. The disciplinary rules are available on the Mestis' website. Finland's Anti-Doping Rules are available on the SUEK ry's website.

By signing this contract, the player confirms having familiarized himself with the aforementioned disciplinary and anti-doping regulations.

3.3 Player Salary Agreement

The employer pays the player a salary and other fees according to the salary attachment to this contract.

4 PLAYER'S OBLIGATIONS

4.1 Other Events and Employer's Advertising Agreements

The player commits to participating in employer-designated regular advertising and marketing events and events organized by the employer's partners. Such events are organized in a way that they do not overlap with the team's common vacation arrangements/training break periods (excluding Mestis gala or other award ceremonies).

End-of-season Award Ceremony

Awarded players are obliged to participate in the end-of-season award ceremony organized by Mestis or the Ice Hockey Federation. If the award ceremony falls within the player's designated training break as specified in the general agreement, the time spent attending the event is added to the player's training break (Mestis gala, 2 days).

4.2 Advertising Agreements

The player must adhere to the employer's advertising, marketing, and partnership agreements. At the request, the employer must provide an account of these agreements.

The player does not have the right to deviate from the advertising, marketing, and partnership agreements made by the employer or to make similar agreements without the employer's permission. Refusal of permission must be based on a justified reason related to the employer's activities.

The player and the employer can agree on collaboration where the player's personal brand is utilized in the marketing of the employer's partner to the mutual benefit of both parties. Similarly, the parties can agree on the player's share of the advertising revenue that the player generates for the employer (e.g., jersey advertising).

The player and the team can agree on an incentive fee that the player receives for actively promoting the employer and its events on their social media channels.

4.3 Personal Identifiers

The employer has exclusive rights to photographs taken of the player in the team's playing uniform and other similar personal identifiers. The employer can use such photos and identifiers in its and its partners' marketing, conducted in any form of printed or electronic media. The employer also has the right to produce, sell, and market products featuring the player's name, image, or other similar

personal identifier without separate compensation.

The player can use his image taken in the employer's team jersey for their own non-commercial purposes, and, with employer's explicit permission, also for other purposes.

4.4 Equipment

The player must use the employer's designated brand of stick and other equipment unless otherwise agreed in writing. In games, practices, and other employer-related events, the player must wear the attire designated by the employer.

4.5 Other Matches

Without the employer's permission, the player cannot participate in ice hockey matches for teams other than those assigned by the employer at any given time. However, the player has the right to participate in matches organized by the Association and the Finnish Ice Hockey Players' Association (SJRY), as well as matches agreed upon separately with the employer, e.g., school leagues, Universiade, etc.

4.6 Other Sports

Without the employer's permission, the player cannot engage in sports other than ice hockey. The player cannot participate in the following sports (these types of sports include, for example, motor racing, skydiving; specify individual sports below):

-
-
-

The ordinary practice of other sports is allowed if it helps to maintain and improve the player's basic fitness and performance in ice hockey.

4.7 Notification of Absence

If the player is unable to participate in team practices or matches due to compelling reasons, he must notify the team's coaching staff immediately upon the occurrence of the obstacle.

4.8 Voluntary Training

The player must maintain his basic fitness through personal training during periods when the team does not have organized joint training.

The player is obligated to participate in fitness tests designated by the team's coaching staff. Such fitness tests are organized so that they do not overlap with the team's common training break periods or the player's annual leave (voluntary training).

4.9 Public Appearances

In all respects, the player must promote his team and the positive image of ice hockey in his public activities and appearances, avoiding anything that conflicts with these goals. Public activities also include communication on open social media.

The player must behave in his private life in a way that does not jeopardize his playing condition and vitality and does not cause negative publicity for the team and ice hockey.

4.10 Health Assessment

When negotiating a player contract, the player is obliged to provide the employer with all health-related information that affects his playing ability. Additionally, the player is obliged to inform the employer of the medications, supplements, stimulants, and all substances known or suspected to be prohibited in sports.

Before signing the player contract (effective date of the contract), the player is obligated to participate in a health check-up, where a doctor, appointed by the employer, examines and assesses his health and playing ability. The employer is responsible for the costs of the health check-up. The employer has the right to obtain, during the conclusion and duration of the contract, all health-related information about the player from the doctor who conducted the health check-up or treated the player. The employer is obligated to keep confidential the information obtained in this way.

The employer and Mestis / Ice Hockey Association is allowed to maintain a public register of players who are currently unable to play due to injury or other health reasons.

4.11 Betting and Match Fixing

The player commits not to participate, either personally or through a representative, in betting on his team's, cooperative team's, and/or Mestis' matches. He also agrees not to act in a way that casts doubt on his activities or the employer's position in relation to betting or gambling.

A player who attempts to bet, bets, or proposes betting on a pre-agreed outcome, or in any other way manipulates or seeks to manipulate match events, or neglects to report such information to the Association or the team, or uses any insider information to seek personal gain, will be subject to a suspension and ineligibility determined by the Association's disciplinary rules, generally for a minimum of two competition seasons. If a person is suspected of violating this section, the board of the Association may impose a temporary suspension or ineligibility. Before a decision is made, the suspected individual must be given the opportunity to be heard.

5 EMPLOYER'S OBLIGATIONS

5.1 Payment of Salary

The employer pays the player the salary, bonuses, and other compensation as agreed in the attached player salary agreement.

5.2 Transfer to Athlete Fund

At the player's request, the employer pays the portion of the salary specified by the player to the athlete fund referred to in sections 16 a – c of the Income Tax Act.

5.3 Insurance and Pensions

The employer provides the player with at least the insurance coverage for ice hockey accidents that corresponds in substance to the conditions agreed upon between the Association/Mestis and SJRY. In cases of injury covered by this insurance, where there is a deductible, the employer covers the deductible when it involves a practice event or other training directed or mandated by the employer, such as self-directed training periods or training during the summer break.

If the player earns taxable income from sports during the playing season of at least € 13 180 (in 2024), as defined by law (the amount is adjusted annually with the wage coefficient specified in section 96 of the Employees' Pensions Act 395/2006), the employer takes out insurance for athlete accident and pension coverage under the Act on the Organization of Athlete Accident and Pension Coverage (276/2009) (referred to as athlete insurance). When assessing the obligation to insure, all salaries payable under agreements for the aforementioned period are taken into account.

The employer must pay the employer's health insurance contributions. The percentages for health insurance contributions are determined annually in a government decree (Health Insurance Act Chapter 18 Sections 23–24).

The player agrees that the employer provides all necessary information to the Association for the supervision of insurance coverage. The player's obligation is to provide the employer with a power of attorney for the insurance company to handle the player's insurance matters.

The player agrees that a representative of the Finnish Ice Hockey Players' Association (e.g., the executive director or a person authorized by them) receives from the insurance company all information necessary to ensure compliance with the statutory requirements for managing accident and old-age pension insurance.

At his own expense, the player may improve his insurance coverage. These insurances do not affect the employer's obligation to insure the player as stipulated in this section of the agreement.

5.4 Vacation Arrangements

The employer grants the player training breaks and vacations as agreed in the general agreement between the Association and/or Mestis and SJRY.

5.5 Equipment

The employer is obligated to provide the player with the necessary, rule-compliant, and appropriate ice hockey equipment and gear, unless expressly agreed otherwise in writing with the player.

5.6 Meals and Accommodation

During away games, the employer is obliged to cover the players' sufficient meals and, if necessary, accommodation.

6 PLAYER'S ILLNESS AND INJURY

6.1 Reporting Obligation

The player must promptly notify the team's coaching staff of his illness or injury and provide a medical certificate (upon the employer's request) if the illness or injury lasts for more than 3 days.

6.2 Hockey-Related Incapacity

If the player's injury or illness occurs during the team's match, practices, match or practice trip, employer-designated representation event, or when the player is taking care of his fitness independently (specifically defined in Section 2 of the Act on the Organization of Athlete Accident and Pension Coverage 276/2009), and the team's appointed doctor deems the player incapable of playing, the employer pays the player the agreed-upon compensation in full until the end of the current playing season. It is explicitly stated that the term "until" in this case unequivocally means the last day of the playing season if the player is incapacitated until that point.

Clarification regarding success and lineup compensation:

If the player's salary is tied to the team's success and/or lineup compensation, the injured player is considered a player listed in the match protocol if they have regularly (during the term of the contract) been part of the team's lineup. If the player has been listed in the match protocol for only part of the team's matches, the success and lineup compensation is paid to the player in proportion

to the matches they have been listed (e.g., if the team has played 10 matches and the player has participated in 10 matches, the lineup and success compensation is paid 100 percent. If the team has played 10 matches and the player has participated in 5 matches, the lineup and success compensation is paid 50 percent).

If the player is dissatisfied with the statement from the doctor appointed by the employer regarding the player's incapacity to play, the player agrees to undergo examination by a specialist doctor jointly accepted by the parties. The employer and the player commit to adhering to the specialist doctor's decision regarding the player's incapacity.

6.3 Other Incapacity

If the player becomes ill or injured for reasons other than those mentioned in Section 6.2 (reasons unrelated to ice hockey), the employer pays the player's salary for a period of three (3) months from the onset of incapacity.

When a player is injured under the conditions referred to in clause 4.6 of this contract or has intentionally or through gross negligence caused his incapacity to play, he shall forfeit the salary otherwise payable for the period of incapacity.

6.4 Deductions

The employer may deduct from the player's salary for the period of incapacity any daily allowance or comparable compensation that the player receives for the same period due to the same incapacity under the law or the contract. The employer, however, is not entitled to deduct compensation from the salary for the period of incapacity to the extent that the compensation is paid to the player based on the insurance he has personally funded.

For the period during which the employer has paid the player the salary for the incapacity period, the employer is entitled to recover, as a refund from the player, the previous paragraph's daily allowance or comparable compensation paid to the player, but not more than the amount paid by the employer.

7 VIOLATIONS AND TERMINATION OF THE AGREEMENT

7.1 General Provision

The employer and the player may cancel this agreement immediately for an extremely weighty cause, regardless of its duration. Such cause may be considered the delay of payment of the salary, bonus, and other compensations defined in the player bonus agreement attached to this contract by more than two weeks. Such a cause may also be deemed to exist in case the contracting party commits a breach against or neglects duties based on the employment contract or the law and having an essential impact on the employment relationship in such a serious manner as to render it unreasonable to expect that the other contracting party should continue the contractual relationship even for the

period of notice. The player has the unilateral right to terminate the contract if, one week before the transfer deadline, the player has not received undisputed salaries, bonuses, or other compensations from the club. During the employment relationship, the player is entitled to statutory interest if the payment of the salary is delayed beyond the agreed salary payment date. The calculation of interest begins from the day following the due date.

7.2 Misleading Information

If either party has significantly misled the other party when entering into the contract, the latter has the right to cancel the contract with immediate effect and the right to have their damages compensated.

7.3 Player's Violations

The player must not enter into a player contract with another employer that prevents or hinders the fulfillment of this agreement. If the player enters into such an agreement, the employer can immediately cease the payment of the compensation specified in this agreement. The player is also obliged to compensate the employer for the damages resulting from the unjustified termination of the contract.

If the player otherwise violates the terms of this agreement, the employer has the right to cease the payment of the agreed compensation, and the player is obliged to compensate the club for the damages caused, unless the violation is considered minor.

7.4 Employer's Violations

If the employer neglects the obligations stipulated in the player compensation agreement, the player has the right to compensation for damages, unless the violation is considered minor.

If the employer otherwise violates the terms of this agreement, the player has the right to compensation for damages.

7.5 Determination of Compensation

The damages referred to in this agreement are determined, unless otherwise agreed, in the court of arbitration referred to in Section 9 of the agreement.

7.6 Salary Collection/Player's Activity

If the player has salary receivables at the end of the season, the player must actively pursue the collection of these receivables. Additionally, the player must inform a representative of the Finnish Ice Hockey Association about their salary claims.

8 OTHER TERMS OF THE AGREEMENT

8.1 Prohibited Substances (Doping)

The player commits to adhering to the currently valid Finland's Anti-Doping Rules. The player is obliged to cooperate with the anti-doping organization in investigating doping violations. The player must participate, upon the employer's, Association's, anti-doping committee's, or any other binding system's order, in a test to determine whether the player has used prohibited substances. The player is also obliged to undergo a drug test upon the employer's request. Additionally, the player must inform the employer of any medications, supplements, stimulants, or other substances known or suspected by the player to be prohibited in sports.

If the player is found guilty of using prohibited substances or refuses tests, the employer can immediately cease the payment of the compensation agreed upon in this contract and the player compensation agreement.

If the player is subject to a suspension or ineligibility as a punishment for doping or refusal to undergo tests, the employer may cancel this agreement immediately, and the player is obliged to compensate the club for the damages caused. The amount of compensation is determined, unless agreed otherwise, in the procedure specified in Section 9 of this agreement.

8.2 Discipline and Withholding Part of the Salary

The employer may withhold a sum equal to $X/180$ of the season salary (base salary + fringe benefits, excluding bonuses) from the player if the player is assigned a suspension of two (2) or more games in

the league's disciplinary process (X = length of suspension). If the player is assigned another suspension of two (2) or more games during the same season, the employer may withhold an amount equal to $X/120$ of the player's salary.

If the player is assigned a third or additional suspension of two (2) or more games during the same season, the employer may withhold an amount equal to $X/60$ of the player's salary.

When making the deduction, the restrictions specified in Chapter 2 Section 17 of the Employment Contracts Act must be taken into account.

8.3 Player's Agent

When entering into this contract the player's agent is _____.

The player undertakes to inform the employer of a change in the player's agent within seven (7) days.

The player's agent shall only collect his commission from the player as their client, not from the player's club.

8.4 Education

The employer aims to contribute to the creation of educational opportunities for players and to facilitate the integration of studies into the game and training schedule.

The employer and the player agree between themselves on the possible integration of a second job into the training schedule.

9 DISPUTE RESOLUTION

Disputes arising from this agreement shall be resolved, unless otherwise agreed, through arbitration following the currently valid Arbitration Act. The parties may also agree that the dispute shall be resolved in a district court.

The arbitration panel consists of three members, with the employer appointing one member, the player appointing one member, and these members jointly selecting the chairman of the panel. If they cannot agree on the chairman of the panel, the The Arbitration Institute of the Finland Chamber of Commerce (FAI) shall appoint the chairman upon the request of either contracting party.

The employer and the player may also agree that a single arbitrator or the Finnish Sports Arbitration Board acts as the arbitration body.

10 SIGNATURES

This agreement has been made in three (3) identical copies, one for each contracting party, and one for the Finnish Ice Hockey Association.

The contract and the player compensation agreement (salary appendix) must be delivered to the Association within one week of signing the agreement. Any significant changes made to the agreement must be submitted to the Association within one week of making the changes.

Place

_____.20_____
Date

Employer

Player

PLAYER CONTRACT (signed / 20) SALARY APPENDIX

1. Base Salary

The employer pays the player a total salary of € _____.

Holiday compensation (if the employment has lasted less than a year during the accrual year ending on March 31) is 9 %. In an uninterrupted employment relationship lasting over a year, the compensation is 11.5 %. Holiday compensation is paid monthly with the salary payment / Holiday compensation is paid with the last salary payment of the season (cross out unnecessary).

Salary payment starts on _____.20_____ monthly in equal installments. The payment must be in the player's designated account on the specified day each month.

The salary is paid, by default, between August 1 and March 31 (8 months). However, the player and the employer may mutually agree to spread the salary payments over a period longer than 8 months. If the team's games continue beyond March 31, the salary payment is agreed as follows:

Additionally, the employer pays / does not pay (cross out unnecessary) the player daily allowances and travel expense reimbursements, as permitted by law.

The maximum amount of the compensations paid is € _____ per month.

In addition to the above, the player contract includes the following taxable fringe benefits: (Fringe benefits are paid to the player for the entire contract period)
(Example: Housing benefit € 300/month, added to the gross salary)

2. Bonuses based on Team Success payable to the player:

Bonus payments are made with the salary payment for the month following the occurrence of the compensation.

3. In addition, the employer pays the player the following personal taxable bonus payments:

Bonus payments are made with the salary payment for the month following their realization.

1. Other

Place

_____.20_____
Date

Employer

Player

COMMITMENT

The player commits to adhering to the current Finland's Anti-Doping Rules. The player has an obligation to cooperate with the anti-doping organization in the investigation of doping violations. The player agrees to comply with these rules even if the player does not have a valid player contract. The player is bound by all anti-doping regulations for as long as he is an active player at any level of competition. The player falls under the scope of anti-doping rules even outside the competition season, regardless of whether the player has a player contract with a club or not.

The player commits to combating match manipulation and agrees to report if he observes any such activity. The player also commits not to bet on his own match or competition event, not to bet on his own competition level, and additionally, not to bet on matches or competitions involving his own club and affiliated clubs. The player shall not disclose insider information regarding any matter related to himself or his team. Insider information refers to information that is not known to outsiders of the club/team. Such information includes, for example, undisclosed lineup details, athletes' health conditions, and competition tactics.

This commitment is valid until the player, upon ending his competitive career, terminates this commitment.

Place

_____.20_____
Date

Employer

Player