



GENERAL AGREEMENT

Contracting parties

1. Finnish Ice Hockey Association and Finnish First Division Ice Hockey League (hereinafter Mestis)
2. Finnish Hockey Players' Association (hereinafter the Players' Association)

Purpose of agreement

By this agreement and their other mutual cooperation, the contracting parties aim to achieve the following objectives:

- Advancing and developing Mestis ice hockey, and increasing its athletic esteem.
- Improving the profitability and competitiveness of the corporations playing in Mestis.
- Enhancing the insurance coverage, education opportunities, and other conditions of the players playing in Mestis.
- Developing the legal regulations in such a way that they are optimally adapted to the conditions in ice hockey and supervising the players' athletic behaviour.

The contracting parties shall regularly arrange negotiations aiming to make suggestions for the development of the Mestis series and to take into account the players' views on the development.

TERMS OF AGREEMENT

1. Player Contract

The parties negotiate a model player contract to be used between the employers and the players, as well as the possible amendments made to the contract during the term of contract.

2. Insurances

Terms of insurance Mestis/the Finnish Ice Hockey Association (hereinafter the Association) negotiates the insurance contract terms for the players with the insurance company of its choice, in accordance with the conditions mutually agreed upon (in the protocol of signature) by the Players' Association and the Association/Mestis. Mestis/the Association submits the conditions of the insurance contract to the Players' Association.

Taking out insurance

The employer takes out an insurance policy for every player in Mestis with whom it has signed a player contract. The employer shall also take out insurance for players with a *try out* contract.

Insurance in accordance with the Act on Athletes' Accident and Pension Cover

If a player's total taxable wages for sporting during the season amount to the minimum laid down by law (EUR 13.180 in 2024 - the amount shall be adjusted every calendar year by the wage coefficient intended in section 96 of the Employees Pensions Act 395/2006), he is subject to the obligation of insurance cover in accordance with the Act on Athletes' Accident and Pension Cover (276/2009).

The date of the obligation of insurance cover is determined as the signing date of the agreement (even if the adjustment according to the wage coefficient raised the minimum of the obligation of insurance cover during the term of agreement so that it would exceed the player's agreed wages, the employer would take out an insurance policy for the player in accordance with the Act on Athletes' Accident and Pension Cover for the whole term of agreement).

Mestis/the Association shall negotiate the insurance conditions in compliance with the law with an insurance company of its choice. Mestis/the Association submits the conditions of the insurance contract to the Players' Association.

3. Organization of holidays

Training leave The employer shall grant the players of Mestis a training leave of a minimum of 24 working days, i.e. four weeks in a row after the last official game (regular season or play off).

Annual holiday (independent training)

The employer shall organize the team's training in such a way that the training sessions ordained by the employer and other team events are organized on working days until 31 August. This restriction does not concern the exhibition games played in August.

Annual holiday (independent training) period

The players of Mestis teams shall have annual holidays per each season as follows:

2024	20 June – 31 July
2025	19 June – 3 August
2026	18 June – 2 August
2027	17 June – 1 August

Christmas and New Year

Christmas season

Season 2023–2024, joint training leave 21 December – 26 December 2023

Season 2024–2025, joint training leave 22 December – 26 December 2024

Season 2025–2026, joint training leave 22 December – 26 December 2025

Season 2026–2027, joint training leave 22 December – 27 December 2026

During the above-mentioned periods there will be no guided joint training sessions, nor travelling or playing.

On Finland's Independence Day, December 6th, and during the New Year break 31 December – 1 January, there will be no guided joint training sessions, nor travelling or playing.

Holiday compensation

The holiday compensation is calculated in accordance with the Annual Holidays Act.

Exhibition games

The employer's team shall not play exhibition games during the period between the season's last official game and 31 July. However, in May, the employer has the right to organize two try-out games using the players who will not have turned 24 by the end of the year.

The employer shall not make a player play more than ten (10) exhibition games before the regular season. The so-called tournament games consisting of two periods at the maximum (40 minutes of effective playtime) are counted as half a game in this respect. All games longer than that are counted as one game. If the team makes it to the top eight in Suomen Cup, this number may be exceeded, subject to case-specific consideration.

4. Health care

The employer shall provide the players, at the employer's expense, with health care services to prevent and treat health problems caused by and directly related to playing. The employer shall arrange the necessary medical examinations and treatment for the player in case of injury according to the instructions given by the physician appointed by the team.

The employer shall also provide the players with regular muscular treatment. In addition, the employer shall also arrange, if necessary, a chance to receive physical treatment on the team physician's orders (in cases where the insurance covers the said treatment).

The player must undergo a physical examination in which a physician appointed by the employer examines and verifies his state of health and ability to play, before the player contract is signed. The employer shall cover the expenses of the physical examination.

The employer is liable to make statistics of the players' brain injuries (concussions). The statistics shall be made according to detailed instructions.

5. Campaigns and events

Campaigns of the employer, Mestis, and the Association

The employer/the Association may use the players' photos and other identification data for marketing their own or their stakeholders' organizations, in any form of printed or electronic communication

Mestis may use the players' photos and other identification data for marketing itself and its events, in any form of printed or electronic communication.

Campaigns of the Players' Association

The player may take part in the events and regular advertisement campaigns of the Players' Association subject to the following conditions:

- The event or campaign is not in conflict with the advertisement, sponsorship or cooperation agreements of the employer or Mestis, unless the conflict can be deemed minor.
- Participating in the events and campaigns takes place in the player's free time in such a manner that it does not disturb the player's participating in his team's games, training, or other events as determined by the employer.
- The event or campaign is acceptable from the point of view of sportsmanlike behaviour.

The player shall not take part in events or campaigns wearing the employer's team uniform, unless the employer has specifically granted a written permission to do so in each individual case separately.

6. Agent activities

The parties develop and control the activities of the agents that work to promote the players' interests especially on commission by the Agent Activities Assessment Board.

7. Education

The parties work in cooperation to develop measures to promote the players' professional education during their ice hockey career and after it.

The contracting parties work jointly to develop measures that facilitate the combination of ice hockey and working life during the players' ice hockey careers and after them. The employer aims at taking into account the players' working lives in its game and training programs, attempting to build good connections with the players' employers outside of ice hockey.

The employer supports, for its part, the creation of study opportunities for players and the compatibility of studies with the game and training program.

8. Payment of wages

The period of paying wages is basically 7 months. The employer shall pay wages to the player for the period between 1 August and 31 March. However, the player and the wage supplement. The details related to the payment of wages are agreed upon in the wage supplement to the Player Contract.

9. Compliance with the Finnish Ice Hockey Association's Rules of Operation and Competition

Players agree to adhere to the current rules of operation and competition of the Finnish Ice Hockey Association, which can be reviewed on the Ice Hockey Association's website at <https://www.finhockey.fi/index.php/component/k2/item/137-kilpailusaannot>

10. Dispute resolution

Negotiations

Disputes arising from the player contract shall be resolved primarily by negotiations between the employer and the player.

Unless the employer and the player can reach an agreement in case of dispute, they can jointly submit the dispute to Mestis and the Players' Association to be negotiated there.

Legal proceedings

If an agreement cannot be reached through negotiation in a dispute concerning a player contract, the dispute shall be resolved through arbitration in accordance with the applicable arbitration laws.

The arbitration panel shall consist of three members, one appointed by the employer, one by the player, and these members together shall select the chairman of the arbitration panel. If the parties cannot agree on the chairman, the Arbitration Board of the Central Chamber of Commerce shall appoint the chairman upon request of either party.

Alternatively, the employer and the player may agree to have a single arbitrator or the Sports Law Arbitration Board act as the arbitral tribunal.

Validity of contract

This agreement is valid until the end of April 30, 2027, or upon the conclusion of the 2026-2027 playing season if it ends after April 30, 2027. The parties will commence negotiations for a new agreement no later than September 2026.

This agreement covers all player contracts entered into during the term of this agreement.

Signatures

Helsinki, 22 December 2023

Finnish Ice Hockey Association

Finnish Hockey Players' Association

Sami Kauhanen

Risto Kauppinen

Finnish First Division Ice Hockey League

Mikko Saarni